Standard Project Fiche

1. Basic Information

1.1 CRIS Number (Year 1): BG2004/016-711.01.03
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 1/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 2/Phase 2: Expanding the areas of intervention to address the wider inclusion of disadvantaged ethnic minorities with a special focus on Roma

Year 3/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
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. “

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) – N.A.
2.5 Cross Border Impact - N.A.
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 short and medium term Accession Partnership priority. 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. National and local level measures will be undertaken towards providing anti-discrimination protection, equal access to education, health care, decent housing conditions, child and youth protection, social support, employment generation and perseverance of Roma culture identity. In the first place, as an accession issue, the Action Plan provides measures for significant strengthening of the National Council of Ethnic and Demographic Issues (NCEDI), the government body in charge of minority issues and general coordination/regular monitoring of the Action Plan implementation.

This project fiche supports the implementation of the following national strategic documents for disadvantaged ethnic minorities integration into Bulgarian Society with a special focus on Roma:

- Governmental Programme “The people are the Wealth of Bulgaria”;
- Framework Programme for Equal Integration of Roma into Bulgaria Society;
- Strategy for Integration of Children and Schoolchildren from Ethnic Minorities in the National Educational System - already elaborated; approval by the minister of education and science is expected to happen by the end of June 2004 at the latest;
- Health Strategy for Disadvantaged Ethnic Minorities with a special focus on Roma – to be elaborated by the end of October 2004;
- National Housing Programme with regard to Improvement of the Roma Housing Conditions – to be elaborated by the time project activities will start; tentative deadline March 2005;

The project fiche also supports the implementation of the initiatives within the Roma Inclusion Decade 2005 – 2015.

The present project fiche was elaborated and designed jointly by NCEDI, 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 urbanisation. The latter are listed in Annex D.

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 is being finalized. The Roma Organizations
in Bulgaria will select 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 specialized working groups 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 NCEDI as well through a new administrative Roma Unit in the Framework of the planned establishment of new Directorate on Ethnic Issues due to be established in 2004 under the new institutional arrangement.

3.2 Sectoral rationale
The project will rely on significantly strengthened state supported education, health care and housing sectors for provision of sustainable mechanisms for disadvantaged ethnic minorities’ integration under the Long-Term National Action Plan predominantly financed by the national budget. 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 from, 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.

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 past fourth grade and just one percent being accepted at college level. A recent effort at decentralised budgeting may help to improve some aspects of educational delivery.
In the field of the healthcare - the indicators of the health status of Roma population has seriously deteriorated as compared with the average indicators for the country. 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 disadvantaged ethnic minorities, 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 conclusions are drawn on the basis of the database from qualitative and quantitative surveys carried out by medical experts’ and sociological researchers. According to the data from the last census in 2001, the Roma are the youngest ethnic community in the country, the community with the largest portion of children and youth and the smallest number of aged people. Almost half of the Roma population are children or youths, while only a small part of the Roma (6%) passes the age of 60 (among the ethnic Bulgarians and Turks that portion is 25% and 14% respectively). According to the Sociological Survey 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 paediatrician 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 specialised 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).

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.
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.

Thus with regard to education 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 higher institutes 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 (gymnasiums), focal schools and extra curriculum activities. A new and bridging element to the third phase will be the carrying out of a needs assessment feasibility study for the establishment of a National Information and Monitoring System.

The **third phase** will support 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 higher institutes.

With regard to health care 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** will build on the experience already gained during Phare 2003 and Phare 2004 projects and will contribute with the elaboration of a National Programme for Screening of Diseases, early diagnostics and subsequent state supported treatment. Specific and relevant measures evolving from the Programme will be materialized into relevant projects. Curriculum for additional education of social workers with health knowledge (mediators) will be elaborated as well.

A needs assessment feasibility study for the establishment of a National Information and Monitoring system will be carried out as a bridging element to the third phase.

The **third phase** will support complementary measures connected with the training of mediators following the curriculum elaborated under phase 2. A National Information and Monitoring System will be elaborated and commissioned. Relevant training will be delivered.

With regard to urbanization the **first phase** will put an emphasis on measures to support the elaboration of territorial and cadastre plans in the Roma quarters. This phase will support though to a limited extent the construction and upgrading of public infrastructural facilities. 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.

The **second phase** will aim at the achievement of substantial and sustainable improvement of the living conditions of the disadvantaged ethnic minorities by adopting the best practices of the European countries and supporting large scale construction and upgrading of technical and social infrastructural facilities.

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.
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. 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 programme 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 legalized 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. Phase 1
3.3.1.1. Purpose
Supporting the implementation of the Long-Term National Action Plan for the implementation of the Framework Programme for Equal Integration of Roma into the Bulgarian Society to be adopted by the end of 2004, this phase aims to create favourable conditions for the economic and social integration of disadvantaged minorities, thus improve their situation in the long run.

3.3.1.2. Results:
The global result to improve the access to education, central/local public administration institutions, health care services and public infrastructure for disadvantaged ethnic minorities with a special focus on Roma will be achieved by:

**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 events 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 colleges and 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, preschools 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 NCEDI and regional structures
• the administrative capacity of the NCEDI 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’.

3.4 Activities (including Means)
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)

The technical assistance (TA) shall be provided by UNDP. There are two sub-components included:

3.4.1.1. Technical assistance provided in the form of ongoing technical support to the NCEDI and all the partner ministries, agencies, municipalities and NGO sector that support the NCEDI in implementing project activities to the end beneficiaries. More
precisely UNDP 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.

UNDP 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 NCEDI 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 UNDP through its specialized expertise will thoroughly study and analyse 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 NCEDI. 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 and Roma expertise in the solution of disadvantaged ethnic minorities issues. During phase 1 UNDP will provide the know-how and expertise to the NCEDI staff to enable the latter carry out professionally and confidently the project activities under phase 2 and 3 without UNDP being directly responsible and involved. However UNDP will assist and contribute to 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 events 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. The qualification/pre-qualification courses shall follow the curricula developed under the Phare project 2003.

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 NCEDI. 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 NCEDI 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.
Project follow up:
Phase 1 follow up shall support the Strategy as well as the findings of the survey “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” provided by IMIR foundation in 2003 under the World Bank Grant for Integration of Minorities to the NCEDI. The Survey identified the necessity of taking measures for improving the quality of education process and material base in the integrated schools according to the opinion of children, parents and teachers.

Phase 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 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 and Survey shall be implemented:
1. Integration the Roma children in ethnically mixed classes including the high schools (gymnasiums).
2. Improvement of the conditions and the technical basis of the integrated schools, including gymnasiums and of the quality of the education there.
3. Further qualification of teachers to work in integrated multiethic classes.
4. Support to development of a network of focal schools in the underdeveloped rural areas with disperse settlements providing high quality of educational process.
5. Improvement of the material base of the focal schools.
6. Inclusion of ethnic minorities’ children in integrative extracurricular activities.
7. Assistance to socially disadvantaged children by supplying school books, educational and didactic materials, etc.
Additionally a needs assessment feasibility study for the establishment of a National Information and Monitoring System will be carried out as a preparatory activity for phase 3. The study will take account of the educational particularities regionally and locally so that the adequate approach is taken according to the specific needs.

Phase 3: Elaboration and Commissioning of a National Information and Monitoring System. Implementation of a grant scheme to support the education of Roma students in the higher institutes
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.

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 scrutinise 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 paediatric 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.

Project follow up:

Phase 2: 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 moving from a medical-or-disease oriented model to a preventive approach toward public health. This project activity shall build on a number of piloted initiatives under the previous Phare projects for health promotion and preventive health care supported by substantial mobile equipment and facilities.

At national level, the Ministry of Health shall be supported to manage the National Programme for Screening of Diseases, Early Diagnostics and Treatment the elaboration of which will be supported during this project phase. This shall require establishment and 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.

At community level, a mechanism for a comprehensive health promotion and preventive health care for reaching the disadvantaged ethnic minorities shall be developed and established according to the provisions of the programme. The programme 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 a complementary activity within the health care sector this project phase will support the elaboration of a curriculum for additional education of social workers with health knowledge (mediators). A needs assessment feasibility study for the establishment of a National Information and Monitoring system will be carried out as a bridging element to the third phase.

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

**Phase 3: 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 this issues. In certain areas, health information is available form non-governmental sources. The major barrier to achieving this is the absence of any specific ethnic identifier within the existing health data-gathering systems in use in hospitals or the community. The absence of specific data makes it difficult to plan and monitor health services for this target group. There is therefore 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.

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.

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.

Project follow up:

Phase 2: 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:

- urbanisation of existing neighbourhoods, including legalization of illegally build housing;
- new constructions in the existing neighbourhoods and on new land;
- “exit” from the ghetto and settling along with non-Roma.

Under this project phase, the best alternative practices of the European countries shall be analysed, including government decisions and approaches, national and international infrastructure, housing projects and technologies addressing the improvement of the disadvantaged ethnic minorities housing conditions, including appropriate and applicable schemes and mechanisms. This activity shall bring together the professionals at national, regional and local levels along with all stakeholders, including government officials and ethnic minorities civil society representatives. They should develop common framework for different issues for the improvement of the housing conditions of the most disadvantaged groups in Bulgaria. This should be a tool for better decision-making and development of relevant interventions.

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

**Phase 3: 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.
- On 6 October 2003 the Council of Ministers adopted with a Decision No 693 a short-term National Action Plan (2003 – 2004) for the implementation of the Framework Programme for Equal Integration of Roma into Bulgarian Society. 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 sustainable progress of the Roma situation. National and local level measures are undertaken towards providing anti-discrimination protection, equal access to education, health care, decent housing conditions, child and youth protection, social support, employment generation and perseverance of Roma culture identity. The implementation of the measures are monitored by the NCEDI on a quarterly basis.
- The Bulgarian Government joined another closely linked initiative for improving the Roma situation “Decade of Roma Inclusion 2005 - 2015” and “International Roma
Education Fund” launched in June 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.

- On 8 April 2004 the Council of Ministers approved the draft law for the Establishment of Budgetary Fund “Educational Integration of the Children and the Schoolchildren from Ethnic Minorities”. The latter was passed to the Parliament for adoption. The Purpose of the Fund is to finance projects targeting the improvement of the education of the children and pupils from the ethnic minorities by providing equal access to quality education. The fund operates following a three years programme duly approved by the Council of Ministers with the measures and activities that are going to be financially supported. The Fund operates with national budget resources allocated annually as well as resources from other local, foreign and international financing institutions. The indicative allocations from the national budget for the subsequent three years - 2005, 2006 and 2007 are 1 MBGN, 2 MBGN and 2 MBGN.

- 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 Bill (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.

All the above initiatives along with the pre-accession programmes are being implemented coherently for improving the Roma situation in Europe.

This project fiche will build on the efforts and further consolidate the achievements of the following Phare and other foreign donors’ granted projects:
- Phare 1999 – BG 9907 (EURO 500 000/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
grantees 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 (EURO 1,335,110 supply component)** – 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 2,550 Roma children was carried out in 32 municipalities.

- **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 NCEDI** – This support to the NCEDI started in January 2004 consists of provision of technical assistance, training and research support to improve policy and implementation capacity of the NCEDI.

3.6 Lessons Learned:

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

The NCEDI organizes regular meetings with the Roma community by meeting representatives of the leading Roma NGOs irrespective of their affiliation to the Council so that the Phare projects activities, procedures and prospects are explained. The NCEDI 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 the NCEDI, the governmental body in charge of ethnic minority issues and general coordination/regular monitoring of the Action Plan carried out the First Monitoring Meeting. 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 communitaire 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. Since 1 January 2004 the enforcement date of the law the Commission for the Protection against Discrimination will have been in place in a 3 month period adequately staffed and resourced. Its members shall be nominated by the Parliament (5 persons) and the President (4 persons). In 6 months (till the end of June 2004) 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.
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 NCEDI in cooperation with the line ministries with the technical assistance of the UNDP. The ToR’s and the Technical Specifications will be approved by the Senior Project Officer.

For the project management and administrative implementation UNDP will establish a Project Office (PO) adequately staffed with experts with experience in Phare procedures and experts with knowledge in the field of education, health care and urbanization. The staff composition of the PO will be determined and subsequent selected jointly by the NCEDI and UNDP. The experts of the PO will be contracted by UNDP for the duration of the project. They will preferably be drawn from the pool of experts who have already gained experience in the similar project structures under Phare 2002 Urbanisation Project and Phare 2003 Education and Health Project. The PO will be located in the premises provided of the Council of Ministers. The PO experts will be responsible to UNDP and the NCEDI for the achievement of results.

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 NCEDI. The project will be administered under the overall co-ordination of designated staff of the NCEDI that will form a Project Implementation Unit (PIU). In 2004 the NCEDI staff will be increased considerably by the establishment of a special directorate in charge with ethnic minorities issues. The proposed structure of the directorate will cover the following major fields – management of projects, Roma issues, monitoring and analysis, secretarial duties and other minorities issues. Separately there will be a special Commission on Roma Issues at the NCEDI. The PIU will consist of NCEDI experts who will work closely with the specialised units established in each line ministry. The specialised units will be set up by special ministerial orders for the duration of the relevant project components.

By means of the TA component UNDP will ensure gradual handover of know-how to the above structures how to implement such projects. Moreover through the experts in the PO UNDP will elaborate an Operational Manual for the efficient operation of the PIU and its interaction with the line ministries, the ECD, the CFCU and the Steering Committee. The Manual will define the responsibilities of the PIU and the line ministries. Special attention will be paid to the tendering and contracting procedures under the PRAG rules and the procurement plans with regard to the service, supply and works projects. The Operational Manual will be approved by the EC Delegation.
A project Steering Committee (SC) shall be established as a governing body chaired by the Minister Without Portfolio and President of the NCEDI. 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
- National Council for Ethnic and Demographic Issues
- Five members, representing the disadvantaged ethnic minorities

The EC Delegation, the 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 specialised 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 minorities’ (Roma) 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 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

<table>
<thead>
<tr>
<th>Project Activity</th>
<th>Year 1/Phase 1</th>
<th>Total Phare (I+IB)</th>
<th>National Co-financing</th>
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<td><strong>Technical Assistance</strong></td>
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<td>Establishment of a Project Office</td>
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<td>- Upgrading Electricity network</td>
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<td>- Cadastre maps, preparation of urban plans and territorial plans, legitimisation of illegal buildings</td>
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<td>- Vocational Training of unemployed from disadvantaged ethnic minorities</td>
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<tr>
<td>- Training in energy efficiency methods</td>
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<td>Implementation of Practical Schemes over more educational levels and activities in the disadvantaged ethnic minorities’ education</td>
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<td>- Improvement of the technical basis of the integrated schools, including gymnasiums and focal schools</td>
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<td>- Supply of educational and didactic materials</td>
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<td>Qualification of teachers to work in integrated high-school, incl. gymnasium and support to development of a network of focal schools in underdeveloped rural areas</td>
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<td>Policy formulation addressing the disadvantaged ethnic minorities health issue at national, regional and community level</td>
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<td>- Elaboration of National Programme for Screening of the Diseases, Early Diagnostics and Treatment,</td>
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<td>- Elaboration of curriculum for additional education of social workers with health knowledge (mediators).</td>
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<td>Supply of equipment for to the specialized preventive healthcare services for better health care access of ethnic minorities</td>
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<td><strong>Project Activity 4 –</strong></td>
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<td>Effective and sustainable improvement of disadvantaged ethnic minorities living conditions</td>
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<tr>
<td>- Analysis of the best alternative practices of the EU countries addressing the housing conditions of the ethnic minorities</td>
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<td>- Development of common framework for the improvement of the living conditions of the most disadvantaged ethnic minorities</td>
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**Note:** The sums for the second phase contracts and their number are indicative, since future unpredictable factors may require a certain level of flexibility.
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<td>4,250</td>
<td>1,000</td>
<td>5,250</td>
</tr>
<tr>
<td>Elaboration and Commissioning of a National Information and Monitoring System for the Education and appropriate training at all relevant levels</td>
<td>Practical schemes for further integration of the ethnic minorities in the education</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project Activity 3 – Elaboration and Commissioning of National Health Information and Monitoring System for assessment and monitoring of the health status</td>
<td>0,800</td>
<td>0,700</td>
<td>1,500</td>
<td>0,267</td>
<td>1,767</td>
</tr>
<tr>
<td>Development of monitoring mechanism of the outcomes from the implementation of the National Programme for screening of diseases, early diagnostics and treatment and set up of National Health Information and Monitoring system for disadvantaged ethnic minorities</td>
<td>Training of mediators following the curriculum already elaborated in Phase 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supply of equipment for to the specialized preventive healthcare services for better access of ethnic minorities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project Activity 4- Tools for assessment and monitoring of disadvantaged ethnic minorities housing conditions</td>
<td>4,350</td>
<td>0,400</td>
<td>4,750</td>
<td>1,450</td>
<td>6,200</td>
</tr>
<tr>
<td>- Development and setting up of a National Information System for disadvantaged ethnic minorities housing issues;</td>
<td>Construction and upgrading of public utilities in quarters, populated with ethnic minorities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total (Phase 3)</td>
<td>8,150</td>
<td>2,850</td>
<td>11,000</td>
<td>2,717</td>
<td>13,717</td>
</tr>
</tbody>
</table>

The Phare contribution for investment costs will be no more than 75% of eligible public expenditure, the balance having to be covered by the national co-financing. The national co-financing will be provided by the National Fund Directorate at the Ministry of Finance. All operational and running costs and the maintenance of the equipment will be provided by the final beneficiaries.
Note: The sums for the third phase contracts and their number are indicative, since future unpredictable factors may require a certain level of flexibility.

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 NCEDI in the Council of Ministers; Dondukov Blvd 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 at the National Council of Ethnic and Demographic Issues. The PIU will consist of NCEDI experts who will work closely with the specialised units established in the line ministries – namely the Ministry for Education and Science and the Ministry for Health.
UNDP will provide technical assistance to the NCEDI, Ministry of Education and Science and Ministry of Health 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 – N. A.
6.3 Non-standard aspects – N.A.
6.4 Contracts
Under the framework of the programming year 2004 (Phase 1) the following contracts are envisaged:

- One contribution specific agreement between the UNDP 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

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

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 – N.A.

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 7,069).

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 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. 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. The funds allocated under the short-term National Action Plan amount to 28 MBGN. Under the Fund “Educational Integration of the Children and the Schoolchildren from Ethnic Minorities” for the three consecutive years 2005, 2006 and 2007 indicative amounts of 1 MBGN, 2 MBGN and 2 MBGN will be released from the national budget. National budget resources will be further allocated to the Long-Term Action Plan for the implementation of the Framework Programme for Equal Integration of Roma in the Bulgarian Society.

11.6. Compliance with state aids provisions – N.A.

12. Conditionality

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 long-term Action Plan for the implementation of the Framework Programme for Equal Integration of Roma into the Bulgarian Society proposing particular engagements and tasks to the relevant government bodies.
- Establishment of a special Directorate which will replace the current secretariat to the NCEDI
- Implementation of a feasibility study for investment needs in the health sector

Annexes to project Fiche
1. Logical framework matrix in standard format (Annex A)
2. Detailed implementation chart (Annex B)
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period) (Annex C)
4. Reference to feasibility/pre-feasibility studies. (Annex D)
5. Legislative framework in terms of the education and health care for the vulnerable minorities groups in the Republic of Bulgaria (Annex E).
**ANNEX A**

**Phare log frame**

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR Project</th>
<th>Programme name and number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated sustainable improvement of the disadvantaged ethnic minorities situation with a special focus on Roma</td>
<td>Contracting period Phase 1 expires November 2006 Disbursement period Phase 1 expires November 2008</td>
</tr>
</tbody>
</table>

| Total budget : 11.118 M€ | Phare budget : 9.0 M€ |

<table>
<thead>
<tr>
<th>Overall objective</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Inclusion of the disadvantaged ethnic minorities into the Bulgarian society with a special focus on Roma.</td>
<td>At the end of the project: • percentage of Roma schoolchildren graduate secondary schools; • all Roma children 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</td>
<td>• Statistical data and sociological survey • EC Regular Report for Bulgaria</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Project purpose</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 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.</td>
<td>• Ongoing project monitoring within the sectoral sub-committee reporting • Interim and Final External Evaluation of the Project • Statistical data and sociological survey • Approval of Long-Term National Action Plan • Implementation of a feasibility study for investment needs in the health sector</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• percentage of Roma children integrated in all levels of the Bulgarian educational system; • all Roma children graduate primary school percentage of Roma, covered by medical screening, early diagnostics and prophylactics; • Percentage of territories (inhabited with Roma) with developed Cadastral and Urbanization Plans; • Percentage of fully urbanized territories, providing comfortable living environment.</td>
<td>• Ongoing project monitoring within the sectoral sub-committee reporting • Interim and Final External Evaluation of the Project • Statistical data and sociological survey</td>
</tr>
</tbody>
</table>

29
• ensured access to integrated education, specialised health care services and public infrastructure for disadvantaged ethnic minorities with a special focus on Roma;

• improved teaching in a multi-culture, ethnic sensitive environment
• improved material base of selected integrated kindergartens and schools with ethnically mixed classes;
• created conditions for social integration of young Roma through participation in higher education
• improved interactions between the disadvantaged ethnic minorities and central/local public administration and police structure;

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number qualified school teachers for working in a multi-cultural,</td>
<td></td>
</tr>
<tr>
<td>ethnic sensitive environment;</td>
<td></td>
</tr>
<tr>
<td>Number of newly trained teacher assistants;</td>
<td></td>
</tr>
<tr>
<td>Number of teacher assistants employed</td>
<td></td>
</tr>
<tr>
<td>Number of prepared new sets of teaching materials for multicultural</td>
<td></td>
</tr>
<tr>
<td>education and for qualification of social workers, medical doctors</td>
<td></td>
</tr>
<tr>
<td>and nurses, policemen and other social servants working with</td>
<td></td>
</tr>
<tr>
<td>representatives of marginalized minority groups;</td>
<td></td>
</tr>
<tr>
<td>Number of Roma students integrated in the selected mixed schools;</td>
<td></td>
</tr>
<tr>
<td>Percentage of Roma schoolchildren graduating secondary schools</td>
<td></td>
</tr>
<tr>
<td>All Roma children graduate primary school</td>
<td></td>
</tr>
<tr>
<td>Number of Roma children in these extracurricular classes and sport</td>
<td></td>
</tr>
<tr>
<td>clubs/activities;</td>
<td></td>
</tr>
<tr>
<td>Number of preparatory courses for school graduates and number of</td>
<td></td>
</tr>
<tr>
<td>young Roma attending them and preparing themselves for university/college exams</td>
<td></td>
</tr>
<tr>
<td>Number of young Roma admitted at universities and colleges after attending these courses</td>
<td></td>
</tr>
<tr>
<td>Number of skilled Roma for construction professions</td>
<td></td>
</tr>
<tr>
<td>Number of officials from municipal administration, labour offices,</td>
<td></td>
</tr>
<tr>
<td>Social assistance services and police officers trained in working with</td>
<td></td>
</tr>
<tr>
<td>the disadvantaged ethnic minorities;</td>
<td></td>
</tr>
<tr>
<td>Number of kindergartens and schools with ethnically mixed classes</td>
<td></td>
</tr>
<tr>
<td>with of up-do date educational equipment improved material conditions;</td>
<td></td>
</tr>
<tr>
<td>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</td>
<td></td>
</tr>
</tbody>
</table>

• Ongoing project monitoring within the sectoral sub-committee reporting
• Interim and Final External Evaluation of the Project
• EC Regular Report for Bulgaria (2005)

• Reallocation 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)
• Improved health status status of Roma
• Performed preventive health care services, health promotion and education;
  - 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 tuberculosis, cancer and other diseases
  - number of persons sent for active medical treatment as a result
  - 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 compact Roma Population;
  - Percentage of legalized, illegally build, houses, where possible;
  - Percentage of fully urbanized territories, providing comfortable living environment (street network, electricity supply network, water distribution and sewerage system, sidewalks, public lighting) and related landscape improvements;
  - Number of km. of new roads, sewage system and canalization in Roma neighbourhoods
  - Number of Roma Families living in normal living condition
  - Number of Roma households with their own electricity consumption measuring devices;
  - Implementation of programs schemes for socially disadvantaged Roma to acquire houses
  - 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.

• 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
• Developed sustainable administrative capacity
<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
</table>
| **Activity 1** – Technical Assistance (IB)  
- Support to project beneficiaries for technical documentation preparation  
- Support to all levels minorities integrated education;  
- Access to maternal and child health care  
- Updating cadastral maps, preparation of urban plans and territorial plans  
- Improve culture for energy consumption and energy efficiency. | *One* agreement between the CFCU and UNDP  
- Selected training institutions contracted and training provided  
- Activities 2 and 3 supply contracts for purchasing equipment | • The project beneficiaries recruit and retain adequate staff  
• Effective co-operation with other institutions (line ministries, training institutions)  
• The NCEDI and UNDP recruit qualified and experienced staff  
• Government funding for the project is approved and made available on time (assumption) |

**Activity 2** – Improved Material Base of integrated kindergartens and schools (Investment). |


**Activity 4** - Improve the living conditions of disadvantaged ethnic minorities - (Construction works)  
- Construction of technical infrastructure and training for construction skills acquisition  
- Independent construction supervision | • Activity 4 - Launch tenders to select training organisation; construction firm and an independent construction supervision firm. |
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)

<table>
<thead>
<tr>
<th>Date</th>
<th>1.Q.05</th>
<th>2.Q.05</th>
<th>3.Q.05</th>
<th>4.Q.05</th>
<th>1.Q.06</th>
<th>2.Q.06</th>
<th>3.Q.06</th>
<th>4.Q.06</th>
<th>1.Q.07</th>
<th>2.Q.07</th>
<th>3.Q.07</th>
<th>4.Q.07</th>
<th>1.Q.08</th>
<th>2.Q.08</th>
<th>3.Q.08</th>
<th>4.Q.08</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracted</td>
<td>0,700</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>10,718</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>11,118</td>
<td></td>
</tr>
<tr>
<td>Disbursed</td>
<td>0,150</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>6,060</td>
<td>8,500</td>
<td>9,000</td>
<td>9,510</td>
<td>10,900</td>
<td>11,118</td>
<td></td>
<td>11,118</td>
<td></td>
</tr>
</tbody>
</table>

Annex B

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

Project implementation chart

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Assistance</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
</tr>
<tr>
<td>Support to all levels integrated education</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
</tr>
<tr>
<td>Child and women’s health services</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
<td>X X X X X X</td>
</tr>
<tr>
<td>Improvement of the living conditions of disadvantaged ethnic minorities</td>
<td>X X X X X</td>
<td>X X X X X</td>
<td>X X X X X</td>
<td>X X X X X</td>
</tr>
</tbody>
</table>
Annex D

REFERENCE TO FEASIBILITY STUDIES

Needs Assessment Report under the Phare project BG0104.01 – Roma Population Integration on the state of the national education for the main ethnic minority groups (available).

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;


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);
- Short term Action Plan (2003 – 2004) for the implementation of the “Framework Programme for Equal Integration of Roma into Bulgarian Society”;
- Comprehensible Law on Prevention against Discrimination.
- Anti-discrimination law on
- 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:

3. Developed Methodology Guidelines for Diagnostics of Tuberculoses.
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.
4. The Order No 6 of the Ministry of Education dated 19 August 2002 for the education of children with specific educational requirements and chronic diseases.  

National legislation and strategic programmes concerning the minorities housing:  
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.  
Annex E

Information about the Policy of the Government of the Republic of Bulgaria on improving the situation of Roma population in Bulgaria

Contribution to the Revised Accession Partnership 2003 for Republic of Bulgaria during the period November 2003 – February 2004

1. Political Criteria

Minorities’ Rights and Protection of Minorities

(Information about the adoption of new legislation and its implementation in each of the areas, listed below as entries and pertaining to the period after November 2003, including statistical data, when such is available.)

- Implementation of the Framework Programme for the Equal Integration of Roma into Bulgarian Society, including funds from the state budget;

The revised Accession Partnership 2003 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 “...to 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. “

In this respect the adopted by the Council of Ministries at 6th of October 2003 Action Plan for the implementation of the Roma Framework Programme with more specific activities and a timetable covering the period 2003-2004 has provide a good basis, as it has received special funds of 28 million Bulgarian levs from the State budget for its implementation. At the end of January 2004 the National Council on Ethnic and Demographic Issues (NCEDI), the governmental body in charge of ethnic minority issues and general coordination/regular monitoring of the Action Plan carried out the First Monitoring Meeting. 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.

Protection from Discrimination

The Law for the Protection against Discrimination has been enforced since 1st of January 2004. In 3 month period the Commission for the Protection against Discrimination has to be in place and its members will be nominated by the Parliament and the President. Following this, in 6 months (till the end of June 2004) the Commission should draft and adopt the Regulations on his work. The Commission will appoint three permanent panels, one of which will be in charge of ethnic and racial equality.

The National Police Service (NPS) continued its efforts to set up a network, charged with the monitoring of the abidance by the human rights and the protection against discrimination in the police system. At a central level a Specialised Commission on Human Rights chaired by the Deputy Director of the NPS is operational. The Commission is in charge of the setting up of the necessary conditions and organisation for guaranteeing the human rights, including rights of the persons belonging to ethnic minorities with a special emphasis on the Roma minority. During the reporting period the implementation of the project of the NPS and ACET (Center for Support of Victims of Torture) has continued. The training aid “Police and Minorities – the Inevitable Change” was issued in November 2003 to improve the policemen abilities to work in multicultural environment. The training aid will be used for in-service training of police officers throughout the country during this year.
Following the adoption of the Community Policing Strategy, the Minister of Interior introduced discussing and lessons learning of practical cases in the area of human rights before day-to-day community policing.

In October 2003 the Minister of Interior approved and introduced the Ethic Code of Ministry of Interior Employees in accordance with Recommendation 2001 (10) of the Committee of Ministers of the Council of Europe, concerning vulnerable groups policing, protection of human rights and prevention of discrimination. The Police Academy already introduces a curriculum, which covers minority issues, training and professional development in terms of applying international standards for ethical behavior, culture of communication and human rights. Under the project of NPS and Metropolitan Police Service funded by the British Know How Fund 20 trainings for community policing in multietnic environment were completed. For an enforcement of the project a second training center in the city of Pleven (in addition to the one in the Plovdiv Roma quarter Stolipinovo) was established in December 2003.

**Education**

The Government implements a holistic concept for integration of children and schoolchildren belonging to ethnic minorities in the education with a special focus on Roma children. The Strategy for the Integration of Children and Schoolchildren from Ethnic Minorities in Bulgaria in the System of the Education (Strategy) was approved by the Consultative Council on Education of Ethnic Minorities Children and Schoolchildren on 23 January 2004. Meanwhile, a working group for drafting a five years Action Plan for the Implementation of the Strategy was set up.

The “Instruction for the integration of children and schoolchildren from minorities” adopted by the Ministry of Education in September 2002 aiming at integrating, preserving the ethno-cultural identity of ethnic minorities’ children and schoolchildren and guaranteeing equal access to quality education is being implemented. The Ministry has instructed its regional inspectorates to identify integrated schools. This information shall be summarized in March 2004.

The Ministry of Education together with the Ministry of Labour and Social Policy (MLSP) has made a further step towards introducing the position of assistant teachers into the integrated pre-school classes at kindergartners, preparatory and first classes of elementary schools. The MLSP indicated a code from the National Classification of Professions and included the position of teacher assistant in the Ordinance No 6 for defining the monthly salary.

Starting from school year 2003/04 the alterations in the National Education Bill (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.

In support to the implementation of the Action Plan for the Implementation of the framework Programme the Phare project BG 0104.01 (EURO 2,325,000) – Roma Population Integration started in December 2003. One services TA contract for the amount of 750 000 EUR was placed with the international consortium Care/Roma NGO “Diversity and the University of Veliko Turnovo for the implementation of three components: 1) Education attendance for Roma children (focusing on implementation of re-qualifying or 300 school masters and qualifying of 100 Roma assistant teachers to work in integrated (ethnic mixed) classes; 2) Bridging activities that aim at increasing opportunities for young Roma to become civil servants, developing public awareness strategy and positive images campaign and 3) Technical assistance to the NCEDI. The Contract shall be completed in 7 months.

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.

In support to the Action Plan for the implementation of the Framework Programme the Ministry of Finance has planned the necessary funds for free of charge busing of the school children including Roma. 10 million BGL planned under the state budget will be allocated to the municipalities. At the same time, the Ministry of Finance takes part in drafting a Bill for Opening a Special Fund for “Ethnic Minorities Children and Schoolchildren Educational Integration”.

Since the school year 2003/2004 the University of Veliko Turnovo has introduced a new subject for training teachers in Roma language. At the same time the Thracian University has extended the subject “Elementary Teaching in Western Language” with qualifying teachers in Roma and Turkish language.

Throughout the school year 2003/04 the Amalipe Foundation has implemented the pilot project funded by the Ministry of Education, Open Society and NCEDI to teach Roma culture as an optional subject in 40 schools in the Northern Bulgaria.

At the end of 2003 the project of the Ministry of Education and Foundation “Theater for our Children – Fairy Path” resulted in development of bilingual audio products about Roma stories that were distributed in 200 kindergartners and schools.

In order to improve the Roma school attendance the Ministry of Education established in 2001 special units – Educational and Re-training Centers. The 20 operational centers throughout Bulgaria deal with children that have dropped out of schools organize professional guidance and work with Roma parents. The Minister of Education issued an order dated November 2003 for the establishment of working group that had to propose a project for a National Center of Educational Support and Qualification. In this way, in each region of the country such units shall be opened by the Ministry with the aim to undertake concrete actions related to the children’s adaptation in the integrated schools, improvement of their school attendance, ensuring the equal access to quality education for ethnic minorities children.

Health Care
In each Hygiene Epidemiologic Institute in the country an immunization point is opened for compulsory immunization free of charge of Roma (children and adults) without being directed by the GPs and according to the National Immunizations Schedule.

Since 1 January 2003 an amendment of the Act of Public Health Insurance is in force. According to this amendment all children up to 18 years are obligatory and free of charge covered by the health insuring system. A direct access to the pediatric and gynecology clinic offices is established.

The Phare 2001 – BG 0104.02 (EURO 1,100,000/ongoing) – 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 will improve the relationship between the Roma community and health care institutions through the involving Roma mediators. In December 2003 the following contracts were placed:
- Medical Equipment for 15 GP practices at the amount of 138 830.25 EUR;
- IT equipment for 15 GP practices at the amount of 65 520 EUR;
- Non-medical equipment for 15 GP practices at the amount of 79 902.10 EUR;
- Refurbishment of 15 GP practices at the amount of 142 803 EUR;
- Training of GP and Roma mediators at the amount of 301 000 EUR;
- Roma Health Promotion at the amount of 258 540 EUR.

Urbanisation and housing conditions
The Ministry of Regional Development and Public Works (MRDPW) approved the Background Survey on Roma Housing to the Phare project BG0204.01 – Urbanisation and Social Development of Areas with Dominating Minorities Population, underling that its recommendations had covered the basic measures planned under the
The municipalities of Sofia and Plovdiv implement projects “Roma Housing Construction” totaling to 17 819 500 USD, out of which 8 400 000 USD are credited by the Development Bank of the Council of Europe. In Sofia 75 two and three storey houses for the Roma living in the quarter “Hristo Botev” were constructed as well as the related technical infrastructure, refurbishment of the school, kindergartners and the health center.

In Plovdiv 284 are planned to be constructed as well as the related infrastructure. The first stage started in 2002 in the quarter “Todor Kableshkov” where 80 flats were to be built. Up to now 3 528 613 BGL have been absorbed from the national co-financing. On 28 November 2003 the constructions were licensed by the State Housing Commission and approved for living on 15 December 2003. The municipality nominated a committee for accepting 15 Roma family tenants in 19.12.2003. It is expected that the next construction stage shall be completed in April 2004. The final construction stage shall be started as soon as the site is allocated by the municipality. In December 2003 the Ministry of Regional Development and Public Works sent a draft agreement to the municipality of Plovdiv for transferring municipality’s land ownership to the state, issuance of a construction permit on a legalized site in order to build the remaining 204 flats.

Phare 2002 – BG0204.01 (EURO 6,000,000/starting in 2003) – Urbanisation and Social Development of Area with Disadvantaged Minority Populations. The projects objectives are to improve access to public services and reduce unemployment of minority communities in 6 municipalities of Bulgaria 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 Project Management Unit (PMU) stated its work in October 2003. The tender documentation is being completed. The first National Steering Committee (NSC) meeting took place in December 2003. The NSC approved the first progress report on the project activities to date, Regulations for the NSC Organization and Procedure of Operation; PMU Staff Recruitment Plan, the composition of the Local Project Management Committees, the work plan and a cash flow forecast for 2004.

**Employment and Social Security**

Various programmes and measures for social and economic integration of unemployed Roma are being realised on the labour market. Their wider objective is to provide adequate job opportunities and professional qualification for the Roma community. In December 2003 the MLSP started a Sociological Survey for Social Assistance Needs among the Roma Population aiming at opening alternative forms of social assistance and employment.

In 2003 the Ministry of Labour and Social Policy (MLSP) implemented the National Programme “From Social Assistance to Provision of Employment”, which had directed employment and social integration of long-term unemployed that receive monthly social assistance. Up to the end of 2003 the Programme involved 117 761 unemployed most of them Roma. (It is worthwhile to be mentioned that according to the regulations, the administrative data of the labour offices does not cover concrete information about the ethnicity of the unemployed. Therefore, it is impossible to provide strict data about the Roma involved in different programmes). Under the Programme 576 people attended literacy courses and 2673 people requalified. In total 129 166 393 leva were absorbed.

In 2003 In the Programme – Literacy, Qualification and Employment Regional Programmes was implemented aiming at increasing the competitiveness and adequacy of the illiterate and unemployed. 584 people were involved for the amount of 36 831 leva. In 2003 under the Project Beautiful Bulgaria financed by the MLSP, UNDP and municipalities 73 530 man-months were fulfilled where 21 % of Roma origin. 1 997 Roma people successfully passed qualification in construction and tourism services. A number of Roma construction firms were nominated to build a regional hospital and secondary school in the town of Stara Zagora for the amount of 67 999 and 69 458 leva respectively. The same goes for the town of Berkoviza where Roma construction company implemented two projects under the Beautiful Bulgaria for the amount of 51 924 leva and 56 546 leva respectively. A Roma construction company constructed kindergartners in the town of Chiprovzi.

UNDP/Government of Bulgaria – Job Opportunities through Business Support (JOBS). The project demonstrates a replicable model for the stimulation and creation of micro and small enterprises. The project has established 24 business centres/incubators located 24 municipalities throughout Bulgaria. The centres provide a wide range of consultancy, training, and financial services, including financial leasing, in favour of existing or to be created
businesses. Minorities were among the target groups of the project: 700 man-days for Roma families in gathering herbs (business centers in Elhovo) and 6 long term jobs created for Roma firms under the leasing schemes.

The project under PHARE BG 0102.06 “Integration of Roma – Social Inclusion” was contracted by 30 November 2003. It is being implemented jointly with the MLSP, Ministry of Culture and the NCEDI. 86 grant-schemes were placed with the final beneficiaries at the total amount of 3 967 907.11 EUR. Under the component “Establishment of Roma cultural and information centres” with a budget of 966 000 EURO, 13 Roma cultural centres shall be supported

Culture

The policy in the area of culture directed to the Roma is developed by the Roma Public Council on Cultural Issues at the Ministry of Culture, which consists of Roma experts in this sector. The Chairman of the Council (Roma himself) is a chief expert in the ministry.

In October 2002 UNESCO approved a 20 000 USD project of the Ministry of Culture to set up a Roma Theatre. The project was successfully implemented with the presentation of the first performance in the January 2004.

NCEDI and the Ministry of Culture supported with about 6000 levs the celebration of the Roma New Year (Vasilitsa).

In 2003 NCEDI sponsored with 64000 levs Roma NGOs for the cultural events, for institutional building and for Roma media.

The realisation a project of the Ministry of Culture and UNDP BUL/00/002 “Civic Development and Participation through the Network of Chitalishte” started in 2002 has proved successful with its component on the “inclusion of social and ethnic groups to community life”. The 2 475 000 USD project is to last three years and is funded by USAID, the Matra Programme of the Government of Netherlands.

• state of the Roma minority and other ethnic minorities;

The latest census of the population, the dwelling fund and the agricultural farms from, 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 in a small percentage as Rumanians.

Since the previous reporting period the Roma population continues to face poor living conditions, social disadvantages and very high rates of unemployment.

74.4% of the Roma youths aged 16 to 25 and 25% aged 26 to 39 have never been employed according to the sociological survey “Roma on the Labour Market and System for Social Assistance: New Challenges” provided in 2003 by “Partners – Bulgaria” foundation and funded by the USAID in support to the Ministry of Labour and Social Policy “. The disadvantage of the Roma on the labour market is due to their low educational status and qualification background.

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). About 35% of the Roma and 16% of the Turkish children have not attended pre-school classes in comparison with 6.8% of the Bulgarian ones according to the survey “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” provided by IMIR foundation in 2003 under the World Bank Grant for Integration of Minorities to the NCEDI. The lack of pre-school education has a dramatic impact on the disadvantaged ethnic children’s integration into the mainstream education. Approximately 60% of the Roma and 46% of the Turkish minority have not been familiar with the Bulgarian alphabet at the time of their enrolment in primary schools in comparison with 17.2% of the Bulgarian children. Many Roma still live in separate districts, where their own schools are located, and rarely mix with non-Roma. While a significant number of pre-primary, primary, basic and vocational schools closed on account of the
falling birth rate, it was nonetheless impossible to provide high quality education and integrated pedagogical approaches for the disadvantaged ethnic minorities’ children.

The health status of Roma is substantially worse than that of the majority of the population. This is due to poverty and poor sanitation conditions, as well as to an underdeveloped basic infrastructure in Roma settlements. According to the data from the last census in 2001, in the group of the population identified themselves as Roma, the portion of aged between 0-9 is 2.4 times higher – 11.1% of the children at that age are Roma. Simultaneously, their share in the group of those 40-49 years of age drops down to 2.2%. The high mortality rate at middle age and the considerable shorter life duration are among the major indicators for the relatively poorest health Roma status. In the groups of the persons aged 50-69 and those over 70, the Roma are only 1.4% and 0.8%. According to the Sociological Survey under the Phare project BG 0006.08 – Ensuring Minority Access to Health Care, the observation on the objective Roma health status registered a person with a disease in about 80% of the visited Roma households in 10 towns with compact Roma Population. In one fourth of the visited households is registered a person with certain degree of disability (invalidation of 50% or more). It 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 specialised health care early. Treatment, prophylaxis and access to health care are considerably more severe in rural areas and among disadvantaged ethnic minorities, particularly the Roma.

Roma face poor living conditions. The “illegal existence” syndrome of the Roma neighbourhoods is identified by a Background Survey on Urbanisation and Roma Housing in the Republic of Bulgaria under the Phare project BG 0204.01 as deepening. The survey on the Roma housing carried out in 88 towns and field study in the selected Roma areas of 14 towns revealed major problems in terms of town planning. The project results included recommendations for policy making as well as elaboration of town zoning plans, legalizing schemes for illegal housing where it is possible and building of infrastructure The Special Development Plan is inapplicable to over 70% of the Roma neighbourhoods. Existing constructions do not adhere to building, sanitary and hygienic norms and endanger people’s life and health.

| number of the minority representatives, working at government administration and government bodies (including the police) – including the central, regional and local level (statistics for 2001,2002 and 2003); |

At the NCEDI, Ministry of Culture, Ministry of Education and Science and the Ministry of Labour and Social Policy on the problems of the relevant ethnic minorities are working the following government officials six Roma, three Armenians, three Turks one Jew. From the 32nd regional experts on ethnic and demographic issues eighteen are Roma, ten are Turks and one is Jew.

198 representatives of the Roma minority have been employed in the Ministry of Interior towards the end of January 2004 in comparison with 158 in October 2002. Another 50 Roma are being considered for employment. 7 out of 64 serving military employees of the Ministry of Defense are from Roma origin and 11 out of 38 serving soldiers.

| Media for the minorities; |

At this stage three Roma newspapers are issued, 3 Roma magazines, 4 Turkish magazines, 3 Turkish newspapers, 3 Armenian newspapers, 2 Jewish newspapers, 1 Wallachian magazine, 1 ARomanian magazine and 1 ARomanian Bulletin.

Bulgarian national Radio broadcasts three times a day informational – music half an hour programs in Turkish language. Bulgarian National Television emits every day a ten minutes informational emissions in Turkish language.

The cable television “7 days” broadcasts half an hour programme on Roma issues “Romano Dunias” (Roma World) twice a month for five years. The cable TV “2000” broadcasts half an hour Roma programme “Dga-dga”. A program in Turkish language “Beliat galab” now is broadcasted by cable TV “Den”. In the town of Vidin a cable TV “Roma” is licensed - it is designed for the Roma community, part of the broadcast is in Roma language.

One of the biggest private radio stations in the country-“ Darik radio” broadcasts a regional program of its own in Turkish language, which for now is being broadcasted from the town of Kurdzali.
In 2003 the NCEDI supported publications of the ethnic minorities in Bulgaria: the Roma newspapers “Akana” with 10000 levs and “De Facto” with 1000 levs, the Roma magazine “Gitan” with 4800 levs, the Turkish magazines “Kaynak” and “Balon” with 6000 levs, the Turkish magazine Kaynak with 4500 levs, and the Turkish newspapers “Filiz” with 3280 levs, Sabah with 5000 levs and “Ardinski glas” with 1240 levs, the Wallachian newspaper “Timpul” with 3300 levs, the ARomanian magazine “Noi Armanji” with 2000 levs, the Armenian newspaper “Armentsi” with 500 levs, the Jewish newspaper “Evrejski vesti” with 2500 levs.


The National Council on Ethnic and Demographic Issues to the Council of Ministers (NCEDI) has been set up with a decree of the Council of Ministers № 449 of 4 December 1997. 10 ministries represented by a Deputy Minister, four state agencies represented by their chairs and 34 non-governmental organisations of the ethnic minorities sit on the Council. The Council is supported by an organizational-technical unit, comprising of five people (three chief state experts, one of which of Roma origin) and is managed by the Secretary of the Council. Since September 2001 a consultant on the Phare Programme project activities has been recruited. In addition two Phare procedural experts have been provided by the UNDP in the form of a long term ongoing institutional capacity building to the NCEDI.

During the First Monitoring Meeting the NCEDI presented its project for its significant institutional strengthening as an accession issue and also short-term measure under the Action Plan for the implementation of the Framework Programme.

*Regional councils on ethnic and demographic issues* (22 in number) are functioning with the regional administrations, which coordinate programs for the integration of ethnic minorities adopted by them. As a rule, deputy regional governors chair these councils. 31 experts on ethnic and demographic issues have been appointed in 26 out of the 28 regions. Currently, more than half of the 264 municipalities in Bulgaria have app