1. Basic Information

1.1. Désirée no.: HU0101.01

1.2. Title: Promoting Social Integration of disadvantaged groups with Particular Emphasis on the Roma Minority

1.3. Sector: Political Criteria

1.4. Location: Hungary

2. Objectives

2.1. Overall Objective
To promote social integration of disadvantaged groups, in particular the Roma minority, through a policy for equal opportunities in relation to education and access to the labour market.

2.2. Project Purpose
- To decrease social distance between the majority population in Hungary and disadvantaged groups, especially Roma families
- To increase school enrolment and improve school success rates of socially disadvantaged and Roma youth at primary, secondary and higher education levels
- To improve opportunities for socially disadvantaged people and, in particular, the Roma to access work opportunities in the labour market.

2.3. AP and NPAA priority

AP 3.2 Medium-term Political Criteria: "Continue implementation of the medium-term Roma action programme."

NPAA 2.1 Education and Training: "Improving social and educational conditions and access of young people with multiple social disadvantages entering the labour market with no qualifications; implementation of training activities; development of necessary human resources."

NPAA 2.1. c.1.4. Raising the level of schooling of people with multiple disadvantages: "The process of ensuring equal opportunities for the Roma minority is not attainable without raising the general standard of their schooling. In this context, the Ministry of Education will consider continuing the HU-99.04-01 Phare project beyond 2002."

2.4. Contribution to the Preliminary National Development Plan
This project is in line with the PNDP, Area 3: Employment and Social Inclusion, Priority 3: Improving employability and access to the labour market of target groups facing difficulties, Measure 4: improving employability and labour Market integration of the Roma.

2.5. Cross Border Impact
Not applicable.
3. Description

3.1. Background and justification

Both the 1993 Data Protection Act and the ‘right of free choice of identity’ prevent the preparation of exact statistics on education and employment related to ethnicity. This, however, does not alter the fact that some trends in education and employment are considered to be apparent in Hungary:

The Parliamentary Commissioner for National and Ethnic Minority Rights, published his findings in 1999 in relation to the segregation in school and schools with different curricula. This (annual) report unambiguously proves that education is the ‘key issue’ for the Roma population in Hungary. Progress in the field of education, as well as an increase in qualification levels, are the preconditions also for improving access to employment: the closing of the gap by the Roma minority could not take place without the emergence of a Roma professional stratum.

The survey made by the Ombudsman established that the number of young Roma in the supporting school system is far too large given the absence of any justification for this phenomenon. Furthermore, he states that the system itself, which was originally intended to eliminate the differences in personal capabilities and paving the way for equal opportunities, indirectly permits discrimination.

This Programme focuses on different elements, which are all related to education and employment. The programme allows for tailor-made training and aims at increasing the success rate at schools for Roma children. It also aims at redirecting Roma children from special education into regular education, and at providing better information. Finally, it directly and indirectly aims at increasing the access of Roma people to the labour market.

The first component of this programme focuses on non-school-based elements, at the same time extending and further developing the Phare project HU9904-01. The intention is, on the one hand, to introduce new activities, which harmonise with and widen the previous programme, and on the other hand, to provide new opportunities for other eligible applicants (telecottages, Roma culture centres, civil organisations, other non-governmental education initiatives etc.).

In line with the European Union Policy Guidelines, the project aims at developing the relationship between the majority of the society and the Roma minority in order to increase social cohesion. Its content was designed on the basis of Government Decree No. 1047/1999 on the Improvement of the Living Conditions and Social Position of the Roma Population (Sections 1., 2, 5 and 6).

Another component covering important national education policy issues targeted by the present project are monitoring and quality management systems in the field of education. The White Paper on Education Policy in Hungary is under preparation and, according to the timetable, will become an Act in summer 2001. The policy includes new integrated programmes and puts special emphasis on the re-insertion and education of Roma minorities. Within the framework of the project programme, development will start according to the Framework Curricula on the basis of Ministry of Education Decree No. 28/2000 (IX.21).
A third component concerns the pilot implementation of the European Community initiative EQUAL. The Hungarian participation in this Initiative was initiated by the Hungarian Government after the publication of the Community Communication of 14.04.2000. In this context, the Hungarian Minister of Education issued a 'letter of intent' to the European Commission's Employment and Social Affairs Directorate General, which was positively received by the Commission.

The Hungarian Ministry of Education has also developed a Draft Country Implementation Programme, on which basis the Commission has recommended to utilise PHARE 2001 project proposals so as to pilot the EQUAL initiative. Its chapter related to the labour market integration of socially disadvantaged people was approved as a part of the Hungarian National Phare Programme of 2001.

In line with the Guidelines of the Community Initiative EQUAL (Commission Communication 2000/C 127/02), the EQUAL Programme component aims to create Development Partnerships with the capacity to launch transnational projects in the field of combating racial discrimination in relation to the labour market (pillar “Employability” field (b) in the Guidelines).

### 3.2. Linked activities

The proposed measure is partially a sequel to the sub-project "Secondary education of socially disadvantaged young people" of Phare programme HU9405 entitled "Strengthening the links between education and the economy". Within that framework, Phare contributed to the improvement of the quality of education, continuing education and re-training which better responded to the needs of the market economy.

The social integration of disadvantaged youth, and especially young Roma, was the subject of Phare project HU9904-01. The implementation of the projects under this Programme is due to start in the course of April 2001.

In the context of the 2000 programme, Phare also allocated funds for disadvantaged groups and especially the Roma population through the project HU 0002-01, Roma Social Integration. The project provides support to improve social and economic conditions of the Roma via support for micro-regional development schemes, anti-discrimination activities and ensuring better information flows to the Roma.

Another linked activity is the ESF-type pilot project of the Ministry of Social and Family Affairs entitled “Improving the employability of socially disadvantaged groups”. Its immediate objective is reducing long-term unemployment of disadvantaged youth, people living with disabilities, and marginalised groups of the population with special emphasis on the Roma. Finally, the “Roma social integration” programme of the Office of National and Ethnic Minorities aims at improving the social and economic situation of the Roma, and as well co-operation and communication between the Roma and the institutions providing public services, thus diminishing social prejudices.

### 3.3. Results

- New and improved local educational, cultural, administrative and training services for socially disadvantaged and Roma population.
• New training programmes, mainly for Roma specialists launched; at least 40 mediators trained.
• Approximately 40 Information and Training Centres operating.
• Efficiency of settling official affairs increased, better relationship between the Roma minority and public authorities.
• Preventive actions implemented, the enrolment of Roma children into special schools or special classes in regular education decreased.
• More socially disadvantaged and Roma children have better chances of entering regular secondary and higher education.
• Number of students completing their studies successfully in school increased.
• Innovative actions in relation to access of the Roma to the labour Market tested and best practices verified in association with the relevant transnational partner. Best practices transferred into Government educational and employment policy.

3.4. Activities:

The project will be carried out through a range of three grant schemes (the second including two windows), each backed-up by a specific service contract. An overview of the planned activities is provided in the following table, which is followed by detailed information on the three schemes.
<table>
<thead>
<tr>
<th>Type of Measure</th>
<th>Activity Clusters</th>
<th>Eligible Applicants</th>
<th>Project Size (in EURO)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Grant Scheme 1.</strong></td>
<td>Establishing new ‘Information and Training Centres’.</td>
<td>Consortia of different type of institutions and/or organisations (e.g. Telecottages, Roma Community Houses, Roma Cultural Houses, Roma Information Centres, civil organisations, educational and training institutions, Regional Retraining Centres etc.)</td>
<td>100,000</td>
</tr>
<tr>
<td><strong>Grant Scheme 2.</strong></td>
<td>1) Adapting, developing and applying pedagogical programmes that result in a lower enrolment of Roma children into special schools and special classes in regular education.</td>
<td>Consortia of different type of institutions (e.g. schools, Roma civil organisations, Family Supporting Centres, County Pedagogical Institutions etc.)</td>
<td>Up to 150,000</td>
</tr>
<tr>
<td></td>
<td>2) Developing and introducing the knowledge of Romology in Higher Education and Training especially for those people whose later jobs will involve interaction with Roma people.</td>
<td>Consortia of different type of institutions (e.g. education institutions, professional training centres, NGO’s, etc.)</td>
<td>10000-150000</td>
</tr>
<tr>
<td><strong>Grant Scheme 3.</strong></td>
<td>Pilot actions covering innovative ways of facilitating access of the Roma to the labour market.</td>
<td>The proposals will be presented by consortia (Development partnerships) bringing together institutions such as local authorities, local Roma minority self-government, local and regional training institutions (e.g. vocational education and training institutions, Regional Labour Force Training Centres, Regional Retraining Centres), local and regional labour offices, enterprises, NGOs, cultural organisations, employers organisations, trade unions etc.</td>
<td>500,000-700,000</td>
</tr>
<tr>
<td><strong>Service 1.</strong></td>
<td>Providing training programme for mediators</td>
<td>Training-providers</td>
<td>50,000 – 100,000</td>
</tr>
<tr>
<td><strong>Support to participation to Equal Network, project preparation and monitoring</strong></td>
<td>Participation of the beneficiaries in the EQUAL thematic network, assistance to the beneficiaries in the preparation of the grant application, costs associated with project selection and monitoring of the programme.</td>
<td></td>
<td>400,000</td>
</tr>
</tbody>
</table>
Grant Scheme 1.

Grant Scheme 1. aims at establishing Information and Training Centres (ITCs). Phare support will help these Centres to

- create the possibility for different generations of socially disadvantaged and especially Roma families to learn together,
- arrange official affairs and spend free time in a useful manner,
- provide education and training programmes for socially disadvantaged children and adults, with a special focus on Roma children and adults e.g. in the form of courses, tutoring, remedial training, preparatory courses etc. (training aims could include the development of communication skills, and acquiring basic PC knowledge),
- support people with lower education to be able to get help from trained mediators in managing their official affairs
- facilitate the interaction between Roma people and the national and local authorities
- provide useful resources for individual cultural activities, such as Internet, books, video films etc.

In order to secure an efficient use of Phare funds and existing national resources, the establishment of these Centres will be based on already existing Networks, e.g. Telecottages, Roma Community Houses, Roma Cultural Centres and Roma Information Centres where possible; Phare support will also be used to extend this network by establishing new Information and Training Centres in the most disadvantaged regions.

Project proposals will include the ideas of the applicants concerning staff capacity, the ways in which they can reach Roma communities, ideas of training programmes to be launched, the approaches to how it could be organised etc.


It is foreseen to define the amount of the financial support per consortium in Grant Scheme 1 as min. 100,000 EURO.

Grant Scheme 2.

1) Grant Scheme 2. aims at supporting regular schools, to adapt, develop and apply pedagogical programmes and alternative pedagogical methods for the target group (Roma children that are in special classes and schools or that run the risks of dropping-out). This grant scheme is also open for non-state schools that could not participate in the previous Phare programme, because of their special educational position. There are a high number of children learning at special schools, who belong to the target group due to their socially disadvantaged background. With the help of these programmes, these children could be redirected to regular educational institutions to finish their primary education successfully, they could take part in vocational education and it could contribute their success in the labour market

2) Acquainting people whose jobs involve regular interaction with Roma people with Roma traditions and culture by means of special training. This project would allow consortia to develop new modules and participate in the
suppression of prejudice in all segments of society. This could include the education of police, lawyers, public servants, teachers, etc.

Duration of Grant Scheme 2: 02/2002-02/2004

It is foreseen to define the amount of the financial support per consortium in Grant Scheme 2 as min. 100,000 EURO and as max. 150,000 EURO.

Under Grant scheme 2, the indicative split for the financial envelope is 2.5 M€ for action 1 and 1M€ for action 2.

**Grant Scheme 3.**

Grant Scheme 3 intends to support pilot actions to promote access of the Roma to the labour Market. This will be done by piloting the Community initiative EQUAL. The project fits clearly with the first of the thematic areas of the EQUAL initiative (Employability):

1) At the beginning of the project, a call for proposals will be issued for pilot actions covering innovative ways of facilitating access of the Roma to the labour market.

2) The proposals will be presented by consortia (Development partnerships) bringing together institutions such as local authorities, local Roma minority self-government, local and regional training institutions, vocational education and training institutions, Regional Labour Force Training Centres, Regional Retraining Centres, local and regional labour offices, enterprises, NGOs, cultural organisations, employers organisations, trade unions etc.). The underlying idea is that the bringing together of the experience and expertise of all the relevant players, much more can be achieved than when organisations work on their specific spheres of activity.

These Development Partnerships will agree a strategy within which they will try out new ways of dealing with problems of discrimination faced by the Roam in relation to the labour Market. They will work together to tackle the problems that have been identified.

3) The selected Development partnerships will have to propose as part of their activities a component covering transnational co-operation with (a) Development partnership(s) financed under the EQUAL initiative in the EU Member States. Transnational co-operation will help Hungarian partnerships to look beyond national boundaries for inspiration and to learn from experience in other European countries rather than being limited to their own fields of activity and work programmes. Partnerships will be given sufficient time and resources to develop clear action plans for their work with partners in other countries. They will sign a 'Transnational Co-operation agreement' with EU partners involved in similar projects and will present a common work programme, that will describe the planned transnational activities and demonstrate the expected value added by the transnational co-operation to the different components of their own 'national' work programme.

The total budget for this component will be 2 MEURO (joint Phare and Government co-financing). It is expected that between 3 and 4 DPs will be financed under the project.
Duration of Grant Scheme 3: 01/2002-02/2004

It is foreseen to define the amount of the financial support per consortium in Grant Scheme 3 as min. 500.000 EURO and as max. 700.000 EURO.

SERVICE 1.

Service 1. will provide the opportunity to train at least 40 mediators.

The organisation of the Information and Training Centres must be done in parallel with the training of the mediators to provide help for socially disadvantaged people with managing their official affairs. In the project proposals submitted within the first Grant Scheme, applicants will indicate who will be the mediator(s), their training needs and what they consider are the most common problems in dealing with public authorities. This information will serve as a basic input for the Service Tender. The mediators will be trained to facilitate social interaction between the Roma minority, public authorities and the majority population.

The possible tasks of these specialists will involve e.g.: Keeping daily contact and having regular interaction with public authorities and getting them involved in the ITC system.

Service 1 is to be co-financed from Phare and national contributions.

Participation in thematic network, project preparation and monitoring

Up to 400,000 € will be set aside to finance the following actions: participation of the beneficiaries in the EQUAL thematic network, assistance to the beneficiaries in the preparation of the grant application, costs associated with project selection and monitoring. If necessary, in addition to the normal monitoring system, these funds might also be utilised for an evaluation of Phare support to the Government Roma action plan provided under 1999, 2000, and 2001 national programmes.

All the DPs will be invited to participate in a thematic network set up and co-ordinated by the ESF Implementing Agency, in order to assess the projects, disseminate best practice and analyse the potential impact on national policy.

DPs will also be involved, as appropriate, in the European thematic network that will identify best practice, exploit the results emerging from the EQUAL projects and ensure the sharing of all relevant information between the countries interested in a particular theme. At the end of the project, the national authorities will be required to study the results and transfer best practice into national policies.

4. Institutional Framework:

Implementing Agency: The Implementing Agency of the project is the Central Finance and Contracting Unit (CFCU). The CFCU will be the Contracting Authority and in that capacity will issue and evaluate tenders, conclude contracts and authorise the treasury to make contractually related payments.
**Ministry of Education** will assume overall responsibility for implementation and evaluation of the project. It will also report to the Inter Ministerial Committee on Roma Issues, chaired by the Ministry of Justice, on the implementation of its task under the Middle-term package of measures for the improvement of the living conditions and social situation of the Roma population (in line with Gvt. Resolution No. 1047/1999. (V.5.)

**Inter Ministerial Committee on Roma Issues**: monitors and co-ordinates the implementation of the Middle-term package of measures for the improvement of the living conditions and social situation of the Roma population. The secretariat of the Committee is held by the Office for Ethnic and National Minorities.

**Regional Development Agencies**: Undertakes the task of day-to-day technical management of implementation of projects and monitoring activities under the authority of the CFCU. The relationship between the CFCU and each Intermediary (Regional Development Agency) shall be defined in a Co-operation Agreement.

See the "Template for the Institutional Framework / Implementation Arrangements in Case of Grant Schemes" in Annex .6

**5. Detailed Budget** (in EURO Million)

<table>
<thead>
<tr>
<th>Component</th>
<th>Phare Support</th>
<th>National Co-financing</th>
<th>IFI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment Support</td>
<td>IB</td>
<td>Total Phare (=I+IB)</td>
<td></td>
</tr>
<tr>
<td>Grant Scheme 1.</td>
<td>2.000</td>
<td>2.000</td>
<td>2.000</td>
<td>4.000</td>
</tr>
<tr>
<td>Grant Scheme 2.</td>
<td>1.750</td>
<td>1.750</td>
<td>1.750</td>
<td>3.500</td>
</tr>
<tr>
<td>Grant Scheme 3.</td>
<td>1.000</td>
<td>1.000</td>
<td>1.000</td>
<td>2.000</td>
</tr>
<tr>
<td>Service 1.</td>
<td>-</td>
<td>0.050</td>
<td>0.050</td>
<td>0.100</td>
</tr>
<tr>
<td>Participation in thematic network project preparation and monitoring</td>
<td>0.200</td>
<td>0.200</td>
<td>0.200</td>
<td>0.400</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2.000</strong></td>
<td><strong>3.000</strong></td>
<td><strong>5.000</strong></td>
<td><strong>10.000</strong></td>
</tr>
</tbody>
</table>

The project will be jointly co-financed between Phare and Government resources. The Phare amount is binding as a maximum amount available for the project. The ratio between the Phare and national amount is also binding and has to be applied to the "final contract price”.

**6. Implementation Arrangements**

**6.1 Implementing Agency (IA)**

The Implementing Agency of the project is the Central Finance and Contracting Unit (CFCU). The CFCU will be the Contracting Authority and in that capacity will issue and evaluate tenders, conclude contracts and authorise the treasury to make
contractually related payments. The Director General of the CFCU will act as PAO of the project. Her contacts are:

**PAO:** Ms. Judit Rózsa, director general  
CFCU, Hungarian State Treasury,  
H-1052 Budapest, Deák Ferenc u. 5.  
Tel.: +36-1-327-3652, +36-1-327-3650  
Fax.: +36-1-327-3572, +36-1-327-3573  
e-mail: jrozsa.cfcu@sd.hu

A Steering Committee will be established to monitor project activities and provide guidance as appropriate. The SC will be chaired by the MOE and include, NAO, CFCU, Office for Ethnic minorities, Roma Self Government, EC Delegation and other relevant bodies.

Regarding the Grant 3 component, the Ministry of Education will set up a local thematic network (Co-ordination committee). The network will include the selected Development partnerships and the relevant bodies in the Hungarian Administration. It will meet regularly with the view of exchanging experiences, transmitting good practices and fostering their integration into National Policy.

**6.2. Twinning**  
Not applicable

**6.3. Non-standard aspects**  
The rules of the Practical Guide will be strictly followed.

**6.4 Contract**

- Three Grant Schemes: EURO 9.5 Million  
- One service contract: EURO 0.1 Million  
- Preparatory actions, mainly through service contracts: EURO 0.4 Million

**7. Implementation Schedule**

<table>
<thead>
<tr>
<th>Component</th>
<th>Start of Tendering</th>
<th>Start of Project Activity</th>
<th>Project Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant Scheme</td>
<td>01/2002</td>
<td>09/2002</td>
<td>06/2004</td>
</tr>
</tbody>
</table>

**8. Equal Opportunity**

The national authorities involved are equal opportunity employers. Individual grants will be awarded according to equal opportunity principles.

**9. Environment**

The project makes a positive impact on the environment in an indirect way. On condition that Grant Scheme 1 and 2 are successfully implemented, the environment consciousness of the target group will be considerably increased through the Information and Training Centres and in schools.
10. Rates of Return
Not applicable.

11. Investment Criteria
N/A.

12. Conditionality and Sequencing

12.1 Conditionalities

- The Ministry of Education and all the participating organisations will provide for the human resources necessary for the timely implementation of all the planned operations.

12.2 Sequencing

12.1.1 Grant Schemes 1 & 2

- Establishment of the Steering Committee, prior to the signing of the Finance Memorandum
- Preparation of the Calls for Proposals: June-August 2001
- Launch of the call for proposals: October 2001
- Project selection: February 2002
- Implementation: from March 2002
- Preparation of TORs for Service Tender: February 2002

12.1.2 Grant Scheme 3

- Preparatory actions with the involvement of DG Employment and Social Affairs: April 2001
- Preparation of the Call for proposals: May-June 2001
- Selection of the Development partnerships November - December 2001
- Selected Development partnership to refine the transnational Component Preparation of refined proposals including specification of the transnational component January-May 2002
- Implementation from May 2002
Annexes to Project Fiche

1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule
4. List of relevant Laws and Regulations
5. Reference to relevant Government Strategic plans and studies (may include Institution Development Plan, Business plans, Sector studies etc)
6. Template for the Institutional Framework / Implementation Arrangements in Case of Grant Schemes
7. Resumé of the Community initiative EQUAL
## LOGFRAME PLANNING MATRIX FOR Project

### Social Integration Of Disadvantaged People With Particular Emphasis On The Roma Minority

<table>
<thead>
<tr>
<th>Programme name and number</th>
<th>Roma Social Integration Programme HU0101-01</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracting period expires</td>
<td>June 2003 for Grant schemes November 2003 for other actions</td>
</tr>
<tr>
<td>Disbursement period expires</td>
<td>November 2004</td>
</tr>
<tr>
<td>Total budget:</td>
<td>10.0 Million</td>
</tr>
<tr>
<td>Phare budget:</td>
<td>5.0 Million</td>
</tr>
</tbody>
</table>

### Overall objective

Social integration of disadvantaged groups, especially Roma people

### Objectively verifiable indicators

- Education and employment indicators for minority groups as compared to the national averages
- Research on socially disadvantaged groups and the Roma population
- Education and labour market studies

### Sources of Verification

- Interviews with the target groups
- School enrolment and graduation data collected each year.
- Statistics of the supported schools.
- Project monitoring reports.
- School enrolment and graduation data collected each year.
- Data on students supported in the programme.
- Statistics of the supported schools.
- Project monitoring reports.
- Reports of the Roma National Self-government, Roma minority organisations and NGO’s following educational and

### Assumptions

- Acceptance of a certain level of positive discrimination both by the majority and by the Roma community.
- Social/ethnic tolerance in local communities.
- Support of local/regional authorities, schools, Roma families and possible employers.

### Project purpose

- Improving the capability of socially disadvantaged groups, especially Roma people, to arrange official affairs
- Improving school enrolment of socially disadvantaged, especially Roma youth into regular schools improved at primary, secondary and higher levels
- Increasing the number of socially disadvantaged students, especially Roma students, that complete their school studies successfully
- Acquainting certain groups of professionals with Roma traditions and culture
- Increasing the access of socially disadvantaged groups, especially Roma people, to the labour market
- Reduced prejudice under certain professional groups
- Increased number of Roma active on the labour market
- Reduced prejudice under certain professional groups
- Increased employment under the Roma targeted by the projects

<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 Information and Training Centres established, providing information services for socially disadvantaged groups, especially for Roma people.</td>
<td>40 Information and Training Centres operating, At least 40 mediators trained and actively applying the knowledge gained</td>
<td>Project monitoring reports</td>
<td>Trained mediators are retained for assignments as planned</td>
</tr>
<tr>
<td>Training programme for min. 40 mediators successfully completed</td>
<td>Projects successfully managed and implemented</td>
<td>Monitoring reports</td>
<td>Funding of the operations available when required</td>
</tr>
<tr>
<td>Pedagogical projects aiming at redirecting Roma children from special schools and classes to regular education successfully introduced.</td>
<td>Roma students targeted by the project enrolling in regular education</td>
<td>Questionnaires</td>
<td></td>
</tr>
<tr>
<td>Non-school based programmes launched and leading to improved school results</td>
<td>Improved school results of students participating in the projects</td>
<td>Figures of the schools, project evaluation reports.</td>
<td></td>
</tr>
<tr>
<td>Groups of professionals dealing with Roma in their day-to-day professional lives are better acquainted with Roma traditions, culture</td>
<td>Less prejudice towards Roma, increased mutual understanding</td>
<td>Monitoring reports</td>
<td></td>
</tr>
<tr>
<td>Increased access to the labour market for socially disadvantaged groups, especially Roma.</td>
<td>Increased employment under the Roma targeted by the projects</td>
<td>Questionnaires/interviews with participants</td>
<td></td>
</tr>
<tr>
<td>Three to four Development Partnerships established</td>
<td></td>
<td>Questionnaires</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Monitoring reports</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquainting certain groups of professionals with Roma traditions and culture</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increasing the access of socially disadvantaged groups, especially Roma people, to the labour market</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reduced prejudice under certain professional groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increased number of Roma active on the labour market</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reduced prejudice under certain professional groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increased employment under the Roma targeted by the projects</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trained mediators are retained for assignments as planned</td>
</tr>
<tr>
<td>Funding of the operations available when required</td>
</tr>
<tr>
<td>Establish new ‘Information and Training Centres’</td>
</tr>
<tr>
<td>Three Phare Grant Schemes concerning organisation, training, and communication advice</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Preconditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appropriately staffed unit for technical management of the project</td>
</tr>
</tbody>
</table>
### DETAILED IMPLEMENTATION TIME-CHART

<table>
<thead>
<tr>
<th>Components</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant Scheme 1</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
<tr>
<td>Grant Scheme 2</td>
<td>D</td>
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- Design
- Tendering and Contracting
- Contract Implementation and Payments
Annex 3  
Social Integration of Disadvantaged Youth  
Project Fiche No. HU-0101.01  

CUMMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE (EURO MILLION)  

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LIST OF RELEVANT LAWS AND REGULATIONS


Modified Education Act in unified structure LXII (1996), defining the National Basic Curriculum (NAT)

In 1999 the Hungarian government has amended its 1997 mid-term package of measures aiming at the improvement of the living conditions of the Roma population with a government decision. The government decision puts a particular emphasis on supporting the disadvantaged, especially the Roma youth so as to promote their social integration through education and training.

One of the most important measures to give substance to this programme has been the 1047/1999 (05.05) Government Decision on the Improvement of the Life Conditions and Social Position of the Roma Population.
REFERENCE TO RELEVANT GOVERNMENT STRATEGIC PLANS AND STUDIES

1. Secondary education for socially disadvantaged youth. Hegedüs (ed.), Study supported by the Phare Programme HU-94.05., Budapest, 1998. (in print)
2. Transition from initial education to working life. OECD Study. Analysis of the education/training system in Hungary (with particular emphasis on its relevance to the market economy) focusing on the economic and social background, unemployment of young people, learning methods, educational and employment policies. 1998.
8. Government resolution 1047/1999. (V.5.), Middle-term package of measures for the improvement of the living conditions and social situation of the Roma population
Annex 6
TEMPLATE FOR THE INSTITUTIONAL FRAMEWORK / IMPLEMENTATION ARRANGEMENTS IN CASE OF GRANT SCHEMES

- **IA (Implementing Agency):** Retains full responsibility for programme implementation
- **Intermediary:** Undertakes the task of day-to-day technical management of implementation of projects and monitoring activities under the authority of the IA. The relationship between the IA and the Intermediary (Regional Development Agency) shall be defined in a Co-operation Agreement, which will reflect the institutional framework given in this fiche.
- **Rules, procedures and formats:** The grant section of the Commission Practical Guide will be strictly followed.

1. **PREPARATION OF THE PACKAGE OF CALL FOR PROPOSAL, GUIDELINES FOR APPLICANTS AND APPLICATION FORM ACCORDING TO THE PRACTICAL GUIDE**
   - IA drafts the call for proposal, the guidelines for applicants and the application form in consultation with the entities concerned in the given field (at national – e.g. Ministries - and regional level)
   - IA submits the final version of the documents to EC for approval
   - EC Delegation endorses the documents

2. **PUBLICATION OF THE CALL FOR PROPOSAL**
The IA takes all appropriate measures to ensure that the nationally and regionally publicised call for proposal reaches the target groups in line with the requirements of the Practical Guide.

3. **PROJECT SELECTION PROCESS**
   - RDA collects and registers incoming project proposals
   - The IA selects (in agreement with the co-financing ministry/ies involved, if relevant) and approves the assessor team for the assessment of administrative compliance, eligibility and assessment of technical and financial quality of proposals
   - The IA (PAO) nominates the evaluation committee (non-voting chairman and secretary, and voting members) with the co-financing ministry/ies involved, if relevant
   - The IA nominates the members of the assessment team and evaluation committee exclusively on the basis of technical and professional expertise in the relevant area
   - The Delegation endorses the team of assessors and the composition of the evaluation committee. The Delegation nominates an observer to follow all or part
of the proceedings of the Evaluation Committee. Prior approval is needed from the Delegation for the participation of other observers

- The evaluation committee draws up its recommendations and decisions according to the assessor team's written assessment of each proposal on the basis of the published evaluation grid
- The PAO approves the evaluation report prepared by the evaluation committee and forwards the evaluation report and any award proposals to the Delegation
- The Delegation endorses (ex-ante) the evaluation report on the selection process and the final list of grants to be awarded
- The IA notifies each applicant in writing of the result of the selection process

4. **Contracting (PAO designated in the responsible implementing agency)**

- The format of the grant contract is drafted according to the Practical Guide using the standard grant contract format and its annexes
- The format of the grant contract is to be approved by the Delegation (in cases where the call for proposals results in the award of a large number of grants which all have the same grant contract conditions)
- The PAO signs the grant contracts with the selected beneficiaries based on the final list of grants approved by the Delegation. The language of the grant contract is English and the official Hungarian translation of the contract is attached to the signed English language contract
- In case of a scheme which results in a small number of larger grant contracts (defined as those with a Phare contribution of over 300,000) the Delegation endorses the individual contracts (after its signature by the PAO and the beneficiary)
- Copy of the signed grant contract is sent to the Delegation

5. **Implementation of the selected projects by the beneficiaries**

- Beneficiaries subcontract suppliers of goods, services or works, in line with Phare procurement regulations annexed to the Grant Contract and under the Practical Guide
- Projects under 300,000 Euro (Phare contribution) will be subject to ex-post control by the EC Delegation pursuant to the Practical Guide
- Tender documents and contracts above 300,000 Euro (Phare contribution) will be subject to the ex-ante endorsement of the EC Delegation pursuant to the Practical Guide

6. **Financial management of the selected projects**

The IA with the technical assistance of the RDA receives and verifies the invoices and requests payment by the National Fund

7. **Monitoring of the projects implemented by the beneficiaries**
Standard Phare monitoring instruments will be used for monitoring purposes. Attention is
drawn to the special duty of the RDA with regard to the day-to-day monitoring of the
selected projects.

The amount of support for each consortium will not exceed 300,000 EURO.
Annex 7

Resumé of the Community initiative: EQUAL

1) OBJECTIVE
To develop co-operation between the Member States with a view to promoting new ways of combating all forms of exclusion, discrimination and inequalities in the labour market.

2) COMMUNITY MEASURE
Communication from the Commission to the Member States of 14 April 2000 establishing the guidelines for the Community initiative EQUAL concerning transnational co-operation to promote new means of combating all forms of discrimination and inequalities in connection with the labour market.

3) CONTENTS
1. The Community initiative EQUAL, approved by Commissioner Anna Diamantopoulou on 14 April 2000, is one of four new initiatives adopted under Regulation No 1260/1999 containing general provisions on the Structural Funds for the period 2000-2006.

2. The Community initiative EQUAL, which is financed by the European Social Fund (ESF), forms part of a co-ordinated employment strategy provided for by the Treaty of Amsterdam which is based on the employment guidelines and, more specifically, the following four pillars: employability; entrepreneurship; adaptability; equal opportunities.

3. In order to achieve a higher rate of employment in the European Union, the European employment strategy must henceforth be implemented at a lower level i.e. regional and local, which requires the initiatives to be co-ordinated. The Commission is aware of the added value of such a synergy and will ensure that the approach is geared towards co-operation and transnational action.

4. Moreover, previous projects too often produced too little employment because businesses were not involved sufficiently. The aim now is therefore to ensure that employers, even the smallest, take a greater part in the process. Good practice must be spread more widely by local or sectoral partnerships. There are valuable lessons to be learned from the EMPLOYMENT and ADAPT programmes about the approach, which needs to be adopted for the EQUAL initiative.

5. The EQUAL initiative implements the Community strategy for combating discrimination and social exclusion in the labour market. Its key aims are the development of the skills of those currently outside the labour market, as well as the update of the skills of those already in work, the broadening of the capacity for entrepreneurship, equal opportunities for men and women, and the social and vocational integration of asylum seekers. This approach is fully in line with the four pillars of the co-ordinated employment strategy and also allows a more specific approach to be taken on occasion under the fourth pillar (equal opportunities).
6. The first call for projects is for action under the following pillars:

*Employability*

a) Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market which must be open to all

b) Combating racism and xenophobia in relation to the labour market

*Entrepreneurship*

c) Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas

d) Strengthening the social economy (the third sector), in particular the services of interest to the community, with a focus on improving the quality of jobs

*Adaptability*

e) Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market

f) Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies

*Equal Opportunities for women and men*

g) Reconciling family and professional life, as well as the re-integration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services

h) Reducing gender gaps and supporting job desegregation.

i) And actions aimed at the social and vocational integration of asylum seekers.

Each Member State has been asked to choose at least one field under each pillar for implementing the EQUAL initiative. The list of fields may be reviewed before subsequent calls for proposals, to take account of developments in the labour market and in the employment guidelines.

7. DPs will bring together all relevant actors in a given geographical area.

8. In order to obtain funding under the EQUAL initiative, a development partnership in a Member State must co-operate with at least one other partnership in another Member State,
generally funded by the EQUAL initiative too. Partnerships are also possible with a non-member State eligible for funding under the Phare, Tacis or Meda programmes. The partnership's work programme will cover a period of between 18 months and three years.

9. All the Community initiative programmes must provide for three types of specific action which generate added value. Action 1 must lead to the creation of effective development partnerships and in a transnational co-operation agreement. Action 2 covers the implementation of the development partnerships' work programmes. Action 3 covers networking, dissemination and mainstreaming activities within EQUAL: thematic networks must be established, good practice spread and the impact on national policy assessed.

10. Technical assistance, in the Member states as well as at the level of the European Union, will support implementation of the three courses of action. A database of best practice will be set up under the initiative.

11. At Union level, the Commission will set up an evaluation mechanism, to assess the implications of EQUAL for the European Employment Strategy and other Community programmes.

12. In order to disseminate good practice and benchmark the achievements, the Commission will organise a series of "thematic reviews" with clusters of Development Partnerships for each of the EQUAL thematic fields. The results will be summarised and made public. Candidate countries will be associated with the discussion and exploitation of the results.

13. The EQUAL initiative will be funded jointly by the Member States and the European Community. The overall contribution of the ESF to this initiative between 2000 and 2006 is estimated at EUR 2 847 billion.

4) REFERENCES
Opinion of the Committee of the Regions Official Journal C 156, 06.06.2000

5) FOLLOW-UP WORK
Commission Decisions approving the Community Initiative programme for combating discrimination and inequalities in connection with the labour market (EQUAL) in each Member State.