Standard Summary Project Fiche

1. Basic Information

1.1. Desiree Number  CZ00-02-02
    Twinning Number  CZ2000/IB/OT/01

1.2. Title  Promotion of Racial and Ethnic Equality

1.3. Sector  Political Criteria

1.4. Location  Government Office, Human Rights Department

2. Objectives

2.1. Wider Objective

- The candidate country has achieved stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities.

2.2. Immediate Objective

- Strengthen Government action combating racial discrimination, formulating proposals for and supporting the development of an appropriate legal and institutional framework to combat racial and ethnic discrimination, to promote the principle of effective equality and thus contribute to the improvement of relations between national minorities (in particular the Roma community) and the wider Czech society.

2.3. Accession Partnership / NPAA Priority

The Accession Partnership (December 1999) sets the following priorities:

- **Short-term**: Implement actions contained in the Government Resolution of 7 October [should read April] on Roma including provision for the necessary financial support at national and local levels; implement measures aimed at fighting discrimination (including within the public administration); foster employment opportunities and increase access to education

- **Medium-term**: Strengthen policies and budgetary means, at national and local levels, to continue improving the situation of the Roma.

The National Programme for the Preparation of the Czech Republic for Membership of the European Union (May 1999) sets, in part 1.2.3. (Minority Rights and Minority Protection), the following **medium-term** priority:

- The adoption of amendments or new laws linked to further regulations, which should contribute to the improvement of protection of human rights [although the adoption of legislation against discrimination is not specifically mentioned, it falls within the scope of legislation contributing to the protection of human rights].

3. Description

3.1. Background/Justification

The Government of the Czech Republic declared its clear commitment to the improvement of the situation of the Roma community in its Resolution No. 686 of 29 October 1997, which took note of the Report on the Situation of the Roma Community in the Czech Republic and Government Measures Assisting its Integration in Society, submitted by then Minister without Portfolio, Mr. Pavel Bratinka.

The “Bratinka Report” stated that there was urgent need for action to improve the social status of the Roma community and produced a number of recommendations. Regular follow-up reports to the
Government (e.g. the Report on the Action of the State in Prosecution of Crimes Motivated by Racism and Xenophobia or Committed by Supporters of Extremist Groups submitted to Government by the Ministry of the Interior and the Ministry of Justice) have evaluated the implementation of the Action Plan contained in the Government’s Resolution.


In the Concept, the Government expressed its commitment to take further steps to tackle discrimination against Roma:

“The Government will aim at the elimination of all forms of discrimination based on race, nationality, ethnic origin or colour. Therefore the Government will complete and submit to the Parliament draft amendatory acts that will support these efforts. Such laws will clearly define discrimination within particular fields of life and will determine sanctions for discrimination and establish a state institution, with a similar degree of independence as the Supreme Control Office – an Office for Ethnic Equality which will investigate breaches of such (i.e. anti-discrimination) laws and impose sanctions. This institution will be answerable for its activities to the Parliament”.

On 2 February 2000, the Government discussed the Elaborated Concept of Government Policy towards Members of Romany Community Facilitating their Integration into the Society submitted by the Human Rights Commissioner. The Government did not approve the Elaborated Concept (intended to implement the Concept of 7 April 1999) and indicated that it expects that the Elaborated Concept also to offer an alternative proposal (distinct in character from the proposal of the establishment of a central state body) to combat racial discrimination, such as strengthening of the existing institutions. (The main concern of the Government is to avoid the unnecessary increase of state bureaucracy and centralisation). In the short-term, the Government will discuss the redrafted Elaborated Concept, due to be submitted by the Human Rights Commissioner, in 2Q 2000. Consequently, there is no Government agreement yet on the establishment of legally independent office for human rights.

This Project will build upon the Concept and further strategies and decisions in this field which will be adopted by the Government. It should aim to promote the establishment of a legal, institutional and administrative capacity to monitor and combat all forms of discriminatory exclusion and abuse, in particular oriented to the improvement of relations and cohesion between the Roma community and the wider Czech society.

3.2. Linked Activities

The Project is linked with the Phare Project CZ 9901-01 Improvement of Relations between the Roma and Czech Communities submitted by the beneficiary institution, in particular its sub-project Research on Inter-Ethnic Relations. The outcome of this research (expected to be delivered in 2Q 2001) will provide background information for developing a suitable overall strategy for tackling racial discrimination and social exclusion.

The Project is complementary with the proposed Phare 2000 Projects:

- Support to Roma Integration/Multi-Cultural Education Reform (Ministry of Education), aimed at improving the educational opportunities and support to Roma children, plus the development of multi-cultural awareness for all Czech children, and
- Civil Society Development/Support to Roma Integration Initiatives (Civil Society Development Foundation), aimed at strengthening informal democratic mechanisms, by
means of reinforcing and promoting civil society organisations, in particular those whose activities focus on supporting integration of the Roma community into wider Czech society.

3.3. Results/Outputs

The result of the Project will be draft legislation and other proposals, to be developed by the PAA in co-operation with the Working Group (see section 4), on the means of eliminating all forms of discrimination based on race and on achieving effective race equality. The proposals will include draft legislation and other measures linked to strengthening legal protection of minorities and eliminating discrimination, recommendations on institutional arrangements and draft strategy for an awareness campaign, in particular campaign aimed at public administrators. The Human Rights Commissioner (who is the head of the beneficiary institution) will be responsible for presentation of the proposals developed by the PAA to the Government and/or responsible State institutions in line with existing domestic regulations and procedures. The proposals will be submitted to the Government and/or responsible State institution after 31 March 2002.

- definition of a comprehensive anti-discrimination policy in the Czech Republic. Report and Recommendations delivered reviewing and assessing options for anti-discrimination legislation and measures to achieve effective race equality. The report will review domestic anti-discrimination legislation and its enforcement, including anti-discrimination policies in the private sector (if any). Further, it will look at anti-discrimination legislation in selected EU Member States. The purpose of the Report is to indicate whether and which amendments to the existing anti-discrimination laws, policies and measures are required.

- definition of a strategy to strengthen capacity to combat discrimination. Report and Recommendations delivered on how to improve and foster institutional and administrative capacity of the State to tackle discrimination and to promote equality. The study shall consider the ‘pros and cons’ of two basic options for improving the institutional and administrative capacity to tackle discrimination:
  - Setting up a specialised body at the national level (e.g. a national commission for racial equality, ombudsman against ethnic discrimination etc.) to combat discrimination and intolerance;
  - Analyse institutional and operational arrangements within the framework of existing institutions (i.e. ministries, including the beneficiary) and formulate recommendations, in particular how improve its co-ordination role with ministries.

On the basis of the analysis and in line with the future policy proposals/decisions of the Government, the report will focus in detail on the practicalities for adoption and implementation of one of the two options.

- preparation of draft amendments to laws and/or new laws linked to strengthening legal protection of minorities and to tackling all forms of discrimination (priority given to racial discrimination), on the basis of the studies above and with regard to Government policies, and working with the Government Office (Department of Human Rights), including measures to promote the institutional framework for such activities. The proposals will be submitted to the Human Rights Commissioner who will be responsible for presentation to Government.

- elaboration of an awareness raising campaign strategy to increase awareness of and understanding of the impacts of discrimination (setting immediate targets and an outline of delivery mechanisms/instruments, plus medium-term goals to be achieved), aimed at (a) public administrators and (b) the general public. [Actual awareness raising activities will be financed from the State Budget]
• implementation of a series of regular ‘consultative round-table discussions’, to assess the situation of the Roma community, the forms of discrimination faced and the effectiveness of Government measures to combat discrimination. The round-tables will serve both as workshops for exchange of opinions among government officials, opinion-makers and representatives of Roma community as well as means of disseminating information on government policies in this area.

3.4. Activities/Inputs

The Project comprises a single contract, for the following key Inputs:

- **Twinning and Training Package – CZ 2000/IB/OT/01**

  **Summary of the Twinning and Training Inputs:** A 1-year Pre-Accession Adviser (PAA), approximately 3 person-months of Short-Term Experts (STEs), Supplies and Services (e.g. interpretation, fellowships/study visits, software development etc.).

  **Profile of Member State Institution:** A central state institution, charged with developing anti-discrimination policies, supervising the compliance with anti-discrimination legislation, conducting investigation in cases of alleged discriminatory behaviour, handling individual complaints and/or providing assistance to victims of racial discrimination.

  **Profile of the PAA:** The PAA will be an expert in the field of anti-discrimination legislation and policies. He/she shall have profound knowledge of administrative procedures and instruments employed in the Member States to combat discrimination; a good understanding of the problems faced by disadvantaged minority groups and socially excluded individuals (preferably within a central European context); experience of working in a inter-ministerial environment plus of work with lower tiers of administration and co-operation with economic and social partners. The PAA should be fluent in the English language, with some knowledge of the Czech language advantageous. The PAA will be responsible for overall co-ordination of additional inputs via Twinning.

  **Location of the PAA:** The PAA will be based in the Human Rights Department of the Office of the Government in Prague.

The following key Activities will be carried-out by the Twinning Team:

- Support elaboration of two **Reports and Recommendations**, to assist policy formulation:
  - Report and Recommendations reviewing and assessing options for **anti-discrimination legislation and measures** to achieve effective race equality
  - Report and Recommendations on how to improve and foster **institutional and administrative capacity** of the State to tackle discrimination and to promote equality

    The study shall consider the ‘pros and cons’ of two basic options for improving the institutional and administrative capacity to tackle discrimination:

- preparation of **draft amendments to laws and/or new laws** linked to strengthening legal protection of minorities and to tackling all forms of discrimination (priority given to racial discrimination), including measures to promote the institutional framework for such activities.

- Support with the **elaboration of an awareness raising campaign strategy** to increase awareness of and understanding of the impacts of discrimination (setting immediate targets and an outline of delivery mechanisms/instruments, plus medium-term goals to be achieved), aimed at (a) public administrators and (b) the general public.

- Support implementation of a series of regular ‘consultative round-table discussions’,
• Provide **fellowships/study visits** for five officials from the Government Office (Department of Human Rights) or officials of other State institutions participating in the Project to the Twinning institution in the Member State (approximately 2-4 weeks duration per fellowship).

### 4. Institutional Framework

The Human Rights Department of the Government Office, where the PAA will be based, will be responsible for the preparation, control and implementation of the Project.

The Department is formed from the administrative apparatus of three bodies: the Council for Ethnic Minorities, the Inter-Ministerial Commission for Roma Affairs and the Council for Human Rights. As of January 2000, the staff was 14 persons. All units of the Department will participate in the Project and will ensure the co-operation with the bodies mentioned. The Department will also ensure the co-operation with other ministries.

An ad hoc Working Group will be established consisting of four to five Department officials (representing all three units of the Department), plus the PAA. The Working Group will coordinate all activities within the Project.

For the purposes of executing the Project effectively, a broader network of contact points and collaborators from relevant ministries and other institutions will be established. Interested members of the Council for Human Rights (and its working groups) as well as the Inter-Departmental Commission for Affairs of the Romany Community and the Council for Nationalities will also participate in the network.

### 5. Detailed Budget (in M €)

<table>
<thead>
<tr>
<th>Project Components</th>
<th>Investment Support</th>
<th>Institution Building</th>
<th>Total Phare (= I + IB)</th>
<th>National Co-financing</th>
<th>IFI</th>
<th>TOTAL</th>
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</table>

### 6. Implementation Arrangements

#### 6.1. Implementing Agency

The CFCU is the Implementing Agency responsible for tendering, contracting and accounting. Responsibility for technical preparation and control remain with the beneficiary institution: Human Rights Department, Office of the Government of the Czech Republic, Vladislavova 4, 110 00 Prague, Czech Republic.

#### 6.2. Twinning – CZ 2000/IB/OT/01

The Contact Person is **Ms Andrea Baršová** tel. +4202 96153310, fax +4202 24946615, e-mail barsova@vlada.cz.

#### 6.3. Contracts

This Project consists of one contract: Twinning Package = 0.5 MEUR

### 7. Implementation Schedule

- **Start of Twinning Call for Proposals**: 3Q/00
- **Start of Project Activity**: 2Q/01
- **Completion of Project**: 1Q/02

### 8. Equal Opportunity
Equal opportunity principles and practices in ensuring equitable gender participation in the Project will be guaranteed.

9. Conditionality and Sequencing

The final output of the Project, draft legislation and other proposals, to be developed by the PAA, on the means of eliminating all forms of discrimination based on race and on achieving effective race equality (see 3.3), including the adequate institutional framework, is to rely on the findings and conclusions of the reports. The draft legislation and other proposals are to be completed by 31 March 2002.

Annexes to Project Fiche

1. Logical Framework Matrix
2. Detailed Implementation Chart
3. Cumulative Contracting and Disbursement Schedule for the Project (in MEUR)
4. List and Summary of Relevant Laws and Regulations, Government Resolutions etc.
## Logical Framework Matrix

<table>
<thead>
<tr>
<th>Wider Objective</th>
<th>Indicators of Achievement</th>
<th>Sources of Information</th>
<th>Assumptions and Risks</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Czech Republic has achieved stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities</td>
<td>Acknowledgement by the European Commission</td>
<td>EC Regular Report</td>
<td>Other Copenhagen criteria fulfilled</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Immediate Objectives</th>
<th>Indicators of Achievement</th>
<th>Sources of Information</th>
<th>Assumptions and Risks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengthen Government action combating racial discrimination, formulating proposals for and supporting the development of an appropriate legal and institutional framework to combat racial and ethnic discrimination, to promote the principle of effective equality and thus contribute to the improvement of relations between national minorities (in particular the Roma community) and the wider Czech society</td>
<td>- positive feedback from national minorities &amp; groups concerned with equality and combating discrimination; - increase in reported cases of discrimination; - firm action against reported cases of discrimination; - reduction of the incidence of discrimination and inter-ethnic tension; - reduced prejudice against national minorities</td>
<td>- Studies available at the Human Rights Department of the Government Office; - other Government Resolutions and Reports (such as annual Human Rights Report), information from NGOs - international reports (eg Amnesty International, Council of Europe, European Commission) - court records - opinion polls</td>
<td>- other issues related to democracy, rule of law, human rights &amp; minorities, eg judicial reform, successfully tackled</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Outputs/Results</th>
<th>Indicators of Achievement</th>
<th>Sources of Information</th>
<th>Assumptions and Risks</th>
</tr>
</thead>
</table>

### Specific proposals to be submitted to the Government concerning the anti-discrimination legislation and institutional structures to implement it

- formulate recommendations for appropriate legal and institutional framework to combat racial and ethnic discrimination
- assess alternative options for improving institutional structures to deal with discrimination cases to propose
- design institutional framework for the implementation of anti-discrimination legislation and policies
- elaborate proposals for anti-discrimination legislation and measures
- increase the awareness of the need to combat discrimination through organising round tables with the participation of politicians, public institutions, media and NGOs

| - proposed policy defined | - proposed institutional strategy defined | - project reports |
| - legislative proposals made | - awareness-raising strategy defined | - proposal for Government resolutions, draft legislation submitted to the Government and the Parliament |
| - round-table discussions held | - | - political will of the Government and Parliament to adopt new legislation, (including legislation relating to institutional aspect), in particular with regard to its impact on state budget |

- policy adopted & implemented
- institutional strategy adopted & implemented
- legislative proposals adopted by cabinet, approved by parliament & implemented
- awareness-raising strategy adopted & implemented
- lessons learned from round-tables
- successful implementation of Phare 2000 project: Support to Roma Integration/Multi-Cultural Education Reform (Ministry of Education), aimed at improving the educational opportunities and support to Roma children, plus the development of multi-cultural awareness for all Czech children, and successful implementation of Phare 2000 project: Civil Society Development/Support to Roma Integration Initiatives (Civil Society Development Foundation), aimed at strengthening informal democratic mechanisms, by means of reinforcing and promoting civil society organisations, in particular those whose activities focus on supporting integration of the Roma community into wider Czech society.
- resident Pre-Accession Adviser (PAA) for a period of one year, Short-Term Experts (lawyers, trainers, public awareness experts)
- full time interpreter for PAA
- short term fellowships/study visits for the staff of the beneficiary institution

- co-financing will be provided covering office facilities, local work-shops, local researchers, fellowship travel costs etc.
- willingness of other state institutions (ministries) to co-operate and provide support for the Project
- - interest of the non-governmental sector (e.g. universities, academic and research institutions) to participate in and provide support for the Project
- The Project is linked with the Phare Project CZ 9901-01 Improvement of Relations between the Roma and Czech Communities submitted by the beneficiary institution, in particular its sub-project Research on Inter-Ethnic Relations. The outcome of this research (expected to be delivered in 2Q 2001) will provide background information for developing a suitable overall strategy for tackling racial discrimination and social exclusion.
**Detailed Implementation Chart**

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<th>Year</th>
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**Twinning and Training Package**

- **Launch Twinning request to Member States** *(June 2000)*
- **Selection of MS(s) for twinning**
- **Elaboration of twinning covenant**
- **Submit Twinning covenant to Commission & Steering Committee for approval**
- **Twinning Package commences**

See Section 3.4 above:

- Reports and recommendations, institutional strengthening follow-up
- Draft amendments to laws and/or new laws
- Elaboration of an awareness raising campaign strategy, revision
<table>
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<th>‘Consultative round-table discussions’</th>
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## Cumulative Contracting and Disbursement Schedule for the Project (MEUR)

### Cumulative Quarterly Contracting Schedule (MEUR)

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### Cumulative Quarterly Disbursement Schedule (MEUR)

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List and Summary of Relevant Laws and Regulations, Government Resolutions etc.

Annex 4

Report on the Situation of the Roma Community in the Czech Republic and Government Measures Assisting its Integration in Society (Government Resolution No. 686 of 29 October 1997)

Resolution of the Government of the Czech Republic of 29 October, 1997, No. 686 instructs all the ministries in specific tasks to be carried on immediately, before 31 December 1997, or continuously; in Appendix the Government declares its good will towards the Roma community. Attached to the Resolution is the Report on the Situation of the Roma Community in the Czech Republic composed of eleven chapters concerning characteristics of the basic problems, general evaluation of the government’s activities, citizenship and legalisation of residence, education, cultural activities, social services, employment, housing, health care and drug addiction, criminality and racially motivated crimes.

The Concept of Government Policy towards Members of Romany Community Facilitating their Integration into the Society (Government Resolution No. 279 of 7 April 1999)

Resolution of the Government of the Czech Republic dated 7 April 1999 No. 279 approves the Concept of Government Policy towards Members of Romany Community Facilitating Their Integration into the Society (contained in Part III of the material); tasks are given to the Commissioner for Human Rights/Chairman of the Inter-ministerial Commission for Roma Community Affairs to present the elaborated Concept to the Government; and to the Minister of Labour and Social Affairs, Ministers of Culture, Education, Justice, Interior, Defence, Transport and Communications and Minister of Health to create conditions restricting racial (or other) discrimination and, if necessary, submit to the Government drafts of amendatory acts; the Minister of Education to ensure changes of curricula at elementary and secondary schools in such way that the curricula would contain lectures on Roma, their history (including history of Nazi holocaust), their culture and traditions; to the Minister of Culture to take steps to support and popularise Romany culture. The Concept is based on assumption of the integration of Roma as a national minority into the Czech society being an imperative.

Report on the Action of the State in Prosecution of Crimes Motivated by Racism and Xenophobia or Committed by Supporters of Extremist Groups

The annual Report on contains a general analysis of development on the extremist scene, a more specific analysis of racially motivated crime in the evaluated year, as well as an overview of measures taken by Government to eliminate such crime. In addition, the Report also provides brief information about efforts in the area of prevention of intolerance in society, a summary of legal norms relating to the problem of racially motivated offences, and an extensive list of all cases linked to extremism (i.e., racist violence and verbal abuse, promotion of fascism and similar movements) which were registered by the Police.
Standard Summary Project Fiche

1. Basic Information

1.1. Désirée Number  CZ00-02-03
1.2. Title  Support to Roma Integration / Multi-Cultural Education Reform
1.3 Sector  Political Criteria
1.4 Location  Ministry of Education, Youth and Sport (MoEYS)

2. Objectives

2.1. Wider Objective
- The candidate country has achieved stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities.

2.2. Immediate Objective
The Immediate Objective of this Project is to:
- Improved education of the Roma population and reduced prejudice against the Roma and other minorities

2.3. Accession Partnership / NPAA Priority
The Accession Partnership (December 1999) highlights the following priorities:
- Short-term: Implement actions contained in the government resolution of 7 October 1999 on Roma including provision for the necessary financial support at national and local levels; implement measures aimed at fighting discrimination (including within the public administration); foster employment opportunities and increase access to education;
- Medium-term: strengthen policies and budgetary means, at national and local levels, to continue improving the situation of the Roma.

The National Programme (May 1999) highlights the need, over the medium-term, to:
- Improve the situation of the Roma ethnic group by means of alternative educational programs, pre-service teachers training focused on education of the Roma, co-operation with the civil associations with the aim to foster communication between majority and minority population.

3. Description

3.1. Background / Justification
The new School Act, which will come into force from July 2001, ensures fundamental rights to all individuals regardless their national, ethnic or social background. It guarantees an equal access to education and introduces a possibility to provide instruction in a minority language or acquiring an education in this language at the schools of national minorities. MoEYS has been paying extraordinary attention to the issues related to the education of Roma children with a view to achieving full compliance with international conventions.

MoEYS has introduced and established preparatory classes to facilitate children the integration into an educational process in the first grade and to overcome language and social barriers. The
ministry also provides schools of all levels with the information on available **professional literature** on multi-cultural societies and education towards tolerance.

MoEYS has been supporting the teachers’ **Roma assistants** have been continuously introduced into the schools with a comparatively high percent share of Roma children among their pupils.

Since 1997, there has been a **Co-ordinator** for the Roma minority working at the Department of General Education of MoEYS who is responsible for education of Roma children.

MoEYS promotes the admission of **gifted Roma children** e.g. dancing, other performing arts, etc. to primary artistic schools and to develop further their talents and help them get prepared for admission to conservatories.

The Ministry has also co-operated on the „Project of experimental gradual training of the Roma advisors„, at the **Secondary Evangelic School of Social Affairs** in Prague.

The Private **Roma Secondary Social School** in Kolín was set up which provides regular 4-year study for social workers specialised in the Roma community.

The undergraduate **training of teachers** at universities encompasses programs of Roma studies. The Ministry issued Methodical Guidelines concerning the education aimed at the prevention of manifestations of racism, xenophobia and intolerance. The Czech School Inspectorate will monitor its implementation by school directors and pedagogical staff of all school establishments.

An extremely high level of school unsuccessfulness of Roma children leads to either their frequent placement to special schools or multi-repetition of a grade. Furthermore, an incomplete primary level of education considerably restricts the Roma from a further progress on an educational pathway. The failure is caused mainly by the level of language requirements for learning, an area in which Roma pupils often find difficulty due to limited knowledge of the Czech language, insufficient vocabulary leading to communication difficulties and also by the existence of a family environment that is not adequately conducive to motivate pupils towards educational achievement.

MoEYS has launched a number of alternative activities since 1989 aimed to facilitate the education of Roma children, as ensues from Government Resolutions No. 686/1997, 192/1998 and 797/1999.

To prevent failure at school especially on the part of Roma children, the following measures have been adopted as a part of fulfilment of the Government Resolutions:

- Introduction of preparatory classes at primary schools and at special schools (in 1999 MoEYS provided 10.8 MCZK/0.3 MEUR);
- Social integration and language training of Roma children at primary and special schools are partly provided by Roma assistants (in 1999 = 12.4 MCZK/0.35 MEUR);
- Introduction of Roma advisors and their further training (in 1999 = 13MCZK);
- Changes to the process of learning - modifications of educational programmes at primary schools, use of the Roma language in communication with pupils, supplying information on the Roma culture, history and language within the school curricula, individual approach towards pupils, developing the skills of talented Roma children in primary artistic schools (in 1999 =6MCZK);
- Introduction of textbooks, professional and other materials in the Roma language designed for pupils, teachers and Roma assistants (in 1999 = 3.4 MCZK/0.1 MEUR);
• Development of further teacher training focused on the Roma studies, multicultural societies, national and ethnic minorities issues, education for tolerance and human rights (in 1999 = 3 MCZK/0.085 MEUR);

• Development of extra-curricular activities for the Roma children with the active participation of the Roma parents (in 1999 = 15 MCZK).

3.2 Linked Activities

This Project builds on previous Phare projects of the Government Office (NP Phare 1999) and Civil Society Development Foundation (NROS) (NP Phare 1998).

• Phare project CZ 9901 (Multi-cultural Education) aims at better access to teaching materials on multicultural issues, gathering existing publications, introduction of specialised courses/seminars at universities promoting multicultural education. The project covers preparatory works leading to a detailed proposal for implementation of multicultural education which will then be fully utilised by MoEYS within this 2000 Project’s activity number (2) Revise and Extend Multi-cultural Content of Curricula.

• This 2000 Project will oversee the detailed curriculum development;

• Phare project CZ9901 also covers the initial training of Roma assistants (Educational Activities within the State Education System). The training is designed mainly for the Roma advisors in districts and central authorities and institutions and is focused on the social aspects of education (communication with parents etc.)

• This 2000 Project will build on and extend the training to the educational sphere: Roma assistant teachers;

• Phare project CZ9806, via the Civil Society Development Foundation (NROS), Improvement of the Integration of the Roma Community into Czech Society was closed on 31.1.2000 – the results of the Project will be provided to MoEYS which will use them in the implementation of this Project. No overlap is foreseen.

A co-ordination meeting was held with the representatives of both the Government Office and NROS with the aim to co-operate closely and mutually harmonise and complement to avoid any duplicity. All the involved institutions will continue co-operation and exchange of findings and results to ensure multilevel approach:

3.3. Results / Outputs

The following Outputs will be delivered and Guaranteed Results achieved via this Project:

• Revised curricula for education of the Roma (will be used in 700 primary schools);

• 700 teachers trained for using the improved curricula for Roma children;

• Revised, complementary multi-cultural curricula courses, aiming at eliminating existing prejudice against the Roma and other minorities and the broadening of ethnic understanding (will be used in 4,000 primary schools);

• 4,000 teachers and educators trained for using the multi-cultural curricula;

• Methodological manuals for teacher training (manual for curriculum for Roma children and manual for multicultural curriculum);

• Increased preparedness of Roma children for a smooth commencement of schooling, via the provision of preparatory classes and alternative activities in pre-school education (approximately 300 classes);
• Educational programme for Roma assistants including removing the obstacles in communication between a teacher and a Roma assistant. Increased number of qualified Roma assistants. (300 Roma assistants will be provided a basic 10-day minimum);

• Providing talented Roma children with extra lessons to successfully pass entrance exams to secondary schools (there were only about 350 Roma children who passed successfully exams to secondary schools in 1998/99 school year);

• System of pre-graduate and post-graduate training of teachers (teachers of humanities in particular) focused on minority and ethnic groups issues, including training in prevention of and dealing with conflict situations;

In addition to supporting the above, the Czech budget will also provide for the provision of equipment and appropriate teaching aids to primary schools.

3.4. Activities / Inputs

The Project involves 2 contracts:

A. Technical Assistance for Curricula Development – Improving Roma Education;

B. Technical Assistance for Curricula Development – Improving Multi-cultural Education.

A. Curricula Development – Improving Roma Education

This will involve support (0.45 MEUR) for the modification of curricula and educational programs for primary schools so that they better suit to the Roma children needs:

• Building on the analysis of existing tests for Roma children;

• Developing appropriate new curricula and tests;

• Training of teachers and educational advisors, pedagogical psychologists, etc., who will then implement the proposed curriculum modifications;

• Development of a manual for the training system.

It is assumed that this will involve the Inputs of approximately 20 person-months of EU expertise and approximately 20 person-months of local expertise (pedagogical experts).

The State Budget will contribute approximately 0.1 MEUR, to ensure the practical application of the developed curriculum during the final period of the Project, allowing for final adaptation of materials as necessary, ahead of the State budget covering publication costs.

In addition, the State Budget will cover the provision of equipment and appropriate teaching aids to primary schools (textbooks, teaching aids, information technologies, audio-visual aids etc.) to ensure the education is implemented according to modified curriculum.

B. Curricula Development – Improving Multi-cultural Education

This will involve support (0.55 MEUR) for the modification of curricula and educational programs for primary schools, better suited to the promotion of multi-cultural understanding and awareness of all Czech children, aimed at eliminating prejudice against the Roma and other minorities:

• Analysis of existing curricula and materials, with the aim to highlight and review those elements concerning multi-cultural societies, problems of national and ethnic minorities, education for tolerance and human rights etc. into the school education plans.

• Developing appropriate new curricula;
• Training of teachers and educational advisors, pedagogical psychologists, etc., who will then implement the proposed curriculum modifications;
• Development of a manual for the training system.

It is assumed that this will involve the Inputs of approximately 25 person-months of EU expertise and approximately 25 person-months of local expertise (pedagogical experts).

The State Budget will contribute approximately 0.1 MEUR, to ensure the practical application of the developed curriculum during the final period of the Project, allowing for final adaptation of materials as necessary, ahead of the State budget covering publication costs.

4. Institutional Framework

Activities will be co-ordinated by MoEYS (Department of General Education and Department of International Relations and European Integration), as the central body of public administration responsible for development and strategy of the educational system and entrusted by the government with adoption of measures related to education of the Roma children.

The ultimate roll-out implementation of this project will be ensured by schools and school establishments across the CR (4,000 primary schools, including special schools). University Faculties of Teachers Training, responsible for pre-service training, will be involved as well as pedagogical establishments providing further teacher training, and pedagogical research. There will be continued co-operation with the Government Office and NGOs.

5. Detailed Budget (in M€)

<table>
<thead>
<tr>
<th>Project Components</th>
<th>Investment Support</th>
<th>Institution Building</th>
<th>Total Phare (= I + IB)</th>
<th>National Co-financing</th>
<th>IFI</th>
<th>Total MEUR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improving Roma Education</td>
<td>0.45</td>
<td>0.45</td>
<td></td>
<td></td>
<td></td>
<td>0.45</td>
</tr>
<tr>
<td>Support to Improving Roma Education, especially equipment procurement</td>
<td></td>
<td></td>
<td>0.50</td>
<td></td>
<td></td>
<td>0.50</td>
</tr>
<tr>
<td>Improving Multi-cultural Education</td>
<td>0.55</td>
<td>0.55</td>
<td></td>
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<td></td>
<td>0.55</td>
</tr>
<tr>
<td>Support to Improving Multi-cultural Education</td>
<td></td>
<td></td>
<td>0.10</td>
<td></td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1.00</strong></td>
<td><strong>1.00</strong></td>
<td><strong>0.60</strong></td>
<td></td>
<td></td>
<td><strong>1.60</strong></td>
</tr>
</tbody>
</table>

6. Implementation Arrangements

6.1. Implementing Agency

The CFCU is the Implementing Agency responsible for tendering, contracting and accounting. Responsibility for technical preparation and control will remain with the beneficiary: Ministry of Education, Youth and Sport, Department for General Education.

The Contact Person: (will be nominated at the forthcoming seniors meeting of the MoEYS)

6.2. Non-standard Aspects

DIS Manual rules and procedures will be followed.

6.3. Contracts

This Project consists of two contracts, with the following financial allocations:
A. Technical Assistance for Curricula Development – Improving Roma Education = 0.45 MEUR;

B. Technical Assistance for Curricula Development – Improving Multicultural Education = 0.55 MEUR.

7. **Implementation Schedule**
   - Start of Tendering: 3Q/00
   - Start of Project Activity: 1Q/01
   - Project Completion: 2Q/02

8. **Equal Opportunity**

   Equal opportunity principles and practices in ensuring equitable gender participation in the Project will be guaranteed.

9. **Conditionality and Sequencing**

   A new School Act that will come into force in July 2001: the legal intention (objectives) has already been approved by the Czech government, the full legal text is now being prepared;

   Implementation of this project is conditioned on the national co-financing: MoEYS will cover the expenses related to the equipment and publication of teaching aids, etc., which will help to improve the education of the Roma population, as well as the practical application of the revised curricula (in the total approximately 0.615 MEUR).

**Annexes to Project Fiche**

1. Logframe Matrix
2. Detailed Implementation Chart
3. Cumulative Contracting and Disbursement Schedule for the Project (in MEUR)
## Logframe Matrix

**Support to Roma Integration / Multi-Cultural Education Reform**

<table>
<thead>
<tr>
<th>Wider Objective</th>
<th>Project Number: CZ 00-02-03</th>
<th>Date of Drafting: 04/2000</th>
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<tbody>
<tr>
<td>The candidate country has achieved stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities</td>
<td>Total Budget: 1.6 MEUR</td>
<td>Disbursement Period Expires 31/10/2003</td>
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<tr>
<td>Acknowledgement by European Commission</td>
<td>Phare Contribution: 1.0 MEUR</td>
<td></td>
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</table>

### Wider Objective

**Advisory Committee**

- The candidate country has achieved stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities

#### Indicators of Achievement

- Acknowledgement by European Commission
- EC Regular Report

#### Information Sources

- All other Copenhagen criteria fulfilled

#### Assumptions and Risks

- Other issues related to democracy, rule of law, human rights & minorities, eg judicial reform, successfully tackled

### Immediate Objectives

- Improved education of the Roma population and reduced prejudice against the Roma and other minorities

#### Indicators of Achievement

- % of Roma children in special schools decreases by 10% within five years
- % of Czech children prejudiced against Roma decreases by 10% within five years

#### Sources of Information

- Ministry of Education records
- Opinion poll surveys
- Reports by all bodies involved – schools, educational establishments, local educational authorities, pedagogical and psychological centres, ministries, NGOs, Roma initiatives. Drawing on experience from localities with high share of Roma population

#### Assumptions and Risks

- Other issues related to democracy, rule of law, human rights & minorities, eg judicial reform, successfully tackled

### Results

<table>
<thead>
<tr>
<th>Indicators of Achievement</th>
<th>Sources of Information</th>
<th>Assumptions and Risks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

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- Revised curricula for education of the Roma (will be used in 700 primary schools);
- 700 teachers trained for using the improved curricula for Roma children;
- Revised, complementary multi-cultural curricula courses, aiming at eliminating existing prejudice against the Roma and other minorities and the broadening of ethnic understanding (will be used in 4,000 primary schools);
- 4,000 teachers and educators trained for using the multi-cultural curricula;
- 2 methodological manuals for teacher training (one for Roma curriculum and one for multicultural curriculum);
- Increased preparedness of Roma children for a smooth commencement of schooling, via the provision of preparatory classes and alternative activities in pre-school education (approximately 300 classes);
- Educational programme for Roma assistants including removing the obstacles in communication between a teacher and a Roma assistant. Increased number of qualified Roma assistants. (300 Roma assistants will be provided a basic 10-day minimum);
- Providing talented Roma children with extra lessons successfully to pass entrance exams to secondary schools;
- System of pre-graduate and post-graduate training of teachers (teachers of humanities in particular) focused on minority and ethnic groups issues, including training in prevention of and dealing with conflict situations

| - 700 primary schools utilise revised ‘Roma’ curricula in roll-out phase; | - project reports |
| - 700 teachers trained in roll-out phase | - Ministry of Education statistics |
| - 4,000 primary schools utilise revised ‘multi-cultural’ curricula in roll-out phase; | - Continuing application of well-tried methods (preparatory classes, re-integration of children from special schools to mainstream primary schools, completion of primary education and successive secondary and higher education); |
| - 4,000 teachers trained in roll-out phase | - Immediate launching of and support for already developed programmes - curricula used by all schools in the country; |
| - Methodical manual, teaching aids, information materials, videotapes, with the introduction of tested education methods and trained teachers | - Regular school attendance by intended beneficiaries; |
| - Provision of preparatory classes/alternative education activities in 300 classes; | - no other educational changes which impact negatively on Roma education or on multicultural education |
| - 300 Roma teaching assistants trained on a basic 10-day teacher-training course | - no significant national incidents or changes in media reporting which increase prejudice against Roma; |
| - Extra tutorial classes provided for 300 talented Roma | - good results from other two Phare 2000 projects: civil society & racial equality |

**Inputs**
Phare: Support for development of improved curricula under the contract 1 and 2 – research and analysis, leading to curricula development, teaching materials/aids for teachers and for pupils, identification of suitable reading materials etc., training of teacher-trainers to – roll-out training to wider education system (this Project covering only limited direct training of teachers)

- Availability of necessary documents and publications, willingness of involved institutions and individuals to co-operate, prompt solution of possible problems;
- State Budget: Support for roll-out testing of the above, including costs associated with roll-out publication of teaching materials; plus sizeable provision of class-room equipment, computer programmes, publications, videotapes etc;
- This Project builds on previous Phare projects of the Government Office (NP Phare 1999) and Civil Society Development Foundation (NROS) (NP Phare 1998).
- Phare project CZ 9901 (Multi-cultural Education) preparatory work successfully completed before project start
- lessons learned from Phare project CZ9901 covering the initial training of Roma assistants (Educational Activities within the State Education System);
- lessons learned from Phare project CZ9806 Improvement of the Integration of the Roma Community into Czech Society
### Detailed Implementation Chart for the Project

**Annex 2**

<table>
<thead>
<tr>
<th>Year</th>
<th>2000</th>
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<th>2002</th>
<th>2003</th>
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<tr>
<td>Detailed Project Implementation</td>
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<tr>
<td><strong>Institution Building</strong></td>
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<tr>
<td>Contract 1 - development of curriculum for Roma population</td>
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<tr>
<td>Contract 1 - practical application</td>
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<tr>
<td>Contract 1 – training</td>
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<tr>
<td>Contract 2 - improvement of multicultural curriculum</td>
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<tr>
<td>Contract 2 - practical application</td>
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<td></td>
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<tr>
<td>Contract 2 – training</td>
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### Cumulative Contracting and Disbursement Schedule for the Project (M €)

#### Annex 3

#### Cumulative Quarterly Contracting Schedule (M €)

<table>
<thead>
<tr>
<th>Project</th>
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<th>4Q/00</th>
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<th>2Q/01</th>
<th>3Q/01</th>
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#### Cumulative Quarterly Disbursement Schedule (in M €)

<table>
<thead>
<tr>
<th>Contract 1</th>
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<th>4Q/00</th>
<th>1Q/01</th>
<th>2Q/01</th>
<th>3Q/01</th>
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<th>1Q/02</th>
<th>2Q/02</th>
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<th>1Q/03</th>
<th>2Q/03</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
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