1 BASIC INFORMATION

1.1 CRIS Number: HR2005/2/1
1.2 Title: Roma Support Project
1.3 Sector: 15063
1.4 Location: Croatia
1.5 Duration: 24 months

2 OBJECTIVES

2.1 Overall Objective(s)

To enhance and facilitate active and full participation of the Roma national minority in the economic, educational, cultural and social life of Croatian society, while preserving their own identity, culture and tradition.

2.2 Project Purpose

Project 1: To improve environmental and general living conditions in 10 Roma settlements in Međimurje County.

Project 2: To facilitate and improve access for the Roma national minority in Croatia to formal and non-formal education and training.

2.3 European Partnership (EP) and NPIEU Priority

Introduction
Following recent national accomplishments related to the implementation of the Copenhagen criteria and the political conditions set by the Stabilisation and Association Agreement (SAA), the European Commission (EC) gave a positive Avis on the Croatian candidacy for EU membership on 20 April 2004. The Avis provides a detailed overview and assessment of Croatia’s ability to meet the political and the economic membership criteria, as well as Croatia’s ability to adopt and implement the acquis communautaire. The European Council’s Decision of 18 June 2004 granted the Republic of Croatia the status of a candidate country for membership in the European Union and in its Decision of 17 December 2004 the European Council set a date for the opening of negotiations on membership.

The European Partnership
Along with the Avis, the EC adopted the European Partnership (EP) in which a distinction is made between short-term priorities, which are expected to be accomplished within one to two years, and medium-term priorities, which are expected to be accomplished within three to four years. The medium-term priorities in relation to human rights and protection of minorities are exclusively dedicated to the Roma national minority, as follows (Paragraphs 3.2 of the EP):

“Ensure continued respect for minority rights. Continue improving the situation of the Roma through strengthened implementation of the relevant strategy, including the provision..."
of the necessary financial support at national and local levels, anti-discrimination measures aimed at fostering employment opportunities, increasing access to education and improving housing conditions.”

The National Programme for the Integration into the European Union

The 2005 National Programme for the Integration of the Republic of Croatia into the European Union (NPIEU) is the third annual plan that the government has made. It demonstrates its commitment to the EP to accomplish the short and medium term priorities in relation to human rights and minorities quoted above. Reference is made in paragraph 1.3.2 to the Avis and the EP that the integration of (Serbian and) Roma national minority deserve special attention.

In relation to the Roma national minority, the Government of the Republic of Croatia adopted a National Programme for the Roma in 2003. In 2004 a Commission was set up to monitor its implementation, headed by the Deputy Prime Minister and including 8 representatives of the Roma. The National Programme is designed to systematically assist the Roma with a series of short-term, mid-term and long-term measures designed to improve their living conditions and ensure their equality with other citizens of Croatia.

In line with the National Programme for the Roma, the Office for National Minorities carries out seminars to train the young Roma to participate in the decision-making process, to exercise their rights, to get acquainted with the rights originating from the Convention on the Elimination of all Forms of Discrimination against Women, the Convention on the Rights of the Child and other international standards, to attain their higher participation in social life and to acquaint the Roma with their culture, customs and language.

With a view to implementing the National Programme for the Roma, the Office for National Minorities finances the Roma associations, which take active part in the protection and promotion of the rights of the Roma and their complete integration.

Funds for the implementation of the National Programme for the Roma have been increased in the State Budget of the Republic Croatia for 2005. HRK 1,780,000.00 has been allocated for the work of the Office for National Minorities, which is an increase of 90% over the previous year.

The Republic of Croatia has also acceded to the Decade for the Roma launched by the World Bank and the Open Society Institute. An Action Plan for the Roma for the period 2005-2015 was adopted in February 2005. Within the framework of the Decade for the Roma, measures in the fields of education, employment, healthcare and housing have been determined.

2.4 Coherence with National Development Plan

Not applicable

2.5 Cross Border Impact

Not applicable

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1 For further details see section 3.1 below
3 DESCRIPTION

3.1 Background and Justification

Problem statement
Roma have been contributing to European culture and values just as other European people, but despite this asset, they have been experiencing widespread discrimination in all areas of life. To improve the living conditions of the Roma communities, new strategies need to be developed in order to ensure that they have equality of opportunities in areas such as civic and political participation, as well as developmental sectors, such as housing, education, employment and health.

In Croatia, the Roma are a national minority which, according to the 2001 census, make up 0.21% (or 9,463 persons) of the population. However, according to estimates, a significantly larger number of Roma live in Croatia, perhaps as many as 30,000 to 40,000. The reason for this difference is that Roma tend to declare themselves as members of some other nationality or the majority group, or do not register at all. Due to their generally poor education and non-inclusion in formal forms of work, their specific way of life and other characteristics, the Roma are marginalised economically, spatially and socially, not integrated into Croatian society and suffer discrimination in all fields of public life.

This project will, therefore, address two main domains in which Roma living and social conditions can be enhanced: infrastructure improvements and education.

The first component of the project specifically targets infrastructure improvements in 10 illegal Roma settlements in 2 cities (Čakovec and Mursko Središće) and 8 municipalities (Pribislavec, Nedelišće, Orežovica, M. Subotica, Kotoriba, Goričan, Domašinec and Podturen) in the Međimurje County. The project will be implemented in two phases, and it will be sequenced to follow the readiness of individual components in terms of the implementation of the works and supply contracts foreseen. In the first phase, the infrastructure works will be carried out in one out of 10 Roma settlements, Trnovec in the Nedelišće Municipality, for which the technical part of tender documentation is currently being prepared by the Međimurje County and will be finalised by October 2005. In the second phase, the works in the remaining 9 settlements are planned to be carried out, as the project documentation is expected to be prepared by January 2006.

The second component of the whole project addresses education, in particular access to education for the Roma national minority in Croatia, notably in the counties of Međimurje, Baranja, Rijeka, Sisak and the capital of Zagreb.

Summarized, the Roma Support Project consists of the following components and phases:

- **Component 1:** Preparation and implementation of infrastructure improvements in Roma settlement Trnovec of Nedelišće Municipality in Međimurje County (pilot project)

- **Component 2:** Implementation of Roma education component

National minorities in Croatia
Croatia has ratified the relevant United Nations’ instruments for human rights protection, such as the UN International Covenant on Civil and Political Rights, and has concluded bilateral agreements on protection of national minorities with Hungary, Italy, and Serbia and Montenegro.

Furthermore, Croatia has ratified all the conventions of the Council of Europe addressing human rights and the rights of minorities. In addition it has put in place a number of relevant legislative provisions (such as The Constitutional Act on the Rights of National Minorities, The Act on Education and Training in the Language and Script of National minorities2) as well as specific measures to guarantee the respect of those rights.

The Constitutional Law on the Rights of National Minorities (CLNM) – referred to in the short-term priorities of the EP – sets the domestic legal framework for minority rights in Croatia. National minorities are guaranteed the right of having up to eight representatives in the Parliament, and to be reserved seats on a proportional basis at local government level. The census and any recent electoral registers are used to calculate this allocation.

Additionally, the CLNM establishes Councils of National Minorities at local, regional and state level. They are consultative bodies that provide opinions and proposals on relevant minority issues. The Councils are intended to improve contacts between minority groups and government agencies at all levels, and at local level are funded by municipality or county budgets.

The role of the Council of National Minorities at the national level includes making proposals and giving opinions to the bodies of state government, and the allocation of funds for cultural initiatives of minority associations, which allows for a first concrete participation of minorities in the decision-making process. Members of the Council are appointed by government for a period of five years. The Council has one president and two vice presidents. The Government is expected to work closely with the National Council of National Minorities in implementing the CLNM.

At central Government level, the Government Office for National Minorities is the body responsible for the implementation of the Constitutional Law and for supporting the adoption of legislation regulating minority concerns. The Office performs a range of duties including the analysis of international conventions regulating minority rights, monitoring the situation of minorities in Croatia, and promoting the implementation of new policies and programmes.

Another central element in the CLNM structure are the advisory Councils of National Minorities at the local level. The members of the Councils are elected every four years by the minority population; different minority groups elect the members of different Councils. During the last elections for local Councils of National Minorities, held on 15 February 2004, the turnout was around 8 per cent of the total minority population. Up to now, 262 councils have been officially established. Technical assistance is in the process of being procured to improve the capacity of established National Minority Councils (in Areas of Special State Concern) to effectively implement their mandate, and actively contribute to

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2 See Annex 5 for a comprehensive overview of relevant laws and regulations
the integrated development of the local communities that the minority groups they represent are part to³.

**Government Sector Strategy**

*a) The National Programme for the Roma*

In 1999 the GoC initiated drafting a programme with the intention to address and resolve these problems of the Roma in a systematic manner, with a view to improving their living conditions as fast as possible and to ensure the social inclusion of the Roma while preserving their tradition and culture. The programme was prepared over a four year time span and included intensive consultation with the Councils of the Roma national minority, representatives of Roma associations, Members of Parliament representing national minorities, local and regional self-government, human rights associations, and relevant ministries and state bodies. The draft was shared with representatives of the Roma during four topical seminars and was publicly discussed, especially with the competent bodies of the counties where the Roma live. The resultant “The National Programme for the Roma” (NPR) was adopted by the Government of Croatia (GoC) in October 2003.


In parallel with the implementation of the measures proposed in the NPR, the Republic of Croatia declared that it was prepared to join several other European countries (Bulgaria, Czech Republic, Hungary, Macedonia, Romania, Slovakia, Serbia and Montenegro) and participate in the Roma Decade 2005-2015 that had been initiated by the World Bank and the Open Society Institute. The Government Office for National Minorities (GOiNM), in co-operation with relevant line ministries, Roma associations and other stakeholders prepared an *Action Plan for the Decade of Roma Inclusion 2005-2015* that was adopted in February 2005 by the GoC and published in March 2005. The Action Plan further details the NPR in four areas: education, health care, employment and housing/infrastructure. Each year, the ministries and other relevant government bodies responsible for the execution of particular tasks, determine which measures will be implemented the following year and submit their proposals to the Commission for Monitoring the Implementation of the National Programme for Roma.

**Assistance provided to the Roma national minority**

The GOiNM started allocating funds for reconstruction and improvement of Roma settlements from 1998 onwards. In cooperation with the local authorities several improvements were made (such as providing electricity in some areas, repair power supplies, water supplies) but these were not on a structural and comprehensive scale⁴.

As indicated above, the willingness of the Croatian government to improve the Roma situation in Croatia has noticeably increased over the past years – as shown with the approval of relevant laws and legal instruments, the installation of minority councils, publication and adoption of the NPR and the Decade Action Plan. Another example of this progression is the fact that in Međimurje County (that has the greatest concentration of Roma in Croatia, about 6,000 or 5% of the total county population) the local authorities have recently initiated the full legalisation of all illegal Roma settlements, opening the door for structural improvement of the living conditions in these settlements.

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³ Draft Terms of Reference, Support to Councils of National Minorities in Areas of Special State Concern (CARDS National Action Programme 2003 Croatia) – May 2005

⁴ See section 3.5 below for further details
3.2 Sector rationale

The overall objective of the Government Sector Strategy (GSS) in relation to the Roma national minority is “To enhance and facilitate active and full participation of the Roma national minority in the economic, educational, cultural and social life of Croatian society, while preserving their own identity, culture and tradition”. The NPR and the Decade Action Plan propose detailed measures (particularly in the fields of education, health care, employment and housing/infrastructure) that, if implemented together and comprehensively, should lead to achieving the overall objective.

The presently proposed project is perceived as a partial implementation of the GSS and is directed at improvement of Roma settlement infrastructure in one County in the country that has initiated legalisation of the Roma settlements. It is assumed that this positive example may motivate the other Counties with Roma settlements in their jurisdiction to follow suit in the coming years. The project is further directed at a number of priority interventions of the Decade Action Plan in relation to the education of the Roma national minority that should enhance their access to formal and non-formal education and training.

This project is the first of its kind that responds to the GSS in a number of areas. Additional projects need to be developed and implemented in subsequent years that aim at improving the infrastructure and housing in all Roma settlements in the country, assuming that other Counties will follow this example of Međimurje County. Additional education and training interventions will also be required and health care and employment need to be addressed as well in a structural and comprehensive way.

As stated in 3.4., this project comprises of two components: infrastructural, which will be carried out in two phases, where the first phase will be implemented with 0.5 MEUR of 2005 PHARE allocation; and educational one that will be implemented with 0.8 MEUR of 2005 Phare allocation.

3.2.1 Identification of projects

Both the NPR and the Decade Action Plan are in line with the EP’s medium-term priorities as described in section 2.3 above. The presently proposed project contributes to addressing several of the priorities identified in the NPR and the Decade Action Plan, and conforms to the EP’s medium-term priorities.

In particular, reference is made here to measures proposed in the NPR related to “Upbringing and Education” (Chapter VIII) and “Town and Country Planning” (Chapter XIII); and to a number of goals and activities in the fields of education (pp 4-36) and housing/infrastructure (pp 48-60) that are defined in the Roma Decade Action Plan.

The Roma Support Project focuses on two areas of assistance: (i) Improvement of infrastructure in 10 Roma settlements in Međimurje County and (ii) Improving access to formal and non-formal education and training opportunities for the Roma national minority in Croatia. Both components are perceived to contribute to improving the living conditions of the Roma national minority in Croatia, ultimately enabling their active and full participation in the economic, educational, cultural and social life of Croatian society, while preserving their own identity, culture and tradition.
The first component (infrastructure improvement) has been developed as a result of Međimurje County’s decision to initiate and complete legalisation of all Roma settlements within its jurisdiction. It is the first county in Croatia that has taken this step and it is hoped that, by improving the Roma settlements, other counties will follow this example of legalisation.

The component has been developed in close consultation with the Međimurje County Prefect’s Office, the city and municipality officials where the Roma settlements are located and with members of the Roma community residing in these settlements. In view of this participatory process it is expected that, in addition to improving the general conditions and living standards of the Roma communities concerned, cooperation and understanding between Roma communities and their local governments will be enhanced.

Education (or rather, the lack of it) is perceived as one of the major constraints Roma face in relation to their full participation in Croatian society. Formal education is a process of many years, from pre-school to tertiary education. The Roma national minority is only marginally represented in the formal schooling system due to a number of reasons (see below for further details). In addition, (young) Roma adults have little opportunity to find work of a skilled nature due to a lack of formal education or recognised training. The Decade Action Plan (2005) provides in detail each and every step in the education process for the Roma national minority and identifies problems or weaknesses that need to be addressed. The education component of the Roma Support Project has therefore been developed in close consultation and co-operation with education experts from the Ministry of Science, Education and Sport (MoSES) that is responsible for the implementation of education activities identified in the Decade Action Plan.

Both components are briefly described below.

Component 1: Improvement of infrastructure in 10 Roma settlements in Međimurje County
Infrastructure improvement in Roma settlements aims at improving environmental and general living conditions through the construction of roads, culverts, supply of water and electricity, sewerage and other facilities and services. Infrastructure improvement is, however, not only conceived as physical improvement of settlements, but also as an opportunity and mechanism that aims at building or strengthening partnerships between the local authorities and Roma communities, working side by side to achieve a better or improved living environment with adequate facilities. The preparation of detailed plans for improvement of the sites that is currently being undertaken takes place with full involvement of the Roma communities in the planning and decision making process. Members of the Roma community will also be involved in the local supervision as well as contribute to the execution of the works. This process is perceived as a first step on the way to empowerment of Roma communities and, ultimately, to their full participation in Croatia’s civil society at all levels.

The improvement of the settlements will be undertaken in accordance with the Town and Country Planning Act as well as the Local and Regional Self-Government Act. This includes drawing-up, adoption and implementation of documents on environmental planning and the improvement of the site and comes under the authority of the units of local government.

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5 For a preliminary overview of specific improvements and works that are proposed in which Roma settlement see Annex 7 to this Project Fiche
self-government. Attached is analysis of Roma settlements from a demographic and social point of view and also estimate for infrastructure for Roma settlement Trnovec.

At the present time, legalisation (zoning plan, landownership, construction permits, house registration papers, etc) of the settlements is being addressed and the planning and design phase for infrastructure improvements has advanced with full participation of Roma community representatives The GoC has allocated funds for the completion of detailed urban plans (Detaljni Plan Uređenja, DPU) for each settlement. At the present time, 4 DPUs have been completed. It is estimated that another 3 DPUs could be completed before October 2005. The preparation of detailed designs, Bill of Quantities and cost estimates for one Roma settlement (Trnovec) is being initiated and will be completed by October 2005.

**Component 2: Improving access to education and employment opportunities for the Roma national minority in Croatia**

It is generally acknowledged that education and training of Roma is one of the most important factors for change and improvement of their position in society. The GOFNM, in close co-operation with other stakeholders (including Roma associations), has been endeavouring to include greater number of Roma into different levels of education. Today, members of the Roma national minority are not systematically included in any educational model in their own language but in the regular educational and training system of the Republic of Croatia in the Croatian language. Terms of Reference has been drafted and is attached to this project fiche.

Due to their socially and materially deprived situation, combined with insufficient knowledge of the Croatian language, Roma children who fulfil the prescribed conditions (age, physical and emotional capacity) are generally not included in the educational system. The Ministry of Science, Education and Sport (MoSES) does not have available the exact number of Roma who should be included in each level of the educational system but it is estimated that about one third of Roma children have never been included in any form of education or schooling. In addition, it appears that there is also a high drop out rate of Roma children from primary education for reasons that relate to a lack of appreciation of the importance of education, causing reduced motivation and increased drop out. Social and cultural practices and the prevailing poverty of most Roma also force children to work at an early age while girls usually get married in their early teens. The present project proposes a number of interventions to overcome some of the obstacles faced by the Roma national minority in relation to access to education and training.

- **Sub Component 1: Roma pre-school education**
  To improve accessibility for Roma children to the formal education system it is necessary to improve the skills and knowledge of pre-school teachers and assistants at pre-primary level to prepare children better and increase the likelihood of successful entrance at primary schools. Simultaneously, good quality parental care training will need to be delivered to the parents to enhance appreciation of the importance of education and the support role that parents are required to play in it. Quality control of the pre-school education institutions for Roma children will be executed by local authorities who will be trained specifically for the purpose.

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6 A statement from the Međimurje County Prefect to complete this process has been included in Annex 7 to this Fiche

7 For further information see Annex 7
It is expected that these interventions will result in greater enrolment of Roma children in pre-schooling institutions and lead to increased attendance of Roma children in compulsory elementary schooling and beyond, thus contributing to their social inclusion.

- **Sub Component 2: Teacher training institutions**
  To enhance the quality of future teachers and to ensure that Roma national minority education needs and requirements are properly known and well addressed in the schooling system, a training module for graduate students will be designed that focuses on and pays particular attention to child-centred and unbiased, non-prejudiced education. The training module will be institutionalised in selected pre-service education/pedagogic institutions as a regular part of the final year curriculum.

- **Sub Component 3: Support to Roma students in secondary schools**
  To improve access to higher education, the need for additional support to and coaching of Roma students with secondary education and preparation for (compulsory) higher education entry examinations has been identified. A special assistance programme will be designed that should enable Roma students that have demonstrated specific academic weaknesses to beef up their knowledge during their last six months of secondary education to better prepare for final examinations and higher learning entry examinations.

- **Sub Component 4: Vocational training for Roma men and women**
  To develop opportunities for employment or self-employment for Roma men and women that have not been able to avail training or schooling opportunities in the past a vocational training programme will be developed based on the needs, requirements and capabilities of Roma men and women, with special focus on women.

  All subjects identified for skill training should include a module that covers financial and economic aspects of income generating activities. Examples of income-generating activities may include – but not be limited to – the following:
  - Traditional crafts (brick-making, wood carving, metal-working crafts etc) and artisan products;
  - Professional workshops (tailoring, blacksmith, etc);
  - Production workshops (dairy, butchery);
  - Agricultural production (cultivation of vegetables, cereals, etc);
  - Micro-farms (chicken, cows, pigs, etc).

### 3.2.2 Sequencing

The preparation and documentation of both components has advanced substantially.

In relation to the infrastructure component, one Roma settlement (Trnovec) is most advanced in its preparation. The DPU is completed and detailed designs, Bill of Quantities, Technical Specification and cost estimates are being prepared for this particular settlement. This process is expected to be completed by October 2005. The remaining 9 settlements have not yet advanced to this stage but a commitment was obtained from the County Prefect that this will be the case by January 2006.

The education component is advanced as well but requires further conceptualisation as well as identification of staff dedicated to this project within the Ministry of Science, Education and Sport. This process is ongoing and is expected to be completed before October 2005.
The sequencing of the projects or components is therefore proposed as follows:

Budget year 2005
Component 1: Implementation and completion of infrastructure improvement in Trnovec Roma settlement in the municipality of Nedelišće (pilot project). This project will provide valuable lessons that can be learned and applied in the subsequent infrastructure improvement projects of year 2 and beyond.

Component 2: Implementation of the education component

3.3 Results

3.3.1 Component 1: Improvement of infrastructure in 10 Roma settlements in Međimurje County

3.3.1.1 Purpose
To improve environmental and general living conditions in 10 Roma settlements in Međimurje County.

3.3.1.2 Results
1. Infrastructure improved in 10 Roma settlements in Međimurje County, contributing to better environmental and living conditions
2. As a result of the participatory process of infrastructure development and execution, improved cooperation and understanding between municipal authorities and Roma communities in 2 cities and 8 municipalities of Međimurje County will be achieved.

3.3.2 Component 2: Improving access to education and employment opportunities for the Roma national minority in Croatia

3.3.2.1 Purpose
To facilitate and improve access for the Roma national minority in Croatia to formal and non-formal education and training

3.3.2.2 Results
1. Skills and knowledge of the MoSES staff improved/enhanced in relation to specific education and training requirements of the Roma minority
   • Sub Component 1: Roma pre-school education
2. Capacities strengthened and skills improved of pre-primary Roma and non-Roma teachers and trainers
3. Good quality parental care training modules developed and delivered to parents in Roma communities
4. Local authorities trained in quality assurance mechanisms related to Roma pre-school education

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8 As a result from the technical assistance that will be contracted
• Sub Component 2: Teacher training institutions
5. Training module on Roma focused child-centred, and unbiased, non-prejudiced
   education developed and included in the regular curriculum for final year students at
   pre-service education institutions
6. Teachers and graduate students from pre-service education institutions trained

• Sub Component 3: Support to Roma students in secondary schools
7. Roma students in final year of secondary education coached and number of Roma
   students admitted to higher learning institutions increased

• Sub Component 4: Vocational training for Roma men and women
8. Vocational training courses/modules developed and Roma men and women trained in
   various income generating skills and techniques

The indicators of achievement are quantifiable, verifiable and time-bound.

3.4 Activities

Component 1: Infrastructure improvement in 10 Roma settlements in Međimurje County
1) Legalisation process of each Roma settlement completed and properly documented.
2) Establish a working group consisting of Roma representatives and local authorities
   in/for each settlement;
3) Undertake joint assessment of and reach agreement on specific infrastructure
   requirements in each settlement, in conformity with prevailing standards and technical
   specifications;
4) Prepare detailed urban plan (DPU)
5) Prepare detailed designs, Bill of Quantities and Technical Specifications for all
   infrastructure works (water supply, sewerage, roads, electricity, etc);
6) In each Roma settlement, make a list of skilled and unskilled labour available for
   participating in, contributing to construction and improvement activities
7) Identify and agree on a joint supervision system for the improvement and construction
   activities
8) Undertake the tendering and contracting procedure in accordance with EU guidelines
   for works contracts for a total amount of Euro 625,000 for implementation and
   completion of all infrastructure works in Trnovec Roma settlement of Nedelišće
   Municipality in Međimurje County.

The infrastructure improvement component will be undertaken through EU works contracts. The
County Office will be the “Employer” and provide the “Engineer” required for supervising the
construction works. The assets will be owned by the Municipality or City where the Roma
settlements are located. Operation and maintenance will be part of the regular government services
while services received will be paid for by the Roma community.

Component 2: Improving access to education and employment opportunities for the Roma
national minority in Croatia
1) Skills training (on-the-job) and knowledge transfer to MoSES staff in relation to
   specific education and training requirements of the Roma minority

9 Executed by technical assistance that will be contracted
• Sub Component 1: Roma pre-school education
  1) Visit selected (Roma) pre-school institutions to get acquainted with the situation and specific issues pertaining to pre-school age Roma children.
  2) Establish contacts with all potential counterparts and with established structures that are relevant to this project, including local authorities, county officials and representatives from Roma communities.
  3) Design and execute a Training Needs Assessment (TNA) of (Roma) pre-school teachers and assistants with a view to improving their teaching skills and knowledge in relation to the specific requirements of pre-school Roma children to facilitate and increase their primary school enrolment – it is expected that improvement of Croatian language skills, hygiene, working discipline, social skills will be amongst the (greatest) needs of the children
  4) Analyse the results of the TNA and organise and execute Training of Trainers (ToT) in the subjects identified and resulting from the TNA
  5) Organise and deliver pilot seminars for teachers and trainers in/of selected Roma pre-school institutions
  6) For Roma parents, assess requirements for good quality parental care;
  7) Design tailor made training packages/modules for good quality parental care in Roma communities
  8) Through training-of-Roma trainers (ToT), deliver these during seminars and workshops to Roma parents
  9) Assess requirements of local authorities on quality assurance mechanisms related to Roma pre-school education;
  10) Design and deliver training courses to local authorities on quality assurance mechanisms related to Roma pre-school education

• Sub Component 2: Teacher training institutions
  1) Visit selected pedagogic institutions to discuss the intended (extra) module to be included in the final year.
  2) Identify topics that need to included in the training module based on specifics of the Roma national minority’s culture, special education requirements, etc
  3) In collaboration with pedagogic institutions, design the training module for graduate students that focuses on, and pays particular attention to, child-centred and unbiased, non-prejudiced education
  4) Pilot training of graduate students and evaluation of results
  5) Adaptation – if required – of the training module
  6) On the job training of teachers/lecturers of pedagogic institutions to enable them to deliver the training module as a regular part of the student’s curriculum
  7) Formal institutionalisation of the training module in the pedagogic institutions’ official curriculum

• Sub Component 3: Support to Roma students in secondary schools
  1) Visit selected secondary education institutions that include Roma students in their final year. Discuss with Roma students, teachers and school management issues pertaining to the academic performance of Roma students that may require special attention.
  2) Collect and compile school performance data of Roma students to assess the area(s) that require intensive support and coaching.
  3) Design an intensive 6 months support and coaching programme for Roma students based on analysis of their academic weaknesses
  4) Assist Roma students with preparation for final secondary school examinations
5) After graduation and depending on the preference of each Roma student, continue intensive coaching for entry examinations at higher learning institutions

- Sub Component 4: Vocational training for Roma men and women
  1) Identify appropriate and suitable skills and techniques for and with Roma men and women to enable income generation and job creation
  2) Identify vocational training institutions in the areas where Roma reside and research the possibilities of co-operation in designing and implementing tailor made training courses for Roma.
  3) In collaboration with vocational training institutions, design tailor made skill training courses for Roma men and women; ensure that financial and economic aspects of income generating activities are integral parts of each specific skill training course
  4) Deliver these training courses and, upon passing the examination, provide the students with an officially recognised certificate.

All education activities will be implemented by and with the MoSES at national, county and municipal level, with technical assistance that will be procured under a global price contract with a maximum value of Euro 800,000 and in accordance with EU rules and regulations.

3.5 Linked Activities

- EU-PHARE – none
- EU CARDS – none
- EIDHR 2001

Ongoing project implemented by the Croatian Law Centre that provides legal support to the Roma

Government of Croatia

In order to help improve living conditions of the Roma national minority and create preconditions for systematic exercise of their rights, between 1998 and 2002 the Government of the Republic of Croatia through the GOINM allocated funds for reconstruction of Roma settlements. The Government tried to implement this goal in cooperation with local government units and counties. The following counties may be mentioned as examples:

- Koprivnica-Križevci County (HRK 250,000 for low-voltage electrical power line in the Roma settlement near Drnje, the County contributed the same amount)
- Sisak-Moslavina County (HRK 150,000 for reconstruction of the Roma settlement in Capraška Poljana and for the repairs of the power and water grid)
- Međimurje-County (the Office remitted HRK 535,700 for completion of the renovation of Roma settlements, municipal infrastructure, road infrastructure and the Roma Cultural Centre in Čakovec)
- Bjelovar-Bilogora County (HRK 170,000 were remitted to the municipality Grubišno polje district for the construction of the water-supply grid in the Roma settlement of Stalovica)

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10 For this component a separate EU tender dossier including First Draft Terms of Reference is available.
Another example is that of Međimurje County that has initiated legalisation of all Roma settlements, thus providing an incentive for other counties to do the same.

The GOfNM encouraged the City of Zagreb to establish more intensive cooperation in order to solve the problems of the Roma national minority. The GOfNM remitted HRK 1,000,000 to the City of Zagreb for the construction of the Roma Cultural Centre. The City of Zagreb has determined the location of the future Centre, but the county programmes for the improvement of the life of Roma (envisaged by the National Programme for Roma) have not yet been drafted.

Other Donors
Apart from small and incidental donations from a variety of sources (both private and institutional) of interest to the present project is the “Roma Education Pilot Project” in Baranja and Međimurje Counties that is being implemented with support of the Open Society Institute (OSI) Croatia. The 3 year programme started in 2004 and will continue through 2006. It covers support to pre-schools (including teacher salaries, meals, transport), community education activities, (building of community centres), teacher training and an after-school tutoring programme.

3.6 Lessons Learned
As indicated above, Roma settlements in Croatia are basically illegal. Little experience has therefore been gained with undertaking comprehensive infrastructure upgrading works in these settlements, also due to the fact that settlements need to be legalised first before any major interventions can be undertaken in this respect. The decision of Međimurje County to legalise the settlements is the first opportunity in Croatia to gain experience on a more comprehensive scale and it is expected that other counties may follow this example as soon as (positive) results become visible. The Roma settlement of Trnovec in Nedelišće municipality is the biggest one and is most advanced in terms of preparation for infrastructure improvements. This settlement will act as the pilot project for infrastructure improvements in other Roma settlements in the County and indeed for other Counties in Croatia to follow this example.

The situation with regard to Roma education and training is similar. The recent approval of the Decade Action Plan provides comprehensive and detailed measures that, if implemented together, should achieve much greater enrolment and successful completion by Roma of primary, secondary and higher education.

The presently proposed project as a whole is conceived as a pilot project that will, inter alia, create learning opportunities that should be incorporated in future projects.

4 INSTITUTIONAL FRAMEWORK

4.1 Introduction
The implementation of the “National Programme for Roma” is monitored by a Commission that is presided over by the Deputy Prime Minister and composed of representatives of ministries, government offices, state institutes, 7 representatives from local and regional level Roma Councils, and others (see p. 72 of the National Programme for Roma). The GOfNM provides professional and administrative tasks and acts as the secretariat for the Commission. The Commission reports annually to the GoC.
Monitoring of the Roma Decade Action Plan 2005 – 2015 is entrusted to a Working Group, headed by the GOfNM and includes representatives of ministries, the Croatian Employment Service and four representatives from Roma councils and NGOs (see p. 61 of the Roma Inclusion Action Plan 2005 -2015). The GOfNM provides professional and administrative support and acts as the secretariat for the Working Group.

4.2 Implementation Structure

For this project, the Working Group (under the leadership of the GOfNM) established for the purpose of monitoring the Roma Decade Action Plan is deemed the most appropriate body for monitoring and advising on the implementation of the proposed activities. It includes representatives from the Ministries and institutions that are relevant to the implementation of this particular project, including the following:

- The Ministry of Science, Education and Sport;
- The Ministry of Environmental Protection, Physical Planning and Construction;
- The Ministry of the Sea, Tourism, Transport and Development;
- The Croatian Employment Institute;
- Four representatives from Roma Councils and NGOs

In addition to the above and specifically for this Project, the ECD Task Manager, the Education Component Consultant, a representative of the Ministry of Foreign Affairs and European Integration, a representative of the Ministry of Finance (CFCU) and a representative from Međimurje County will be invited to attend a specific Working Group/Project Steering Committee meeting every six months.

The GOfNM will act as implementing authority and be responsible for coordination and monitoring of the currently proposed project. More in particular, its tasks will be to:

- Provide technical advisory expertise – if and when required – for the implementation of the project;
- Direct, facilitate and stimulate participation of lower level institutions in the implementation of the project;
- Ensure proper co-ordination of project components;
- Ensure commitment of the GoC to (the implementation of) the project;
- Regularly monitor progress.
- Organise Working Group/Project Steering Committee meetings every 6 months to discuss the project, or more frequent if the situation so demands.

At the present time, the GOfNM is deemed adequately staffed and resourced to undertake and successfully complete these tasks. The day-to-day management of the project will be the responsibility of the EU Cooperation Officer of the GOfNM who reports directly to the Head of Office. The EU Cooperation Officer will, however, require further training to adequately discharge her tasks and duties.

Infrastructure improvement component

At the Međimurje County level the County Governor’s Office is responsible for providing monthly progress reports to the GOfNM while municipalities within the county where the Roma settlements are located are required to provide monthly progress reports to the County Governor’s Office.
The County Office will be the “Employer” and provide the “Engineer” for supervising the construction works. The assets will be owned by the Municipality or City where the Roma settlements are located. Operation and maintenance will be part of the regular government services while services received will be paid for by the Roma community.

Each **Roma settlement** in the project area will appoint a project coordinator/contact person who will be responsible for the following:

- To cooperate with the local authorities and other project officials
- To provide support and facilitate project implementation and organise (availability of) labour from amongst the Roma communities benefiting from the project.

**Education component**

Assistance that will be contracted for the education component will work closely with officials from the MoSES while progress reporting will take place by MoSES to the GOiNM on a monthly basis.

The diagram below illustrates the proposed implementation structure (see next page).
Diagram 1: IMPLEMENTATION STRUCTURE

NATIONAL LEVEL

Ministry of Environmental Protection, Physical Planning and Construction
Ministry of Sea, Tourism, Transport and Development
Technical Assistance to MoSES
Ministry of Science, Education and Sport

WORKING GROUP
Roma Decade Action Plan

STEERING COMMITTEE
Roma Support Project

STEERING COMMITTEE
Roma Support Project

GOVERNMENT OFFICE FOR NATIONAL MINORITIES

COUNTY LEVEL

Medjimurje County Representative
(Infrastructure Component)

All Counties with Roma communities
(Education Component)

MUNICIPAL LEVEL

Medjimurje County
2 Cities and
8 Municipalities
(Infrastructure Component)

All Cities and Municipalities with Roma communities
(Education Component)

ROMA SETTLEMENTS

Roma Settlements in Medjimurje County
(Infrastructure)

All Roma settlements
(Education Component)
## Detailed Budget

<table>
<thead>
<tr>
<th>Year 2005 – Investment support jointly co funded</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>€M 0.5</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 2005 - Investment support co funded in parallel</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project 1</td>
<td>€M 0.5</td>
<td>€M 0.167</td>
<td>€M 0.667</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 2005 – Institution Building support</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project 2</td>
<td>€M 0.8</td>
<td>€M 0.8</td>
<td>€M 0.8</td>
</tr>
</tbody>
</table>

### Table:

<table>
<thead>
<tr>
<th>Year 2005 – Investment support jointly co funded</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>€M 0.5</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Project 1 | €M 0.5 | €M 0.167 | -         | €M 0.167 | €M 0.667 |

### Table:

<table>
<thead>
<tr>
<th>Year 2005 - Investment support co funded in parallel</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub-project 1</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 2005 – Institution Building support</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project 2</td>
<td>€M 0.8</td>
<td>€M 0.8</td>
<td>€M 0.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 2005 – Institution Building support</th>
<th>Phare/Pre-Accession Instrument support</th>
<th>Co-financing</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project 2</td>
<td>€M 0.8</td>
<td>€M 0.8</td>
<td>€M 0.8</td>
</tr>
</tbody>
</table>

### Table:

| Project 2                                         | €M 0.8                                 | €M 0.167     | €M 0.167   | €M 1.467   |

1. All investment sub-projects supported by PHARE must receive co-financing from national public funds. Minimum requirement for co-financing from national public funds is 25% of the combined PHARE and national contributions to the overall investment support.

2. Many Institution building projects will also have a degree of co-financing – this should be quantified and included wherever possible.

3. Expenditure related to equipment (regulatory infrastructure or ESC- related) and to Technical Assistance supporting investment (e.g. pre feasibility study / supervision of works / technical specifications) should be considered as Investment support in the project fiche.

4. All co-financing must be provided on a joint basis. Parallel co-financing will, in a principle, not be accepted. Exceptions to this rule have to be agreed with the Commission in advance.
5. All co-financing should be clearly quantified, also the degree of certainty of such co financing (i.e. for National Public Funds: is it already earmarked in local or national budget, for FIs Loans, private funds: are they already approved/ under appraisal, etc..).

6. Where parallel co financing is accepted and justified per exception to the normal rule it should be provided in monetary form. If this is not possible there should be clear criteria set out for the valuation of any non-monetary contributions (that should be quantified in the table).

7. If twinning is involved, clearly state the expected budget of the twinning covenant.

8. The financial engineering of the project should be closely monitored against actual delivery during implementation and against the objectives that were set in the project fiche so that corrective actions may be taken where required.
6 IMPLEMENTATION ARRANGEMENTS.

6.1 Implementing Agency

Implementing Agency
Ministry of Finance
Central Finance and Contracts Unit (CFCU)

Programme Authorising Officer
Mrs Vladimira Ivandić
Assistant Minister
Ministry of Finance
Katančićeva 5
10000 Zagreb
Croatia

Senior Programme Officer
Government Office for National Minorities
Ms Milena Klajner, Head of Office
Mesnička 23
10000 Zagreb
Email address: milena.klajner@vlada.hr

6.2 Twinning

Not applicable

6.3 Non-standard Aspects

All aspects of project procurement and implementation will be carried out in full compliance with the competitive tender/contract procedures outlined in the PRAG.

6.4 Contracts

- Contract 1 for a maximum of € 667,000: Infrastructure activities in Trnovec (works contract)
- Contract for a maximum of € 800,000: Assistance to education activities (global price contract)
<table>
<thead>
<tr>
<th>Component</th>
<th>Start of Tendering</th>
<th>Start of Activity</th>
<th>Completion of Action</th>
</tr>
</thead>
</table>

8 **EQUAL OPPORTUNITY**

The Roma national minority has always been disadvantaged and this project attempts to improve their opportunities and thus contribute to bringing these at equal level with opportunities that exist for all Croatian citizens. This relates in particular to improving their living conditions, accessibility to schooling and education opportunities and reducing the drop out rate substantially.

In addition, and based on the fundamental principles of promoting equality and combating discrimination, participation in the project will be guaranteed on the basis of equal access regardless of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

All contractors shall be requested to provide monitoring data recording the participation of men and women in terms of expert inputs (in days) and of trainees benefiting under the project (in days) as an integral component of all project progress reports.

9 **ENVIRONMENT**

Positive impact on the environment and environmental health will be achieved by implementing the infrastructure activities in the 10 Roma settlements in Međimurje County. At the present time, no garbage collection and sewerage systems exist in these localities while other municipal services (such as electricity and water supply) are also unavailable.

10 **RATES OF RETURN**

The investment component of this project concerns improvement of small infrastructure works (community roads, drainage, culverts, sewerage, water supply, and other) in Roma settlements and is intended to improve their living environment.

11 **INVESTMENT CRITERIA**

11.1 **Catalytic Effects**

Improvement of the living conditions of the Roma national minority (and other minorities in the country) is a priority accession driven action and requires investments that are currently beyond the financial capacity of the GoC.
11.2 Co-financing

Co-financing of the execution of the proposed project will be done by the Government Office for National Minorities and Međimurje County Office from their government budgets. In addition, the GoC has allocated funds for the completion of detailed improvement plans for all 10 Roma settlements (including detailed designs, Bill of Quantities and Technical Specifications) in Međimurje County.

11.3 Additionality

Not applicable

11.4 Project Readiness and Size

In relation to Contract/Component 1:
The legalisation process of the 10 Roma settlements in Međimurje County is expected to be completed shortly.

The detailed designs, Bill of Quantities, cost estimate and Technical Specifications required for the works contract for the pilot project of Trnovec in Nedelisce Municipality is being prepared by the County and will be available latest by 01 October 2005. All remaining 9 settlement plans (DPUs, detailed designs, Bill of Quantities, cost estimate and Technical Specifications) are expected to be ready before 01 January 2006. The total cost of this component is estimated at 4,000,000 Euro

A table is included below that provides an overview of all Roma settlements in Međimurje County, their location, population details (from 1999), and the documentation that was received from Međimurje County Office and that is currently available with the GOfNM. The following observations should be made:

- The grey marked Roma settlements are part of the Project Fiche – it concerns nrs 2-4, 6-8 and 11-14, ten in total
- Originally, nr 5 and nr 10 were also included. Further investigations have however revealed that nr. 5 (G.Kuršanec in Nedelisce Municipality) is actually located on the corridor of the main road Varaždin – Čakovec, reserved for the Regional Plan of the Međimurje County and cannot remain in that location. Nr 10 (Donja Dubrava) also needs to be relocated but the Roma families are not in favour of the new plan and location and have decided to find and buy existing houses in the municipality or further away
- For one Roma settlement in Nedelische Municipality (Trnovec, nr 4) a Detailed Urban Plan was made in early 2004, in Croatian language, and is available with the GOfNM; this includes allocation of space for roads, communal facilities, residential areas, sport facilities, electricity and water supply lines and detailed site maps. Detailed designs of works, BoQ, cost estimate and technical specifications have not yet been made of the proposed infrastructure and other works that are suggested to be undertaken but these have been agreed to be ready before 01 October 2005. A preliminary cost estimate for infrastructure improvement based on the DPU comes around Euro 667,000.
- For two other Roma settlements that are part of this Project Fiche, a DPU and site plan (map) showing the existing situation and the proposed future/new situation is also available (see table). An additional 3 DPUs (marked with o in the table) may be prepared shortly. The remaining 4 settlement DPUs may not be available before 01 January 2006.
- Brief descriptions and very preliminary/rough cost estimates of proposed works is available for most Roma settlements (see table) that are part of this Fiche.
<table>
<thead>
<tr>
<th>CITY / MUNICIPALITY</th>
<th>ROMA SETTLEMENTS</th>
<th>rank</th>
<th>average family size</th>
<th>total no. of families</th>
<th>total number of family members</th>
<th>Urban/Regional Plan (DPU) available</th>
<th>Site Plan available (existing and proposed situation)</th>
<th>Brief description available</th>
<th>Preliminary cost estimate available</th>
</tr>
</thead>
<tbody>
<tr>
<td>ČAKOVEC CITY</td>
<td>Čakovec</td>
<td>1</td>
<td>3.00</td>
<td>2</td>
<td>6</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Kuršanece</td>
<td>2</td>
<td>4.12</td>
<td>144</td>
<td>593</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>total Čakovec City</td>
<td></td>
<td>4.10</td>
<td>146</td>
<td>599</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>PRIBISLAVEC</td>
<td>Pribislavec</td>
<td>3</td>
<td>4.51</td>
<td>86</td>
<td>388</td>
<td>o</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>NEDELIŠČE</td>
<td>Trnovec</td>
<td>4</td>
<td>4.63</td>
<td>161</td>
<td>745</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>G.Kuršanece</td>
<td>5</td>
<td>4.09</td>
<td>11</td>
<td>45</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>total Nedelišče Municipality</td>
<td></td>
<td>4.59</td>
<td>172</td>
<td>790</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>OREHOVICA</td>
<td>Orehovec</td>
<td>6</td>
<td>3.79</td>
<td>75</td>
<td>299</td>
<td>o</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>M. SUBOTICA</td>
<td>Držimurec</td>
<td>7</td>
<td>4.63</td>
<td>92</td>
<td>426</td>
<td>o</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>KOTORIBA</td>
<td>Kotoriba</td>
<td>8</td>
<td>3.57</td>
<td>69</td>
<td>246</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>SV. MARIJA</td>
<td>Sv.Marija</td>
<td>9</td>
<td>2.00</td>
<td>1</td>
<td>2</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>D.DUBRAVA</td>
<td>D.Dubrava</td>
<td>10</td>
<td>4.91</td>
<td>11</td>
<td>54</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>GORICAN</td>
<td>Goričan</td>
<td>11</td>
<td>3.86</td>
<td>14</td>
<td>54</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>DOMAŠIČEC</td>
<td>Domasičec</td>
<td>12</td>
<td>4.27</td>
<td>11</td>
<td>47</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>PODTUREN</td>
<td>Lončarevo</td>
<td>13</td>
<td>5.04</td>
<td>24</td>
<td>121</td>
<td>o</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>MURSKO SREDIŠČE CITY</td>
<td>Štirje</td>
<td>14</td>
<td>3.85</td>
<td>52</td>
<td>200</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Hlapicina</td>
<td>15</td>
<td>6.50</td>
<td>4</td>
<td>26</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Strukovec</td>
<td>16</td>
<td>3.50</td>
<td>4</td>
<td>14</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>total Mursko Središče City</td>
<td></td>
<td>4.00</td>
<td>60</td>
<td>240</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>total number of families</td>
<td></td>
<td>4.29</td>
<td>761</td>
<td>3266</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

In relation to Contract/Component 2:
The draft ToR for assistance to the education component for a total cost of 800,000 Euro is ready and available.

11.5 Sustainability

Operation and maintenance (O&M) of completed infrastructure works will become part of the regular O&M budget of the (local) government. In addition, beneficiaries will pay for services provided, such as water supply, electricity, garbage collection.

11.6 Compliance with State Aids Provisions

Not applicable

12 CONDITIONALITY AND SEQUENCING

The following conditionalities apply:
- Legal status completed and documented of the Trnovec Roma settlement in Nedelišče Municipality (houses, landownership, etc) of Međimurje County and submitted to the GOiNM latest by 01 October 2005
- Detailed designs, Bill of Quantities, cost estimate and Technical Specifications of all proposed works in Trnovec Roma settlement in Nedelišče Municipality of Međimurje County completed and submitted to the GOiNM latest by 01 October 2005

11 The latest estimate by the County Office of number of Roma in Međimurje County is close to 6,000
ANNEXES TO THE PROJECT FICHE

Annex 1 – Logframe
Annex 2 – Detailed Implementation Chart
Annex 3 – Contracting and Disbursement Schedule
Annex 4 – Reference to Feasibility/Pre-feasibility Studies
Annex 5 – List of Relevant Laws and Regulations
Annex 6 – Reference to Relevant Government Strategic Plans and Studies

12 The GoC has allocated funds for the completion of detailed improvement plans for all 10 Roma settlements (including DPUs, detailed designs, cost estimate, Bill of Quantities and Technical Specifications) in Međimurje County.
## ANNEX 1: LOGICAL FRAMEWORK

### LOGFRAME PLANNING MATRIX

<table>
<thead>
<tr>
<th>TITLE: ROMA SUPPORT PROJECT</th>
<th>Programme name and number</th>
<th>HR2005/2/1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementing Authority: Governmental Office for National Minorities</td>
<td>Contracting period expires 30.11.2007</td>
<td>Execution of contracts period expires 30.11.2008</td>
</tr>
<tr>
<td></td>
<td>Total budget : € 1.467.000</td>
<td>PHARE budget : € 1.300.000</td>
</tr>
</tbody>
</table>

### Overall objective

To enhance and facilitate active and full participation of the Roma national minority in the economic, educational, cultural and social life of Croatian society, while preserving their own identity, culture and tradition.

<table>
<thead>
<tr>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased number of Roma in public functions</td>
<td>Annual Reports of the Government Office for National Minorities</td>
</tr>
<tr>
<td>Increased integration and acceptance of Roma in Croatian society</td>
<td></td>
</tr>
<tr>
<td>Improved living conditions for all Roma</td>
<td></td>
</tr>
<tr>
<td>Increased school enrolment and reduced drop out of Roma</td>
<td></td>
</tr>
</tbody>
</table>

### Project purpose

To improve environmental and general living conditions in 10 Roma settlements in Međimurje County and facilitate and improve access for the Roma national minority in Croatia to formal and non-formal education and training.

<table>
<thead>
<tr>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to and utilisation of new or improved utilities/roads by Roma communities in 10 settlements in Međimurje County</td>
<td>Annual Reports of the Government Office for National Minorities</td>
<td>The spatial and housing programme ongoing and sufficient funds allocated</td>
</tr>
<tr>
<td>Increased Roma inclusion in preschool programs and higher education and reduced drop-out from compulsory education</td>
<td>Project progress reports and final project report</td>
<td>Further strategic efforts/complementary projects are undertaken in compliance with the Roma Decade Action Plan 2005-2015</td>
</tr>
<tr>
<td>Reduction of unemployment in Roma communities</td>
<td>Project Mid Term and Final Evaluation Reports</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Croatian Employment Service reports and statistics</td>
<td></td>
</tr>
</tbody>
</table>

### Results

**Project 1: Infrastructure improvement in 10 Roma settlements in Međimurje County**

<table>
<thead>
<tr>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infrastructure improved in 10 Roma settlements in Međimurje County, contributing to better</td>
<td>Number and type of works completed, functioning and accessible/affordable</td>
<td>Works executed to design, standard and certified by</td>
</tr>
<tr>
<td></td>
<td>Annual Reports of the Government Office for National</td>
<td></td>
</tr>
</tbody>
</table>

Annual Reports of the Government Office for National Minorities
environmental and living conditions

2. As a result of the participatory process of infrastructure development and execution, improved cooperation and understanding between municipal authorities and Roma communities in 2 cities and 8 municipalities of Međimurje County will be achieved

<table>
<thead>
<tr>
<th>Project 2: Improving access to education and employment opportunities for the Roma national minority in Croatia</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Skills and knowledge in relation to specific education and training requirements of the Roma minority improved/enhanced of MoSES staff ¹³</td>
</tr>
<tr>
<td>Sub Component 1: Roma pre-school education</td>
</tr>
<tr>
<td>2. Capacities strengthened and skills improved of pre-primary Roma and non-Roma teachers and trainers</td>
</tr>
<tr>
<td>3. Good quality parental care training modules developed and delivered to parents in Roma communities</td>
</tr>
<tr>
<td>4. Local authorities trained in quality assurance mechanisms related to Roma pre-school education</td>
</tr>
<tr>
<td>Sub Component 2: Teacher training institutions</td>
</tr>
<tr>
<td>5. Training module on Roma focused child-centred, and unbiased, non-prejudiced education developed and included in the regular curriculum for final year students at pre-service education institutions</td>
</tr>
<tr>
<td>6. Teachers and graduate students from pre-service education institutions trained</td>
</tr>
</tbody>
</table>

¹³ As a result from the technical assistance that will be contracted
### Sub Component 3: Support to Roma students in secondary schools

7. Roma students in final year of secondary education coached and number of Roma students admitted to higher learning institutions increased

- Number of secondary school Roma students coached and enrolled successfully into higher education
- Annual Reports of the Government Office for National Minorities
- Project progress reports and final project report
- Project Mid Term and Final Evaluation Reports
- Educational statistics
- Willingness and interest of Roma students to be coached intensively and interested/motivated in higher learning opportunities

### Sub Component 4: Vocational training for Roma men and women

8. Vocational training courses/modules developed and Roma men and women trained in various income generating skills and techniques

- Number of Roma men and women trained and able to earn an income through employment and self-employment
- Annual Reports of the Government Office for National Minorities
- Project progress reports and final project report
- Project Mid Term and Final Evaluation Reports
- Croatia Labour Office statistics
- Favourable labour market conditions
- Roma men and women interested and willing to improve their skills or learn new skills

### Project 1: Infrastructure improvement in 10 Roma settlements in Međimurje County

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Legalisation process of each Roma settlement completed and properly documented</td>
<td>Works Contract - 667.000 EUR</td>
<td>Competent company/experts engaged</td>
</tr>
<tr>
<td>2) Establish a working group consisting of Roma representatives and local authorities in/for each settlement;</td>
<td></td>
<td>Tendering/procurement carried out without delays</td>
</tr>
<tr>
<td>3) Undertake joint assessment of and reach agreement on specific infrastructure requirements in each settlement, in conformity with prevailing standards and technical specifications;</td>
<td></td>
<td>Roma population actively involved in all activities, particularly in the construction works.</td>
</tr>
<tr>
<td>4) Prepare detailed urban plan (DPU)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5) Prepare detailed designs, Bill of Quantities and Technical Specifications for all infrastructure works (water supply, sewerage, roads, electricity, etc);</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>At the present time, the above activities are done by the GoC to support this project</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6) In each Roma settlement, make a list of skilled</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
and unskilled labour available for participating in and contributing to construction and improvement activities

7) Identify and agree on a joint supervision system for the improvement and construction activities

8) In year 1, undertake the tendering and contracting procedure in accordance with EU guidelines for works contracts for a total amount of Euro 625,000 for implementation and completion of all infrastructure works in Trnovec Roma settlement of Nedelišće Municipality in Medimurje County.

9) In year 2, undertake tendering and contracting procedure in accordance with EU guidelines for works contracts for a total amount of Euro 3,125,000 for implementation and completion of all infrastructure works in the 9 remaining Roma settlements.

### Project 2: Improving access to education and employment opportunities for the Roma national minority in Croatia

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Skills training (on-the-job) and knowledge transfer to MoSES staff in relation to specific education and training requirements of the Roma minority</td>
<td>Service contracts - 800,000 EUR</td>
</tr>
</tbody>
</table>

**Sub Component 1: Roma pre-school education**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Visit selected (Roma) pre-school institutions to get acquainted with the situation and specific issues pertaining to pre-school age Roma children.</td>
<td></td>
</tr>
<tr>
<td>2) Establish contacts with all potential counterparts and with established structures that are relevant to this project, including local authorities, county officials and representatives from Roma communities.</td>
<td></td>
</tr>
<tr>
<td>3) Design and execute a Training Needs Assessment (TNA) of (Roma) pre-school teachers and assistants with a view to improving their teaching skills and knowledge in relation to the specific requirements of pre-school Roma</td>
<td></td>
</tr>
</tbody>
</table>

- Competent company/experts engaged
- Tendering/procurement carried out without delays
- Roma population actively involved in all activities,
children to facilitate and increase their primary school enrolment – it is expected that improvement of Croatian language skills, hygiene, working discipline, social skills will be amongst the (greatest) needs of the children

4) Analyse the results of the TNA and organise and execute Training of Trainers (ToT) in the subjects identified and resulting from the TNA

5) Organise and deliver pilot seminars for teachers and trainers in/of selected Roma pre-school institutions

6) For Roma parents, assess requirements for good quality parental care;

7) Design tailor made training packages/modules for good quality parental care in Roma communities

8) Through training-of-Roma trainers (ToT), deliver these during seminars and workshops to Roma parents

9) Assess requirements of local authorities on quality assurance mechanisms related to Roma pre-school education;

10) Design and deliver training courses to local authorities on quality assurance mechanisms related to Roma pre-school education

- **Sub Component 2: Teacher training institutions**

  1) Visit selected pedagogic institutions to discuss the intended (extra) module to be included in the final year.

  2) Identify topics that need to included in the training module based on specifics of the Roma national minority’s culture, special education requirements, etc.

  3) In collaboration with pedagogic institutions, design the training module for graduate students that focuses on, and pays particular attention to, child-centred and unbiased, non-prejudiced education

  4) Pilot training of graduate students and
<table>
<thead>
<tr>
<th>Sub Component 3: Support to Roma students in secondary schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Visit selected secondary education institutions that include Roma students in their final year. Discuss with Roma students, teachers and school management issues pertaining to the academic performance of Roma students that may require special attention.</td>
</tr>
<tr>
<td>2) Collect and compile school performance data of Roma students to assess the area(s) that require intensive support and coaching.</td>
</tr>
<tr>
<td>3) Design an intensive 6 months support and coaching programme for Roma students based on analysis of their academic weaknesses</td>
</tr>
<tr>
<td>4) Assist Roma students with preparation for final secondary school examinations</td>
</tr>
<tr>
<td>5) After graduation and depending on the preference of each Roma student, continue intensive coaching for entry examinations at higher learning institutions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sub Component 4: Vocational training for Roma men and women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Identify appropriate and suitable skills and techniques for and with Roma men and women to enable income generation and job creation</td>
</tr>
<tr>
<td>2) Identify vocational training institutions in the areas where Roma reside and research the possibilities of co-operation in designing and implementing tailor made training courses for Roma.</td>
</tr>
<tr>
<td>3) In collaboration with vocational training institutions, design tailor made skill training</td>
</tr>
</tbody>
</table>
4) Deliver these training courses and, upon passing the examination, provide the students with an officially recognised certificate.

### Preconditions

The following conditionalities apply:

- Legal status completed and documented of the Trnovec Roma settlement in Nedelišće Municipality (houses, landownership, etc) of Međimurje County and submitted to the GOfNM latest by 01 October 2005
- Detailed designs, Bill of Quantities, cost estimate and Technical Specifications of all proposed works in Trnovec Roma settlement in Nedelišće Municipality of Međimurje County completed and submitted to the GOINM latest by 01 October 2005

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15 The GoC has allocated funds for the completion of detailed improvement plans for all 10 Roma settlements (including DPUs, detailed designs, cost estimate, Bill of Quantities and Technical Specifications) in Međimurje County.
## ANNEX 2: DETAILED IMPLEMENTATION CHART

<table>
<thead>
<tr>
<th>Year</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation months</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calendar months</td>
<td>O N D J F M A M J A S O N D J F M A M J A S O N D J F M A</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Investment support</td>
<td>T</td>
<td>T</td>
<td>T</td>
<td>C</td>
</tr>
<tr>
<td>2. Institution building/train ing support</td>
<td>T</td>
<td>T</td>
<td>T</td>
<td>C</td>
</tr>
</tbody>
</table>

T = Tendering  
C = Contract  
I = Implementation
## ANNEX 3 – CONTRACTING AND DISBURSEMENT SCHEDULE

### Roma Support Project

#### Cumulative contracting schedule by quarters in EUR (provisional)

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
<td>II</td>
</tr>
<tr>
<td>Contract 1</td>
<td>500,000</td>
<td>500,000</td>
</tr>
<tr>
<td>Contract 2</td>
<td>400,000</td>
<td>400,000</td>
</tr>
<tr>
<td><strong>TOTAL (EUR):</strong></td>
<td>900,000</td>
<td>900,000</td>
</tr>
</tbody>
</table>

#### Cumulative disbursement schedule by quarters in EUR (provisional)

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I</td>
<td>II</td>
<td>III</td>
</tr>
<tr>
<td>Contract 1</td>
<td>100,000</td>
<td>100,000</td>
<td>400,000</td>
</tr>
<tr>
<td>Contract 2</td>
<td>160,000</td>
<td>160,000</td>
<td>600,000</td>
</tr>
<tr>
<td><strong>TOTAL (EUR):</strong></td>
<td>260,000</td>
<td>260,000</td>
<td>1,000,000</td>
</tr>
</tbody>
</table>
ANNEX 4: PRE-FEASIBILITY AND FEASIBILITY STUDIES
Not applicable

ANNEX 5: REFERENCE LIST OF RELEVANT LAWS AND REGULATIONS
- The Constitution of the Republic of Croatia (Official Gazette – No. 41/01)
- The Constitutional Act on the Rights of National Minorities (Official Gazette – No. 155/02)
- The Act on the Use of the Language and Script of National Minorities in the Republic of Croatia (Official Gazette – No. 51/00)
- The Act on Education in the Language and Script of National Minorities in the Republic of Croatia (Official Gazette – No. 51/00)
- The Constitutional Act on the Constitutional Court of the Republic of Croatia (Official Gazette – No. 99/99)
- The Constitutional Act on Amendments of the Constitutional Act on the Constitutional Court of the Republic of Croatia (Official Gazette – No. 29/02)
- The Act on Local and Regional Self-Government (Official Gazette, Nos. 33/01 and 60/01)
- The Act on the Election of Representatives to the Representative Bodies of the Units of Local and Regional Self-Government (Official Gazette Nos. 33/01, 10/02 and 45/03)
- The Act on the Amendments to the Act on the Election of Members of Representative Bodies of Local and Regional Self-government (Official Gazette, No. 155/02)

ANNEX 6: REFERENCE LIST OF RELEVANT STRATEGIC PLANS AND STUDIES