STANDARD SUMMARY PROJECT FICHE

1. Basic Information

1.1 Désirée Number: CZ 2003/004-338.01.01
1.2 Title: Improvement of long-term opportunities for Roma
1.3 Sector: Political Criteria
1.4 Location: Czech Republic

2. Objectives

2.1 Overall objective
• To achieve stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities.

2.2 Project purpose
• To strengthen capacity of Civil Society Organisations (CSOs) working in the area of minority affairs and to improve the implementation of anti-discrimination programmes.

2.3 Accession Partnership and NPAA priority
AP 01:
• Continue efforts, at national, regional and municipal level, to improve the condition of the Roma minority. Efforts should address employment opportunities, access to education, including appropriate measures to integrate Roma children into mainstream schools, measures to fight discrimination in society and access to housing. In particular, implement tasks contained in the government policy for Roma integration of June 2000.
NPAA 01:
• Short-term: One of the pressing tasks for state authorities remains the effective combating of expressions of racism, and the formation of a tolerant and multi-cultural environment.
• Support for the education of national minorities.
• Medium-term: Support specific training programmes for state and non-governmental organisations on human rights and minority rights.
• Include the issue of all ethnic groups who live or have lived in the Czech Republic in the National Programme for the development of education in the Czech Republic.
• In localities where there is racism and ethnic conflicts, arrange a training seminar for teachers in communication techniques aimed at prevention and conflict resolution.

2.4 Contribution to National Development Plan
n.a.

2.5 Cross Border Impact
n.a.

3. Description

3.1 Background and justification
The EC Regular Report 2002 states that real problems remain as regards discrimination against the Roma in various fields in the Czech Republic, employment, education and housing in particular. Some additional activities have been undertaken to improve the difficult situation facing the Roma community. However, more structural measures are needed in order to achieve significant results in remedying discrimination in access to education, housing and employment. The adoption of comprehensive anti-discrimination legislation would be an important step forward in this regard.
In 1999 NROS launched a first initiative on Roma integration, aiming to involve activists directly from the target minority group and to assuage their initial mistrust towards EU or other external assistance and initiatives aiming to help the Roma population in the Czech Republic.

A trust-building component was incorporated into the first grant scheme: the entire creation of the scheme, allocation of concrete priorities, programme promotion and even project evaluation was delegated to representatives of the Roma minority. Active Roma involvement was visible first in the composition of the Advisory Group of the programme, secondly during on-the-spot programme promotion, which took place in more than 15 localities with major Roma population e.g. Brno, Ostrava, Plzen. Seminars were organized with the direct participation of the Roma representatives, mostly after direct consultation with the respective Roma advisors and Roma NGOs operating in the respective region. NROS’s approach over the last few years to involving existing Roma leaders, NGOs and Roma-friendly subjects was useful and contributed to the respect among Roma subjects towards the new programme, despite later disillusionment on the part of those applicants who were not supported.

Direct Roma involvement and presentation of the programme to Roma citizens shall be seen as a needed pre-condition for overall general acceptance of the programme among the target group. The high number of proposals (412) received during individual CfP - 4 together, e.g. one ad hoc in Ustí nad Labem – provide evidence of this fact.

The programme continued under Phare 2000 with a focus on education, legal advice and individual legal help and on multicultural education across society. The programme was boosting in many cases links between Roma and local administration, between Roma and Non Roma communities and CSOs, far beyond the usual and existing involvement of Charity-providing subjects. Important links were established e.g. in Ostrava Liscina and Zarubek, Karlovy Vary, and Pardubice. As an educational priority, Roma secondary social schools were supported across the years and despite some problems, several students received their courses. Small-scale training and pedagogical advice to children was provided during the programme’s validity to children in Sumperk, Ostrava, Plzen, and Praha. Projects with a legal component and discrimination-monitoring created also important links between the target minority and assisting subjects – NGOs. Projects awarded under this programme are ongoing.

Within the Phare grant scheme for 2001 the applicants could submit proposals covering activities like direct participation of Roma in consultative and elected positions on local or regional municipal levels; raising Roma awareness and participation; small-scale requalification and job creation for Roma and further development and continued assistance to Roma seed projects that lead to (self) employment / business-licence acquisition for the Roma community.

Despite positive elements, programmes aimed at the Roma community had only a restricted duration and managed to create an atmosphere of acceptance and interest among the target group. NROS invested serious efforts also into the training of potential users of various EU programmes. A large number of participants were informed how to best approach EU funds and to ensure corresponding administration and management capacity when funds were granted.

The continuation of specific activities targeting e.g. job creation, re-qualification, education and social inclusion activities may be identified with a highly positive and welcoming response from the Roma community. Under last Phare 2001 call for proposals a lot of good projects aiming at countervailing procedures for Roma could not be awarded due to the lack of allocation and the need to support these activities is recognised by both grass-root organizations as well as it is pointed out by the Governmental office in the conception of government policy for Roma integration from January 2002.

The programme will thus concentrate on employment opportunities and requalification courses, including assistance for those who have become requalified, as well as on community and /or field social workers and access to education and housing, particularly among those experiencing serious exclusion.

3.2 Linked activities

The activities outlined in the current Fiche are linked to:

- Project CZ 00.02.01 Civil Society Development / Support to Roma Integration Initiatives (MEUR 3), which aims at supporting information and training activities for CSOs and project grant activities, and provides a special emphasis on CSOs’ activities in the field of the further integration of the Roma community into Czech society, supporting training/education, legal assistance and social integration projects.
• Project CZ 0011 Strengthening CSOs for aquis implementation (MEUR 1.67), which aims at the consolidation and further development of democratic practices and the rule of law, strengthening the institutional capacity of non-governmental organizations and social partners at all levels and supporting the inclusion and participation of individuals or groups who risk being socially, economically or politically marginalised.

• Project Access Programme 1999 Strengthening CSOs for aquis implementation (MEUR 1.67), which aims at the consolidation and further development of democratic practices and the rule of law, strengthening the institutional capacity of non-governmental organizations and social partners at all levels and supporting the inclusion and participation of individuals or groups who risk being socially, economically or politically marginalized, where NROS monitors and evaluates the programme under Negotiated Procedure.

• Project CZ 01-02-01 Strengthening of Civil Society Organizations in the Czech Republic (MEUR 3), which aims at strengthening the development of a civil society and a sustainable non-profit sector in the Czech Republic, and at promoting the development of democracy on a local, regional and national level with special support to disadvantaged groups and to fighting discrimination.

• Project CZ 2002/000-282.02.02 Fight Against Marginalisation of Senior Citizens (MEUR 1), which aims at improving the active participation and involvement of pensioners and senior citizens in the Czech Republic.

• Project CZ 2002/000-282.02.01 Long-term Sustainability of Civil Society Development (MEUR 2), which aims at ensuring the sufficient capacity of CSOs to acquire funds by attracting potential contributors.

• Project CZ CZ2002/000-282.02.03 Rehabilitation of Flooded Areas - Support to Assisting CSOs (MEUR 1), which aims at supporting Civil Society Organisations who strive to improve the living conditions of inhabitants of the areas affected by the floods of August 2002.

• Democracy, LIEN and Partnership Micro-Project Programmes - these programmes had served to support a similar target group; details are kept on file for co-ordination purposes.

• European Initiative for Human Rights and Democracy (EIHDR) 1999 and 2000 which supports democracy and human rights through micro-project funding to CSOs in the Czech Republic.

• Other donor organizations active in the Czech Republic, such as the Open Society Fund, the Canada Co-operation Fund, the British Know How Fund, the Czech Donors Forum. On the level of the Czech Donors Forum, grant-giving organizations active in the Czech Republic exchange information about areas of support, programme priorities, lists of supported projects, etc, to ensure a minimum risk of overlap.

• Non-profit sector protagonists worldwide, such as Civil Society Development Programmes in other Candidate Countries, the International Youth Foundation (IYF), CIVICUS and the European Foundation Centre (contacts which could potentially lead to further sources of funding for the sector).

3.3 Results

1) Better employment opportunities for Roma created by providing re-qualification courses, the establishment of innovative approaches to creating enterprises, including community development initiatives with active participation of minorities, and development and/or establishment of community centres respecting the quality standards of social services in regions with a high minority concentration;

2) Long-term educational programme, which could be financed from the European Social Fund, developed in order to upgrade management skills of managers of Roma and non-Roma Civil Society Organisations, long-term educational programmes developed for secondary and higher education and successful entrance examinations;

3) Improved local public spaces through community initiatives and attractive “safe places” created within Roma neighbourhoods to de-stigmatize/de-ghettoize Roma housing.

3.4 Activities

Grant scheme

NROS prepares one grant scheme aimed at eligible applicants. The proposals will be assessed by external assessors and reviewed by the Evaluation Committee. PAO will have final approval of the project list prepared by the project selection committee.
Eligibility of applicants
Applicants must be civil society organisations with status of:
• Civil Association,
• Public Benefit Corporation,
• Church Institutions,
• Chamber of Commerce,
• Trade Union
Applicants must use a double-entry book-keeping system and publish annual reports.

Priorities of the grant scheme:
1. Access to employment and social cohesion
2. Access to education
3. Access to housing

Types of activities
Only activities that are aimed at achieving the desired results listed below under a specific priority will be eligible for funding.

Priority 1: Access to employment and social cohesion
Desired results
a) New jobs for Roma created; Roma requalified in the requalification courses, labour market assistance to requalified Roma provided by trained assistants until getting a job (allocation approx. € 345 000);
b) Community enterprises implemented by CSOs involved with minorities, established innovative approaches to creating enterprises including community development initiatives with active participation of minorities; the established models eligible to be further (co) financed from ESF or LSC after the accession (allocation approx. € 190 000);
c) Community Centres respecting the Quality Standard of Social Services developed and/or established in regions with a high minority concentration; in each Community Centre at least two Roma and non-Roma (minimum one each) community and/or field social workers available as intermediaries between relevant authorities (e.g. housing, employment, education) and minority community (allocation approx. € 190 000);

Priority 2: Access to education
Desired results
d) Management skills of managers from Roma and non-Roma CSOs upgraded in long-term educational programme, which could be financed from ESF after accession; the educational programme implemented with close co-operation with SMEs, if applicable (allocation approx. € 40,000);
e) Interested members of Roma community prepared during long-term educational programmes for secondary and higher education and successful entrance examinations (allocation approx. € 100 000);

Priority 3: Access to housing
Desired results
f) Improved local public spaces by community initiatives and attractive “safe places” created within Roma neighbourhoods to de-stigmatize/de-ghettoize Roma housing (allocation approx. € 60 000).

If an insufficient number of quality projects is submitted to reach one of the desired results, the amount will be allocated towards reaching another of the desired results.

If an insufficient number of well-qualified proposals is submitted in one priority area for desired results, then the funding will be used in another priority area to reach the desired results as stated there.

Criteria for project selection
The assessors will use the standard selection criteria for project selection as stated in the evaluation grid (E10). Some of the standard assessing questions will be slightly modified to correspond to the above mentioned project priorities and activities aimed at achieving the desired results.

Monitoring
NROS will ensure all projects to be monitored by standard methods and means as applied for previous Phare programmes and projects, i.e. under established AMOS monitoring system. The number of final beneficiaries and other indicators determined in the individual projects will be monitored and continuously
compared with the delivered results and outputs from the individual projects until the final analysis is available.

NROS will also ensure that Beneficiary organises a final audit for each project, i.e. even when the project is less than 100 000 €; NROS will provide Monitoring reports related to the programme to the DEC and the CFA every year or by request; NROS will maintain the project database; ensure input of all relevant information and indicators from projects.

Others
- 1 grant scheme will be prepared;
- 1 call for proposals will be launched; if an insufficient number of well-qualified proposals is submitted in 1 CIP and funds can not be disbursed, the second CIP will be launched;
- The minimum grant is EUR 30 000 and the maximum grant is EUR 50 000. The project is targeted to mid-sized but experienced CSOs that have at their disposal know how, experienced co-ordinators, an established network of field workers and their capacity is strong enough (or will be after the project ends) to manage larger grants of the future SF;
- Maximum project duration is 18 months;
- The proposals will be selected in accordance with the evaluation criteria in the standard evaluation grid amended for this project;
- 10% co-financing is mandatory, consequently each potential applicant will ask for a grant in a value relevant to his ability to co-finance the project. On the basis of given spectrum of potential applicants, NROS expects the average grant awarded around € 42.000, ergo 22 grants awarded approximately.

Management and Operating cost of NROS (7% of the allocation)
NROS ensures the management of the entire project. Management and operational costs for the running of NROS in relation to the running and implementation of the programme according to the Practical Guide; for co-ordination of projects selection, monitoring and evaluation and for implementation of relevant activities – including staff; travel, publicity, IT, translations, rent; telephone, travel, WWW, internet, post, repairs and maintenance, and security; 7% of the allocation, ie 70 000 €.

Assessors (0.5% of the allocation)
A maximum 0.5 % of the total Phare allocation (i.e. 5000 €) may be used to cover costs of Assessors/Evaluation Committee/experts responsible for appraising grant applications. Assessors and EC members are selected in accordance with the PG, chapter 3.

NROS shall ensure a maximum level of EU credit and visibility - particularly through its grantees, which are contractually bound in this regard. The Phare Visual Identity Guidelines will be adhered to by NROS and all grant beneficiaries. The grant scheme will be publicised as widely as possible, the responsibility for this task resting with the Implementing Agency.

3.5 Lessons learned
All relevant recommendations have been taken into account.

For example:
- The Civil Society Development Foundation together with the European Commission Delegation should reinforce the orientation of the Civil Society Organisations support towards the promotion of the Accession Partnership priorities and the elements of the acquis, such as the continuation of support to minority (Roma) issues, environmental issues or consumer protection (EMS Interim Evaluation Report R/CZ/CIV/02.031).
- The EC Regular Report 2002 states that real problems remain as regards discrimination against the Roma in various fields in the Czech Republic, employment, education and housing in particular.
- The European Parliament welcomes the improvement in several applicant countries on the integration of the Roma minorities in the various societies; repeats that more effort has to be made; calls on the Roma minorities to become proactive and fully involved in determining details of the process and to improve their capacities for self-organisation in order to channel their political demands in an efficient manner.

4. Institutional Framework
The project will be implemented by NROS (Civil Society Development Foundation). NROS is an independent Czech Foundation with a 9-person Board of Directors, which is the decision-making body with regard to Foundation activities, and a 3-person Supervisory Board.
NROS was originally established in 1993, acting as local management unit for the administration of Phare support to civil society development (both National and Multi-Country Programmes). NROS has thus acted, since its establishment, as a source of major support to the overall advancement of the non-profit sector in the Czech Republic, primarily as a resource and information centre supporting enhanced professional standards and capacities for CSOs, plus as a grant provider to co-finance specific CSO activities in selected sectors.

Assessors and EC members are selected in accordance with the Practical Guide, chapter 3, and must be approved on the basis of their submitted standard CVs. The Evaluation Committee will recommend the final list of projects to be financed as part of the Evaluation Report. The Evaluation Report will be submitted to NROS, which must decide whether it accepts. PAO will have the final approval.

All monitoring reports relevant to the implementation of the current Phare Programme will be made widely available and forwarded to the Government Office and to the Centre for Foreign Assistance at the Ministry of Finance.

5. Detailed Budget (mil.€)

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<tr>
<th>Project Components</th>
<th>Phare Support</th>
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<tbody>
<tr>
<td></td>
<td>Investment</td>
<td>Institution</td>
<td>Total Phare</td>
<td>TOTAL</td>
</tr>
<tr>
<td>Grant scheme(s) (93 %)</td>
<td>0.925</td>
<td>0.925</td>
<td>0.1</td>
<td>1.025</td>
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<tr>
<td>Management and Operating Costs (7%) plus further up to 0.5% support for assessors/EC members</td>
<td>0.075</td>
<td>0.075</td>
<td>0.075</td>
<td></td>
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<tr>
<td>Total</td>
<td>0.925</td>
<td>0.075</td>
<td>1.00</td>
<td>0.1</td>
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</tbody>
</table>

* min. 10% of co-financing by final beneficiary. There will be parallel co-financing

6. Implementation Arrangements

6.1 Implementing Agency

This Programme shall be managed by the Implementing Agency: Civil Society Development Foundation (NROS), which is an independent Czech legal entity registered under the Act on Foundations. The implementation of this project will be carried out on the basis of Financing Agreement between the NF and the IA.

The Contact Person is: **Ms Hana Šilhánová, PAO / NROS Director**, Civil Society Development Foundation (NROS), Jelení 15/196, 118 00 Prague 1, Czech Republic, tel: +420-2-3335 6173 / 1831 / 0021, fax: +420-2-3335 4708, e-mail: nros@nros.cz.

6.2 Twinning

n.a.

6.3 Non-standard aspects

N/A

6.4 Contracts

Grant Scheme will be applied. Approximately 22 grants will be awarded through 1 call for proposal. Grants will range from € 30 000 to € 50 000.

7% of the total budget for project Management and operating costs in order to implement this project. Memorandum of Understanding between the Delegation and NROS will be drafted for this item.

Assessors and Evaluation Committee to be covered by within the up to 0.5 % of the budget part.
7. Implementation Schedule

7.1 Start of tendering/call for proposals 3Q/03
7.2 Start of project activity 1Q/04
7.3 Project Completion 4Q/05

8. Equal Opportunity

Equal opportunity principles and practices for women and members of minority groups in ensuring equitable access to funding available through the Project will be guaranteed. The assessors must consider the promotion of gender equality and equal opportunities in project proposals. Equal opportunities are ensured with regard to training courses prepared by grantee organisations in CSO management. Women’s participation will be measured by registration in the NROS database and in monitoring system the equal opportunities will be checked as of the monitoring indicators.

9. Environment
n.a.

10. Rates of Return
n.a.

11. Investment Criteria
n.a.

12. Conditionality and Sequencing
- Grantee organisations are required to provide co-financing from other sources in the amount of 10% of project costs.
- NROS gains EDIS accreditation by June 2003 in order to implement the project under the system of ex-post control;

ANNEXES TO PROJECT FICHE

1. Logical Planning Matrix
2. Detailed implementation chart
3. Contracting and disbursement schedule
## LOGFRAME PLANNING MATRIX

**Project title:** Improvement of long-term opportunities for Roma in the Czech Republic  
**Beneficiary institution:** Civil Society Development Foundation (NROS)  
**Programme number:** CZ2003/004-338.01.01  
**Contracting period expires:** 31/10/2005  
**Disbursement period expires:** 31/10/2006  
**Total budget:** 1.1 M €  
**Phare budget:** 1.0 M €

### Overall objective

<table>
<thead>
<tr>
<th>Objective</th>
<th>Verifiable indicators</th>
<th>Sources of Verification</th>
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</thead>
<tbody>
<tr>
<td>To achieve 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></td>
</tr>
</tbody>
</table>

### Project purpose

<table>
<thead>
<tr>
<th>Objective</th>
<th>Verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>To strengthen capacity of CSOs working in the area of minority affairs and to improve the implementation of anti-discrimination programmes.</td>
<td>22 CSOs involved with anti-discrimination acquis receive grants under this programme for 22 projects aimed at fulfilling the OVI at the level of results by the end of the project life.</td>
<td>Phare Monitoring and Interim Evaluation Reports.</td>
<td>Political and economic stability; Other parts of the first Copenhagen criteria are fulfilled.</td>
</tr>
</tbody>
</table>

### Results

<table>
<thead>
<tr>
<th>Objective</th>
<th>Verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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</table>
| Better employment opportunities for Roma created by providing re-qualification courses, the establishment of innovative approaches to creating enterprises, including community development initiatives with active participation of minorities, and development and/or establishment of community centres respecting the quality standards of social services in regions with a high minority concentration; Long-term educational programme, which could be financed from the European Social Fund, developed in order to upgrade management skills of managers of Roma and non-Roma Civil Society Organisations, long-term educational programmes developed for secondary and higher education and successful entrance examinations; Improved local public spaces through community initiatives and attractive “safe places” created within Roma neighbourhoods to de-stigmatize/de-ghettoize Roma housing. | 10 job creation projects and labour market assistance projects covering at least 4 requalification courses for Roma implemented by the end of project life; one third of the graduates gets a job 6 months after finishing course.  
4 Community centres supported in regions with a high minority concentration; each community centre ensured at least two Roma and non-Roma community and/or field social workers as intermediaries between relevant authorities (e.g. housing, employment, education) and minority community; field community workers available for both sides during and after the project life.  
1 long-term educational programme upgrading management skills of managers from Roma and non-Roma CSOs created during project life; the indicator of success and sustainability is that supported education project is further financed from ESF (HRD) after the accession; by that time min. 30 trainees graduated;  
2 long-term educational programmes preparing interested Roma community members for secondary and higher education implemented | CSOs interim and final reports; CSOs Annual Reports; NROS Annual Report; Phare interim Evaluation Reports; Phare Monitoring reports. | 2000/43/EC Directive (Anti-Discrimination Directive) implemented and addressed the institutional and administrative requirements on the protection of racial discrimination by the end of June 2003. |
by supported CSOs; 40 trainees graduated during project life; 15 of them passed the entrance exams after project end;

- 4 pilot community enterprises implemented by CSOs involved with minorities during project life; 7 innovative approaches to creating enterprises including community development initiatives with active participation of minorities established by the end of project; at least 2 of the awarded projects eligible to be further (co) financed from ESF or LSC after the accession.

### Activities

<table>
<thead>
<tr>
<th>Grant scheme</th>
<th>Means</th>
<th>Assumptions</th>
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<tbody>
<tr>
<td>The grant scheme will be implemented under ex-post control. The Guidelines for Applicants will contain eligible activities, as indicated below. The proposals will be assessed by external assessors and reviewed by the Evaluation Committee. PAO will have final approval of the project list prepared by the project selection committee.</td>
<td>Eligibility of applicants;&lt;br&gt;Applicants must be civil society organisations with status of:&lt;br&gt;• Civil Association,&lt;br&gt;• Public Benefit Corporation,&lt;br&gt;• Church Institutions,&lt;br&gt;• Chamber of Commerce,&lt;br&gt;• Trade Union&lt;br&gt;Applicants must use a double-entry book-keeping system and publish annual reports.</td>
<td>• High quality and number of projects in the proposed fields;&lt;br&gt;• Relevant capacity of selected CSOs;&lt;br&gt;• Funding shall be made available to NROS through the National Fund in a timely and efficient manner.&lt;br&gt;• CSOs are eligible applicants for ESF.</td>
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| Types of activities | | |
| Only activities that are aimed at achieving the desired results listed bellow will be eligible for funding: |

### Desired results

a) New jobs for Roma created; Roma requalified in the requalification courses, labour market assistance to requalified Roma provided by trained assistants until getting a job (allocation approx. € 345 000);

b) Community enterprises implemented by CSOs involved with minorities, established innovative approaches to creating enterprises including community development initiatives with active participation of minorities; the established models eligible to be further (co) financed from ESF or LSC after the accession (allocation approx. € 190.000);

c) Community Centres respecting the Quality Standard of Social Services developed and/or established in regions with a high minority concentration; in each Community Centre at least two Roma and non-Roma community and/or field social workers available as intermediaries between relevant authorities (e.g. housing, employment, education) and minority community (allocation approx. € 190.000);

d) Management skills of managers from Roma and non-Roma CSOs upgraded in long-term educational programme, which
could be financed from ESF after accession; the educational programme implemented with close co-operation with SMEs, if applicable (allocation approx. € 40,000); e) Interested members of Roma community prepared during long-term educational programmes for secondary and higher education and successful entrance examinations (allocation approx. € 100,000); f) Improved local public spaces by community initiatives and attractive “safe places” created within Roma neighbourhoods to de-stigmatize/de-ghettoize Roma housing (allocation approx. € 60,000).

Monitoring
NROS will ensure all projects to be monitored by methods and means as applied for previous Phare programmes, i.e. under established AMOS monitoring system. The number of final beneficiaries and other indicators determined in the individual projects will be monitored and continuously compared with the delivered results and outputs from the individual projects until the final analysis is available.

Management and Operating cost of NROS (7% of the allocation)
• NROS ensures the management of the entire project. Management and operational costs for the running of NROS in relation to the running and implementation of the programme according to the Practical Guide; for co-ordination of projects selection, monitoring and evaluation and for implementation of relevant activities – including staff; travel, publicity, IT, translations, rent; telephone, travel, WWW, internet, post, repairs and maintenance, and security; 7% of the allocation, ie 70 000 €; • Payments made through NROS’s MoU for management and operational costs.

Assessors:
• A maximum 0.5 % of the total Phare allocation (i.e. 5000 €) may be used to cover cost of Assessors/Evaluation Committee/experts responsible for appraising grant applications. Assessors and EC members are selected in accordance with the PG, chapter 3.

Preconditions
• NROS gains EDIS accreditation by June 2003; • Outputs from Phare and Access Programmes analysed by the beginning of this project to improve the general conditions for this grant scheme. • The implementation of the project shall be co-ordinated with the Government Office (Council for National Minorities of the Government of the CR)
### DETAILED IMPLEMENTATION CHART

**ANNEX 2**

**Improvement of long-term opportunities for Roma**

<table>
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<tr>
<th>Action</th>
<th>Year</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
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<td>- Grant schemes</td>
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<td>- Call for Proposals /start of tendering</td>
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<td>- Project Consultations, FAQ</td>
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<tr>
<td>- Training for applicants</td>
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<tr>
<td>- Deadline for Grant Applications</td>
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<td>- Project Evaluation / Selection</td>
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<td>- Projects Implementation</td>
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<td>- Projects Monitoring</td>
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<td>- Assistance to beneficiaries</td>
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<tr>
<td>- Analysis of Interim and Final Reports both financial and non-financial</td>
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<td>- Projects evaluation</td>
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<td>- Programme evaluation</td>
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### Contracting and Disbursement Schedule by Quarter

#### Cumulative Quarterly Contracting Schedule (mil. €)

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<th>2Q/03</th>
<th>3Q/03</th>
<th>4Q/03</th>
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#### Cumulative Quarterly Disbursement Schedule (mil. €)

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