Standard Sector Programme Fiche

MINORITIES

ACCELERATING THE IMPLEMENTATION OF THE NATIONAL STRATEGY FOR IMPROVING ROMA CONDITION
Summary

<table>
<thead>
<tr>
<th>CRIS No.</th>
<th>2004/016-772.01.01</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>Accelerating the Implementation of the National Strategy for Improving Roma Condition</td>
</tr>
<tr>
<td>Sector</td>
<td>Priority sector</td>
</tr>
<tr>
<td>Minorities</td>
<td>Evaluation sector</td>
</tr>
<tr>
<td>Budget</td>
<td>Total</td>
</tr>
<tr>
<td>2004-2006$^1$</td>
<td>[44.16€Mio]</td>
</tr>
<tr>
<td>Phare contribution</td>
<td>[35 €Mio]</td>
</tr>
<tr>
<td>Budget</td>
<td>Total 2004</td>
</tr>
<tr>
<td>2004</td>
<td>[9.5€Mio]</td>
</tr>
<tr>
<td>Phare contribution 2004</td>
<td>[8.5€Mio]</td>
</tr>
</tbody>
</table>

The Minorities Sector Programme has been designed to provide a firm foundation for the process of “accelerating the implementation of the National Strategy for Improving the Condition$^2$ of the Roma”. As a programme it does not cover all the sectors identified in the sector strategy but focuses primarily on Administration and Community Development including health and education as they are seen as crucial to the whole process.

In order to achieve the desired outcomes for this programme there is a very strong requirement to consolidate the institutional capacity of many public sector bodies involved in Roma activities at all levels. The institutional capacity represents one side of the consolidation equation, the other being the Roma and their representatives through whom many of the initiatives over the coming period will be developed and implemented.

The June 2002 National Plan for the Adoption of the Acquis (NPAA) identified four short and medium term priorities required over the period from 2002 to 2005 which are seen as crucial to the process and directly or indirectly are reflected in this programme.

- Promotion of the equality of chances in Roma communities
- Leaders/Opinion formatters information and training

$^1$ The information concerning the budgetary years 2005 and 2006 is only estimative and does not bind the two parties.

$^2$ Further referred to as the “Strategy”
• Evaluation and monitoring of the programmes developed within the framework of the National Strategy for the improvement of the Roma situation

• Facilitating the active participation of the Roma in economic, social, cultural and political Romanian life, improvement of their access to health services.

These priorities however cannot be resolved in isolation from the majority of the Romanian population. There is a need to increase awareness of Roma issues in a balanced and non-prejudicial way. Crucial to the overall process, and particular facilitating active participation the economic, social, cultural and political aspects of Romanian society, is the need to develop public awareness and information programmes designed to create a bridge between the majority and minority populations and to reduce the discrimination of the Roma.

Romania has been actively developing the framework for improving services for the Roma and the process has been progressively raising the profile of the Strategy within the country. Numerous initiatives outside this particular programme framework have already been initiated whilst others are in the process. These initiatives are however sometimes handicapped by the level of local involvement by the Roma and their representatives and knowledge within local administration about the Roma. In some instances vital individuals are spending vital time resolving issues about the legal status of individual Roma (particularly in the health sector) when their time could be more effectively used in addressing professional issues.

This Programme is designed to meet the short and medium term needs identified in the Strategy and those identified above.

**Table of projects constituting the PHARE measures in the sector**

<table>
<thead>
<tr>
<th>Project Nr</th>
<th>Title</th>
<th>Total costs €Mio</th>
<th>Phare funding €Mio</th>
<th>Start</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strengthening capacity and partnership building to improve Roma condition and perception</td>
<td>26.83</td>
<td>21.5</td>
<td>2005</td>
<td>2009</td>
</tr>
<tr>
<td>2</td>
<td>Improve access to education for disadvantaged communities</td>
<td>17.23</td>
<td>13.5</td>
<td>2005</td>
<td>2009</td>
</tr>
</tbody>
</table>

For each project listed here a project fiche is to be attached. See programme specific project fiche template.
# Table of content

Summary........................................................................................................................ ..........................................B

Table of projects constituting the PHARE measures in the sector .......................................................C

Table of content ....................................................................................................................................................... 1

1 Basic Information............................................................................................................................................... 2

1.1 CRIS NUMBER (2004):........................................................................................................................ .. 2

1.2 TITLE: .................................................................................................................................................... 2

1.3 SECTOR: ................................................................................................................................................ 2

1.3.1 Title of Priority sector: .................................................................................................................... 2

1.3.2 Title of monitoring sector: ............................................................................................................... 2

1.4 BENEFICIARIES AND GEOGRAPHICAL COVERAGE: ................................................................................. 2

1.5 DURATION: 2004 TO 2009 ..................................................................................................................... 2

2 Objectives..................................................................................................................................................... .................................. 3

2.1 THE NEEDS ............................................................................................................................................ 3

2.1.1 Contribution to National Development Plan ................................................................................... 4

2.2 OVERALL OBJECTIVE OF THE SECTOR PROGRAMME .............................................................................. 4

2.3 PROGRAMME PRIORITIES AND ITS IMPACT ON THE SECTOR .................................................................... 5

3 Description ....................................................................................................................................................... 8

3.1 BACKGROUND AND JUSTIFICATION: ...................................................................................................... 8

3.2 SECTORAL RATIONALE ................................................................................................................................ 13

3.2.1 Identification of needs and necessary action ................................................................................ 14

3.2.2 Identification of projects ..................................................................................................... ........... 17

3.3 ACTIVITIES AND MEANS ..................................................................................................................... 17

3.4 LINKED ACTIVITIES: ............................................................................................................................ 22

3.5 LESSONS LEARNED:............................................................................................................................. 24

4 Expected Results of the programme ............................................................................................................ 27

5 Detailed Budget............................................................................................................................................... 30

6 Implementation Arrangements .................................................................................................... ................. 31

6.1 INSTITUTIONAL FRAMEWORK ............................................................................................................. 31

6.2 IMPLEMENTING AUTHORITY ................................................................................................................ 34

6.3 IMPLEMENTATION SCHEDULE ............................................................................................................. 34

6.4 MONITORING AND INDICATORS OF ACHIEVEMENT .............................................................................. 37

ANNEX 1 - SECTOR PROGRAMME MONITORING SHEET ....................................................................................... 41

ANNEX 2 – DETAILED IMPLEMENTATION CHART .............................................................................................. 41

ANNEX 3 - CONTRACTING AND DISBURSEMENT SCHEDULE BY QUARTER ..............................................................

ANNEX 4 – A – PROJECT FICHE AND LOGFRAME PRIORITY 1 – 2004

Annex 4 – B – PROJECT FICHE AND LOGFRAME PRIORITY 2 – 2004 ..............................................................

ANNEX 5 - LEGISLATIVE FRAMEWORK .................................................................................................................
1 Basic Information

CRIS Number (2004): 2004/016-772.01.01

Title:

Accelerating the Implementation of the National Strategy for Improving Roma Condition

Sector:

1.1.1 Title of Priority sector:

MINORITIES

1.1.2 Title of monitoring sector:

If possible indicate here the Sector Monitoring Sub-Committee, which will deal with this programme.

Beneficiaries and geographical coverage:

The beneficiaries of the programme will be national and decentralised agencies of the government, local government and the voluntary sector working with the Roma. The end beneficiaries of the programme will be the citizens of the Roma community and pupils from priorities areas for educational intervention. The programme will cover all regions and counties of Romania.

Duration: 2004 to 2009

The sector programme will be funded from EU resources of the budgetary years 2004 to 2006. Allocations for 2004 will be subject of the Financing Memorandum 2004 containing also indicative allocations to this programme for the years 2005 and 2006. Contracting deadlines for projects under this programme and deadline for execution of contracts will be determined in the FM as well.
2 Objectives

The Needs

The priorities contained in the Programme are designed to facilitate the progressive inclusion of the Roma into Romanian society on the basis of equality with the majority population. For example, a Roma person can only be a full member of society if they have the appropriate identity documentation. Without such documentation they are excluded from health insurance, and consequently from healthcare, social security, ownership of property and land, and legal employment. This issue alone is seen as a precursor to successful integration as without identity the Roma will always be a marginalized and socially excluded population within Romania.

This issue is also crucial to the planning and development of services targeting the needs of this largely un-definable population whose numbers vary from the official 535,000 to 1.5 million estimated by some Roma organisations. Without accurate information about the Roma it is very difficult to effectively target and deliver support mechanisms and services designed to improve their condition.

The Multi-annual Programming (MAP) recognises that the whole process of assisting the Roma to improve their condition cannot be undertaken using a top-down approach from central Government but needs to be tackled through the development of effective partnerships involving the public sector organisations at all levels and representatives of the Roma and their communities.

This Programme is designed to facilitate this process by developing overall capacity of organisations and structures, as well as encouraging them to design, develop and deliver initiatives locally within structured framework. Support will be provided for the consolidation of partnerships at local level between public structures and Roma communities’ representatives which will increase mutual trust between partners. It is expected that the partnerships will result in effective projects for improvement of Roma condition based on well-defined local action plans and strategies. Without this commitment the Roma will find it difficult to become actively involved in the social, economic and cultural life of Romanian society.

The synergy of the activities proposed for the periods commencing in 2004, 2005 and 2006 will lead to the achievement of the Roadmap objective: “Provide adequate financial support and administrative capacity in order to implement the national strategy on the improvement of the situation of Roma”. The philosophy of the programme is to build on the efforts and consolidate the achievements of other EU/PHARE projects implemented in Romania focusing on the active involvement of Roma, based on the needs they have identified.

EU supported activities as identified in the MAP are designed to complement those activities to be undertaken nationally within the same timeframe.

The programme has a clearly defined progression in terms of priorities and sequencing.

- Institution and capacity building of institutions and organisations involved in activities associated with the Roma and the creation of active partnerships.
- Working through partnerships to obtain accurate information designed to facilitate action on Roma identity, housing and small infrastructure needs.
• Delivery of projects through partnerships that will have a direct and immediate impact on the lives of the Roma and their communities. In particular the emphasis will be on Roma legal identity, housing, small infrastructure and income generating activities.

• Development of a programme that parallels the overall sector strategy and the provision of targeted information to all levels of society to reduce Roma discrimination including specific measures designed to highlight specific Roma needs.

In parallel, and complementing the above activities the programme there is also a focus on health and education in Roma communities. In these sectors there is a clearly identified need to consolidate and extend the range of provision included in previous PHARE programmes. Following previous programmes a network of health mediators working in Roma communities has been established. Further consolidation of this network is required through regular training of the health mediators and therefore the need of a programme for training of trainers among them has been identified.

2.1.1 Contribution to National Development Plan

The proposed programme is an integral part of the (implementation of) Strategy for improving the condition of the Roma, adopted by Government Decision (GD) 430/2001. This programme also addresses the National Plan for Fighting Poverty and Promoting Social Inclusion.

Overall Objective of the sector programme

Sector Programme Objective:

Consolidation of the institutional framework at all levels and support for the implementation of specific measures for the improvement of Roma condition at the community level.

This overall objective derives directly from the 2001 ‘Strategy for improving the condition of the Roma’. The Strategy, which seeks to improve the quality of life for the Roma people, covers a 10 year period and its General Plan of Measures (2001–2004) has enabled the Government to address a wide range of short and medium term objectives. During the 2004 – 2006 programming period the ‘Strategy’ will enter a more mature phase when the advances made will be consolidated and new initiatives commence both within this programme and through other initiatives across the sector.

The delivery of the programme will coincide with continued development of the SE Europe Regional Programme “Decade for Roma Inclusion 2005 – 2015” set up by the World Bank and the Open Society Institute. This development (May 2004) will provide impetus to the overall sector strategy and its component parts.

Within the context of EU accession the sector strategy and sector programme seek to address the issues of:

• Strengthening the administrative structures in order to ensure effective application of policies for Roma

• Addressing the issue of human rights and the protection of the Minorities.

Without the Strategy and Sector Programmes targeting, the Roma minority (the size of which is still unknown) will continue to be disadvantaged in their access to services’ including employment, health and education and their inclusion in Romanian society marginalised.
Programme priorities and its impact on the sector

Within the context of the sector strategy and to achieve the programme objective two priority areas have been identified. These programme priorities are identified below.

<table>
<thead>
<tr>
<th>Priority Nr</th>
<th>Short title</th>
<th>Summary of expected results when achieving them</th>
</tr>
</thead>
</table>
| 1          | Strengthening capacity and partnership building to improve Roma condition and perception | The approach taken to address this priority will be phased. The 2004 programme will address the issue of institution building in preparation for a Grant Scheme in 2005 to address the issue of identity and 2006 to dealing with housing, small infrastructure, income generating activities and health etc. Throughout this period and to support actions undertaken as part of sector strategy, information programmes will be developed and delivered to either the majority population or the minority Roma. Through this approach the following results are envisaged:  
- Capacity of structures implementing the ‘Strategy’ to address Roma issues will have been reviewed and significantly improved through the implementation of the programme.  
- Capacity of representatives of the Roma community to address Roma issues will have been significantly enhanced through their involvement in the sector programme and in particular their promotion and delivery of projects and the provision of information.  
- Active and enduring partnerships between public bodies and Roma representatives will have been established to facilitate initiatives and the delivery of grant schemes designed to improve the condition of the Roma locally.  
- The role and responsibility of the ORI will have been reviewed to reflect the changing needs created by the implementation of the strategy.  
- An accurate picture of the Roma population without identity and civil status papers will have been established and methodology for solving the problems developed.  
- Targeted Roma will have received legal identity papers through the grant scheme.  
- Improvements will have been made to housing and small infrastructure within Roma communities as the result of the grant scheme.  
- Income generating activities will have been established in some communities to improve employment and living standards at the local... |
<table>
<thead>
<tr>
<th>2</th>
<th>Access to education for disadvantaged groups</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The programme will build upon the experience gained under PHARE 2001 and 2003 programmes and extend the content nationally thereby ensuring an overall national standard. Specifically the programme focus upon institution and capacity building as well as seeking to improve the educational environment in specific schools through the administration of a grant scheme. Activities in both of these areas will take place in each funding year and have the following expected results:</td>
</tr>
<tr>
<td></td>
<td>• County strategies for improvement of access to education for disadvantaged groups elaborated with involvement of stakeholders and implemented in pilot schools.</td>
</tr>
<tr>
<td></td>
<td>• The capacity of schools to deal with inclusion problems within desegregation process, started in 2004 in Romania will have been greatly increased.</td>
</tr>
<tr>
<td></td>
<td>• Segregated classes and schools will have been eliminated as a result of new teacher training and the development of appropriate educational resources.</td>
</tr>
<tr>
<td></td>
<td>• Specialist training for front line actors in schools from priority areas for education intervention and in schools developing second chance programmes will have raised the overall competency level for those involved and contributed to raising the overall standard of education.</td>
</tr>
<tr>
<td></td>
<td>• School inspectors from newly involved counties will have been trained thereby ensuring a</td>
</tr>
</tbody>
</table>
national standardisation of approach to their activities focused on promoting inclusive education.

- The school mediator programme will have been consolidated nationwide thereby improving the interface between the child, their parents and the Roma community.

- Teacher training for early childhood and remedial education will have been completed thereby enabling the progressive expansion of those services.

- The new designed school based curriculum and the revised and adapted second chance curriculum will demonstrate a deeper understanding of the Roma community and of the needs and the expectations of their pupils.

- The second chance programme will have been expanded with more students attending and completing their education. The extension to 10 years compulsory education will have result in the production and revision of much of the accompanying curricula and educational materials.

- Access to ODL centres from CCDs will have improved thereby enabling greater student access.

- The grant schemes will have helped improve education and educational resources in schools from the priority areas for educational intervention through the financing of local training of teachers in subjects related to inclusive education and multiculturalism, of the development of resource centres for inclusive education and school workshops for the second chance programme, of the support services (school mediators, hot meals, school transportation etc.), as well as works for improving school facilities and making a friendly environment.

- The impact assessment regarding the results of the project at the national level will provide a clear image of the results of the project implemented in this sector and help the MER and the county school inspectorates to improve their strategies and to extent the principles of inclusive education in all schools.

- The dissemination of the results and of the good practice examples will lead to better solutions in order to eliminate the segregation cases and to promote the tolerance and the multiculturalism.
3 Description

Background and justification:

The Romanian Government’s Strategy for Improving the Condition of the Roma was approved by Government Decision No. 430/2001 and published in the Official Journal No. 252/2001. The Strategy forms the basis of this programme. Its implementation was coordinated since June 2003 to March 2004 by the General Secretariat of the Government (GSG), through the Office for Roma Issues. In March 2004 the Office for Roma Issues has been taken over by the Department for Interethnic Relations. The latter is part of the government’s working apparatus, subordinated to the Prime Minister and coordinated by the ministry for the General Secretariat of the Government.

The 10-year Strategy includes long-term measures and a medium-term General Plan of Measures (2001-2004) which stipulates actions and deadlines with clearly defined responsibilities for the institutions and covers the following sectors: community development and administration; housing; social security; healthcare; economy; justice and public order; child welfare; education; culture and denominations; and communication and civic involvement.

According to the principles of sectoral division and decentralised execution, the Strategy defines the structure, organisation and responsibilities of institutions, public authorities and NGOs involved in the process, as follows:

- Centrally - the Joint Committee for Monitoring and Implementing the Strategy and the Office for Roma Issues;
- At County level - County Offices for the Roma within Prefectures;
- At the local level of mayor’s offices - local experts for the Roma.

The Strategy for Improving Roma Condition has been integrated into Chapter 14 of the National Plan for Fighting Poverty and Promoting Social Inclusion, which includes a series of specific measures addressing the Roma population, starting from the provisions of the Master Plan of Measures of the Strategy. In this context four measures are specifically targeted for action.

- Sorting out cases of missing identity documents and civil status documents papers
- Developing programmes of house building/rehabilitation and environment fit-out, ensuring minimal housing conditions (electricity, running water, sewage systems, gas, waste disposal).
- Ensuring access to healthcare services, including children and pregnant women

---

3 Government Decision (GD) No. 747/2003
5 Government Emergency Ordinance (GEO) No. 11/2004
6 GD 829/2002, on the National Plan for Fighting Poverty and Promoting Social Inclusion
• Using complex forms of supporting school attendance, preventing dropout and school failure, by the development of complementary services: free meals, lessons preparation at school etc.

In addition to the implementation of these measures the process will also assist in the implementation of others identified in the National Plan including:

- Ensuring access to a minimal healthcare package for all, irrespective of whether they have medical insurance or not.
- Stimulating the employment of the Roma population in the formal economy. Special emphasis must be laid on the employment of youth.
- Granting agricultural land and plots of land for building houses to the Roma in rural areas.
- Setting the legal status of houses/land without ownership documents.
- Rehabilitation of the collective self-image and of the public image of the Roma population.
- Increased school attendance of Roma children, ensuring high enrolment in the secondary and tertiary cycle.
- Increased participation to pre-school forms of education, both as a means of preparing social involvement and as a form of social support for parents and children.
- Ensuring the integral inclusion of Roma children in primary education.

Support for attendance of secondary school, first of all vocational, but also high-school leading to higher education.

Taking into consideration the objectives and priorities recommended by the OECD, the World Bank, UNESCO, UNICEF, as well as the results and recommendations of the studies and research carried out by the Institute for Educational Sciences (ISE) and other specialised groups and institutions, the Ministry of Education and Research has planned the strategy for the development of pre-university education between 2001-2004, updated in 2002 (a planning forecast until 2010).

In that context, the policy of the Ministry of Education and Research is focused on the following strategic priorities for pre-university education:

- achieving equity in education;
- ensuring basic education and creating the key competencies for all citizens;
- increasing the quality of the teaching-learning process, as well as of the educational services;
- basing the educational act on the pupils’ needs for personal and professional development, from the perspective of sustainable development and of economic and social cohesion.

The multi-annual programme is being used as a tool to implement the ‘Strategy’, the National Plan for Fighting Poverty and Promoting Social Inclusion and GD 194/2001 on the National Council for Combating Discrimination (art. 9, par.2).

7 amended by GD 1414/2002
This multi-annual programme for Minorities primarily addresses issues contained in the Administration and Community Development, Health and Education sections of the 2004 – 2006 sector strategy. Other aspects of this sector strategy including employment, the economy and child protection are being delivered through the appropriate Ministries and Agencies as part of their national responsibilities. This is consistent with the principle of mainstreaming Roma issues as part of the process of Structural Fund preparation.

In order to progress the implementation of the Strategy for improving the condition of the Roma it will be necessary to address a number of constraints and deficiencies in several key areas identified below.

Administrative Deficiencies

- Difficult communication and collaboration between the levels of the implementation structure - County Offices for the Roma and decentralised public institutions; the implementation structure and Roma communities (the beneficiaries)
- Lack of evaluation methods and criteria for the Master Plan of Measures of the Strategy
- Lack of information that analyses the local development needs and opportunities for Roma communities in housing and infrastructure.
- Lack of available locations for building new homes.
- Lack of information about the numbers of Roma without identity and civil status papers.
- Nationwide health mediator network incomplete
- Lack of accurate information about the health status of the Roma population
- Lack of a plan to deal with the Roma regarding healthcare assistance
- Separate funding mechanism arrangements for school mediators and schools
- Lack of a methodology for second chance education in primary schools
- Lack of indicators for educationally disadvantaged communities
- Lack of educational materials for second-chance actions in primary schools
- Lack of joint orders of the main ministries responsible for the implementation of the Strategy
- Lack of identification and registration of Roma communities in the General Development Plan and Area Development Map.

Legislative Issues

- Legislation regarding Second Chance education in primary schools requires instruments in order to become operational.
Training of human resources

In order to progress the Strategy and the MAP there is a need to consolidate human resources at levels in the public sector as well as in organisations representing the Roma and their communities. Specifically human resource development and training will focus on:

- Staff responsible for the implementation of the Strategy at the national, county and at local level (including the Office for Roma Issues, ministerial commissions for Roma, the County Bureaux for Roma and local experts in mayors’ offices).
- Strengthening the managerial and administrative capacity of Roma representative groups (in fields such as project design, project cycle management, monitoring and evaluation, human resources, fund raising, lobby and advocacy, legislation).
- Health mediators will be trained as trainers enabling them to deliver basic and advanced training to the entire network of health mediators. Role of the Healthcare Mediator needs to be expanded to cover other sanitary and health related fields. They will be also trained in health priority fields, identified on the twinning light project “Assessment of the Health Status of Roma”
- The staff of County Directorates for Personal Data Records.

At present (May 2004) there are 180 working health mediators employed by the Ministry of Health. This figure is expected to rise in 2005 and further increases can be anticipated during the lifetime of the programme. All health mediators require basic skill training followed by regular refresher programmes to consolidate their learning. In addition more specialist training will be required before they start to address specific health issues related to the Roma. The training of trainers programme for the health mediators will address these particular problems ensuring sustainability of previous actions in this field (in particular PHARE 2002/586.01.02).

Within the Education Sector, Human Resource and Training will focus primarily on the needs of staff from the priority areas for education intervention from the final group of counties (around 17) to be included in the programme. This action will comprise the needs for development of capacity of school inspectorates to improve access to education through teacher training programs on topics related to designing county strategies in connection with the stakeholders, inclusive education and multiculturalism. In the former group action will target the training of General and Speciality Inspectors (pre-school, primary school, special education and Roma inspectors) and School Directors.

With regard to the specific local teacher training (pre-school, primary, gymnasium, special education, itinerant and support teachers and vocational education teachers), this will be focused on early childhood education, remedial education, designing adapted school based curriculum, active learning methods, inclusive education etc.

A specific targeted human resource will be the School Mediators, who will be trained in order to deal with communication problems between school and community, respectively parents and with raising awareness problem in Roma communities regarding the importance of education and the importance of decreasing school drop-out among Roma population. Also, the unqualified teachers from the selected priority areas for education intervention or Roma baccalaureate graduated peoples who will wish to become teachers in the targeted communities will be trained through the OLD programme.

---

8 This figure falls short of the identified objective of employing 540 mediators across the country.
CONSULTATION WITH CIVIL SOCIETY AND ROMA REPRESENTATIVE ORGANISATIONS

Several Non-Governmental Organisations (NGOs) have been established during the past few years\(^9\) that are trying to follow an approach that aims at *empowering communities* rather than continuing and/or increasing their dependency. In relation to the Roma communities, Roma and non-Roma NGOs have started to adopt a *partnership approach* that will result in physical benefits for poor Roma communities and (perhaps, more importantly) contribute to their emancipation and, ultimately, to their full participation in Romania’s civil society at all levels\(^10\).

During the consultative meeting organised in September 2003 by the Ministry of European Integration for the preparation of this project, two non-governmental organisations specialised in implementing community development projects and members of the JCIM defined the following medium-term priorities of multi-annual programming:

- Achievement of an optimal framework for the equal and active participation of Roma in the decision-making process, as regards the elaboration, implementation, monitoring and evaluation of policies concerning themselves;
- Creation and implementation of training/vocational certification programmes and professional retraining for the Roma, adapting Roma traditional crafts to the demands of the modern market, including Roma women;
- Supporting the establishment of craftsmanship workshops in fields accessible to the Roma, taking into account their current qualification, whereby to ensure the manufacturing and merchandising of household and craftsmanship items, as well as the revitalisation of other traditional occupations;
- Resolving problems related to ownership rights to land and houses occupied by the Roma and problems related to the enforcement of laws on the right to land ownership, including the promotion of law-making initiatives in the field;
- Include Roma communities in local authorities’ projects aimed at developing local infrastructure (water supply, gas supply, sewage systems, roads etc.);
- Direct involvement of the Roma in governmental programmes of house building and rehabilitation;
- Establishment of a Professional Inclusion Centre for the Roma in order to facilitate integration into the labour market of the labour force existing at community level;
- Granting of ownership rights to the Roma and stimulating agricultural activities in Roma communities;
- Carrying out public anti-discrimination campaigns focusing on the providers of public services.

---

\(^9\) An extensive overview of Organisations and Projects can be found in “Roma Projects in Romania, 1990 – 2000” (Eds: Viorel Anastasoae and Daniela Tarnovschi); Cluj-Napoca, 2001

\(^10\) Examples of this approach can be found in:

- Breaking the vicious circle – Social inclusion through participation (Spolu International); Sofia, 2000;
- Best Practices in Rroma Communities (Maria Ionescu and Sorin Cace); Bucharest, 2000
- Roma Projects in Romania, 1990 – 2000 (Eds: Viorel Anastasoae and Daniela Tarnovschi); Cluj-Napoca, 2001
Sector rationale

The 2004 – 2006 sector strategy has been designed to facilitate the continuing implementation of the Strategy for improving the condition of the Roma and supports the National Plan for Fighting Poverty and Promoting Social Inclusion and the legislation on preventing and punishing all forms of discrimination.

The period of the MAP represents the middle phase of its implementation although it is recognised that the process of social inclusion and integration will need to continue beyond this period. The impact of the MAP targets issues primarily associated with the administrative and community component whilst other actions are to be implemented by other Ministries and Agencies, as appropriate.

This approach that builds upon existing skills and expertise as regards delivery of individual projects will, if viewed as a whole, result in a visible improvement in the condition of the Roma during the lifetime of the MAP.

In particular the MAP seeks to complete a series of initiatives in education funded in previous PHARE programmes that at this time are confined to specific counties. Along with initiatives in health sector, they will be seen as major milestones in the process of integrating the Roma into society and improving their physical condition and fulfilling their potential through education.

Throughout the period of the MAP the partnership between the EU and the Romanian Government in dealing with Roma issues will be complemented by unilateral nationally funded actions. The actions of the Romanian Government working through the GSG and other line ministries are also identified in the sector strategy and often form the facilitating action for the priorities contained in the Programme.

The National Programme for the Adoption of the Acquis (NPAA) includes, as a medium term priority, the improvement of the socio-economic condition of the Roma communities through the enforcement of the Master Plan of Measures incorporated in the Government’s Strategy for the Roma (Ch, IX).

The short and medium term priorities identified in the June 2002 NPAA were identified as:

- Promotion of equality of chances in Roma Communities
- Leader/Opinion formatters information and training
- Evaluation and monitoring of the programmes developed within the framework of the National Strategy for the Improvement of the Roma Situation.
- Facilitating the active participation of Roma to economic, social, cultural and political Romanian life, improvement of their access to health services.

These priorities are being directly or indirectly addressed through this programme and the impact of which is likely to be felt in other programmes designed to address Roma issues.
### 3.1.1 Identification of needs and necessary action

<table>
<thead>
<tr>
<th>No</th>
<th>Priority</th>
<th>Benchmark/Gap</th>
<th>Achievement Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strengthening Capacity and Partnership building to improve Roma condition and perception</td>
<td>Lack of information about the number of Roma without identity and civil status papers</td>
<td>Methodology on identifying and solving the lack of identity and civil papers and in-depth analysis resulting in realistic estimate of the number of Roma without identity and civil status papers at local and regional levels. 80% of the estimated numbers receiving identity and/or civil status papers at the end of the MAP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>No monitoring system for the programmes and project implementation relating to the Strategy for Improving the Condition of the Roma</td>
<td>System for monitoring and evaluating the delivery of the Strategy for Improving the Condition of the Roma established</td>
</tr>
<tr>
<td></td>
<td></td>
<td>No evaluation system for measuring the impact of programme and project implementation relating to Strategy for Improving the Condition of the Roma</td>
<td>System for systematic evaluation of initiatives in pursuance of the National Strategy established. Training of staff from the Ministerial Commissions and of the ORI trained.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Weak strategy implementation mechanisms, unclear responsibilities and uneven communication</td>
<td>ORI and mechanism for strategy implementation restructured to meet future needs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Training available to national and local authorities and Agencies in the management of Roma programmes, Roma culture and discrimination limited.</td>
<td>About 300 public sector staff at Regional, County and Local levels involved in the Roma strategy trained with communities’ initiative groups representatives in Roma issues, development of local action plans, programme/project management and other topics identified as appropriate by the training needs assessment (TNA).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lack of human resources and systems for regular training of health mediators.</td>
<td>Training materials developed and 50 health mediators trained as trainers.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Size and competence of groups representing the Roma is limited.</td>
<td>Size and competence of Roma representative groups more effectively defined in terms of geographical coverage and range of expertise.</td>
</tr>
</tbody>
</table>
## Capacity of Roma representative groups involved with the Roma limited in terms of operational ability and project management.

Lack of communication and collaboration between Roma representative groups and the implementation structures at all levels.

Formal working between Roma representative groups and the public sector organisations very limited.

Biased and prejudiced reporting evident in the mass media.

Evidence of widespread discrimination against the Roma.

Information deficits in many areas affecting the Roma’s ability to gain access to services or participate more widely in Romanian society.

<table>
<thead>
<tr>
<th>2</th>
<th>Access to education for disadvantaged groups</th>
<th>Poor quality of the local strategies.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lack of adequate specific training for the involved actors</td>
<td>County inspectorate’s strategies and county inspectorate’s projects designed by the applicants in partnership with stakeholders.</td>
</tr>
<tr>
<td></td>
<td>Lack of a proper M&amp;E system of training and Capacity Building</td>
<td>General and specific training for the involved actors delivered</td>
</tr>
</tbody>
</table>

Training programmes for Roma representative groups designed to improve capacity and skills delivered in conjunction with public sector staff.

Formal and enduring partnerships established and local action plans and strategies developed.

Joint development of county/local action plans designed to address identified areas of need developed.

Jointly prepared projects designed and implemented locally.

Balance reporting viewed in media publications.

Reduced levels of direct and indirect discrimination. Reduced levels of inter-ethnic conflict.

Indirect measures of success to include; numbers of Roma in education, healthcare, social assistance, in legal employment and with insurance cover.

Increase levels of attendance at Roma cultural events and more participation the Roma in Romanian cultural events.

M&E System for Training and Capacity Building designed and operational and accurate indicators established.

In-depth analysis and evaluation of the results of the training.
| Lack of adequate and sufficient educational materials for the target group | Evaluation of the existing educational materials completed |
| Further development of the Management system for Grant Scheme needed | The elaboration of the new educational materials completed |
| School mediation system not fully established nationally. | Improved school results for students, improved teaching results for teachers and improved parents participation due to the quality of the educational materials |
| No operational and efficient network for School Inspectors exists at the county level | Management system for Grant Scheme and accurate indicators designed |
| Number of teachers trained and appropriate teaching material to teach targeted pupils from the priority areas for education intervention insufficient for the identified needs. | Evaluation of the management system efficiency for the Grant Scheme completed |
| Second Chance programme (2CS) currently limited in focus, length and qualification needs | National framework and network of mediators established and model of operation published |
| Drop-out rates for Roma remain unacceptable high | School Inspector network operational and established, and framework of good practices developed |
| Increased number of teachers trained (teachers from the targeted schools and teachers from non-targeted schools) and new materials produced in order to support the inclusive teaching process. | Evaluation of the existing 2CS curriculum completed |
| | The new 2CS curriculum for primary education and gymnasium approved by a minister order and ready to be delivered |
| | Accurate institutional and educational indicators for evaluation of 2CS programme designed |
No evaluation study for measuring the impact of project at the national level, relating to Strategy for improving access to education for disadvantaged groups

Lack of good practice examples on access to education for multiple disadvantaged groups, including Roma.

Poor quality of the campaigns addressed to Roma and non-Roma population on topics like segregation, tolerance, inclusive education and the multiculturalism.

Increased rate of Roma children/pupils/youngsters in education system; resource centres for school integration established; summer/weekend/occasionally schools/kindergartens organised; programmes for parents participation and support services (school mediator, hot meals, school transportation etc.) developed will reduce the current level of drop-out.

Study for evaluation of the impact of the project’s results at the national level accomplished.

Good practice Guide with examples on access to education for multiple disadvantaged groups, including Roma, elaborated and disseminated at the national level at the Final Conference

Raising awareness campaign will lead to gradually eliminate segregation cases and to the promotion of the tolerance and multiculturalism into the national education system

### 3.1.2 Identification of projects

**Project 1 - Strengthening Capacity and Partnership building to improve Roma condition and perception**

<table>
<thead>
<tr>
<th>Task No.</th>
<th>Title</th>
<th>Relates to Priority No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Capacity and Partnership Building to improve Roma condition</td>
<td>1</td>
</tr>
<tr>
<td>2A</td>
<td>Management of a Grant Scheme designed to address the issue of Roma identity. [TA]</td>
<td>1</td>
</tr>
<tr>
<td>2B</td>
<td>Undertake a Grant Scheme designed to address the issue of Roma identity. [GS]</td>
<td>1</td>
</tr>
</tbody>
</table>
## Sector Programme Fiche 2004-2006

<table>
<thead>
<tr>
<th></th>
<th>Management of a Grant Scheme for Community Development activities, including health issues [TA]</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>2B</td>
<td>Undertake a Grant Scheme for Community Development activities, including health issues [GS]</td>
<td></td>
</tr>
<tr>
<td>4A</td>
<td>Public awareness and information programme on Roma issues - Phase 1 [TA]</td>
<td>1</td>
</tr>
<tr>
<td>4B</td>
<td>Public information and awareness programme – Phase 2 [TA]</td>
<td></td>
</tr>
</tbody>
</table>

### Task 1

The first task is crucial to the overall success of the project as it focuses on the need to improve capacity of the mechanism for the strategy implementation, to develop effective operational partnerships between public bodies and Roma representative groups. Delay in implementation of the Institution Building tasks will have an impact on the commencement of the Grant Schemes.

The Institutional building tasks will focus on the institutions involved in the strategy implementation at the national and local level and provide a wide range of training to public sector organisations and Roma representative groups in modules designed to increase their capacity to develop and implement policies for the improvement of the Roma situation. With regard to community initiative groups there will also be a need to incorporate a broader range of training designed to facilitate organisation at the community level and improve their performance in the interest of the Roma community. Such training will cover also preparation for the planned Grant Schemes relating to Roma Identity (2005) and Community Development (2006). Wherever possible training programmes will be undertaken jointly with public sector staff and those from the representative groups.

Support will be provided for the development/consolidation of partnerships at local level between public structures and Roma communities’ representatives which will increase mutual trust between partners. It is expected that the partnerships will result in effective projects for improvement of Roma condition based on well-defined local action plans and strategies.

Statistical information received for the first 15 months of work, indicated that there is a growing trust in the Health mediators system. A special training of health mediators as trainers will be delivered to enable them to address the issue of basic and advanced training of the entire network, to improve their knowledge in relevant medical and sanitary fields. In addition, the training manual for health mediators will be updated. These activities will thus ensure the sustainability and the multiplication of results of previous related programmes.

Task 1 will also include the development and application of an effective methodology for determining an accurate estimate of the Roma at local and regional levels without forms of identity. This action will be a precursor to developing the Grant Scheme on Roma Identity (Task 2). This work will be organised at a regional level and will actively involve the Roma experts (a central role), the County Bureaux for Personal Data Records and Roma representative groups.
Tasks 2 & 3

These two Grant Schemes will benefit from the pre-training provided in Task 1 but it will be necessary for technical assistance to be provided for the actual management of the process including their launching, the contracting, monitoring and evaluation.

The Roma Identity Grant Scheme will be developed based upon the result of the in-depth analysis of the problem carried out in Task 1 and any priority action areas identified before the launch of the scheme. The scheme itself will seek to provide individuals with the necessary identity and civil documentation required to gain access to employment and services. One priority area is to encourage access to social services. Prior and in parallel to the Grant Scheme, Roma information campaigns will be undertaken to increase awareness on the necessity of identity and civil status papers.

The implementation of all actions related to identity will entail formal close working relationship with the General Directorate for Personal Data Records. In addition, the support of the Bureaux for Citizens Advice at county level and the Social Assistance local services shall be required. Along with the specific information campaigns, the activities of these structures will ensure the sustainability of the overall programme.

The Community Development Grant Scheme is more broadly designed and based upon the model established for PHARE 2002. The range of initiatives included in the scheme will be:

- Small local infrastructure projects
- Housing
- Income generating activities
- Improving access to Healthcare
- Vocational training for the direct beneficiaries of financed projects.

Applicants for both Grants will have to demonstrate that they have an active working partnership involving local government, NGOs and or local initiative groups.

Task 4

The first phase of the Public Awareness and Information programme will be developed and delivered starting with the first year of funding. A second phase to this task will commence with the 2006 budget cycle thereby ensuring a level of continuity over the whole of the MAP. It will be designed to meet the needs of specific target groups: the opinion formatters, the Roma and the non-Roma population, including public sector employees, although the overall emphasis will be either to address aspects of discrimination or encourage access to service provision (including health services). The content of each element will require a very tight focussing in order to achieve the specific objectives.

The information programme will also be used to highlight and support all other programme actions with a focus on need for IDs for accessing social rights. These specific actions will increase Roma awareness of the need to have identity and civil status papers, thus ensuring the sustainability of the ID Grant Scheme.
It is envisaged that action will be undertaken at national, regional and local levels and utilise all aspects of the media ensuring that it is appropriate for the target group. It is envisaged that in order to deliver the overall programme the contractor may subcontract specific activities.

Project 2 – Improve Access to education for disadvantaged groups

<table>
<thead>
<tr>
<th>Task nr</th>
<th>Title</th>
<th>Relates to priority nr</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Develop the institutional capacity of the county school inspectorates and of the schools to improve access to education for disadvantaged groups (children in priority areas for educational intervention), in connection with all local stakeholders</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>Support for the implementation of the county strategies of the school inspectorates - Grant scheme and TA</td>
<td>2</td>
</tr>
<tr>
<td>7</td>
<td>Impact assessment and dissemination of the project results</td>
<td>2</td>
</tr>
</tbody>
</table>

The tasks no.5 and no.6 are designed to address the issue of institutional building in the counties which have not been involved in the previous PHARE programmes in this area. They will be delivered through two technical assistance tasks (task no.5 and no.6) and a grant scheme one (task no.6). The task no.7 is designed to address the issues of impact assessment at the national level and dissemination of the results, in order to raise awareness regarding the importance of inclusive education for better access to education and equal chances.
## Budget table by task

<table>
<thead>
<tr>
<th>Priority</th>
<th>Task</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>IB (MEUR)</td>
<td>I (MEUR)</td>
<td>Cofin (MEUR)</td>
<td>IB (MEUR)</td>
</tr>
<tr>
<td>Capacity and Partnership Building to improve Roma condition and perception</td>
<td>1</td>
<td>3.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td></td>
<td>0.5</td>
<td>2.0</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td></td>
<td></td>
<td>1.5</td>
</tr>
<tr>
<td></td>
<td>4A</td>
<td>1.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4B</td>
<td></td>
<td>1.0</td>
<td></td>
</tr>
<tr>
<td>Access to Education for disadvantaged groups</td>
<td>5</td>
<td>4.0</td>
<td>1.0*</td>
<td></td>
</tr>
<tr>
<td></td>
<td>6</td>
<td></td>
<td>1.5</td>
<td>7.0</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td></td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>8.5</td>
<td>0</td>
<td>1.0</td>
</tr>
</tbody>
</table>

* The 2004 co financing will not be managed through the National Fund, but directly by the Ministry for Education and Research, the co financing being parallel.
### 3.1.3 Activities and Means

<table>
<thead>
<tr>
<th>No</th>
<th>Title</th>
<th>Activities</th>
<th>Means</th>
</tr>
</thead>
</table>
| 1  | Strengthening Capacity and Partnership building to improve Roma condition and perception | Needs assessment to be carried out in relation to the strategy implementation mechanism  
Elaboration of Monitoring and Evaluation Systems  
Training of Ministerial Commissions and ORI staff in relation to management, monitoring and evaluation of strategy implementation measures  
Assist the ORI in the evaluation of the implementation of the ‘Strategy for Improving the condition of the Roma’  
Development of modular training programmes and materials for public sector staff and those of Roma representative organisations involved in the delivery of the strategy.  
Delivery of the modular training  
Support for partnership brokering  
Develop and deliver training of trainers for the health mediators  
Development of a methodology designed to identify and resolve the issue of identity and civil papers.  
Train staff of public institutions at county level including Roma experts, Bureau of Population Registration and Roma representative groups in the application of the methodology.  
Conduct an analysis at County and local levels to establish the number of Roma without identity documentation  
Design and Implementation of Roma Identity Grant Scheme targeted at reducing the number of Roma without legal identity and mediate access to social services  
Design and Implementation of Community Development Grant Schemes [housing, small infrastructure, income generating activities and health issues including vocational training for beneficiaries involved in the workforce]  
Define (and prioritise) the framework and schedule covering the period to 2009 involving the media campaigns at all levels – national, regional and local involving TV, radio, press and other direct methods of communication.  
|   | Access to education for disadvantaged groups | Development of county strategies to improve access to education for disadvantaged groups  
   |   |   | Development of a Monitoring and Evaluation System for Training and Capacity Building  
   |   |   | Training and facilitation for the development of the capacity of the school inspectorates and schools to improve access to education (general inspectors, specialty inspectors, school directors), in connection with all stakeholders  
   |   |   | Specific Training for developing the capacities of the main actors at the local level (Roma, pre-primary, primary and special education inspectors, school mediators, school directors, teachers in schools from priority areas for educational intervention and in the Second Chance programme, itinerant/support teachers etc).  
   |   |   | Training for school mediators  
   |   |   | ODL training for unqualified teachers from the selected counties to become primary or pre-primary teachers and Romani language teachers  
   |   |   | Survey, evaluate and monitor the results of the training sessions.  
   |   |   | Designing of county strategies as part of the applications and designing county projects  
   |   |   | Evaluation of the existing educational materials  
   |   |   | Adapting the curriculum and educational materials for the second chance programme at the level of primary and lower secondary education.  
   |   |   | Development of support materials and centres for teachers working in inclusive schools.  
   |   |   | Development of educational materials for pupils involved in process of inclusive education from the priority areas for educational intervention  
   |   |   | Evaluate the impact of the educational materials in schools and in communities from the priority areas for education intervention  
   |   |   | Training on designing and managing budgets for local projects  
   |   |   | Designing of the management system for Grant Scheme  
   |   |   | Implementation of the Grant Scheme in the selected counties  
   |   |   | Evaluate the efficiency of the management
system for the Grant Scheme
Impact assessment at the national level in the counties from the previous Phare projects and in the last counties.
Raising awareness campaign in order to eliminate segregation in schools and to promote inclusive education, tolerance and multicultural behaviour in all counties.
Organising a National Conference for dissemination of the results of the project and of the good practice examples on inclusive education in priority areas for education intervention.

All the details in the sector programme fiches referring to number of contracts, experts' number and profile, as well as mandays are only for planning reasons and will be more precisely defined and agreed at the implementation stage.

3.4 Linked Activities:

The following linked activities are directly relevant to this programme.

<table>
<thead>
<tr>
<th>Reference</th>
<th>Title</th>
<th>Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>RO.9803.01</td>
<td>Improving the Condition of the Roma</td>
<td>Grants for Partnership Development involving Public Administration and Roma Communities</td>
</tr>
<tr>
<td>RO.0004.02.02</td>
<td>The Civil Society 2000</td>
<td>Extension of the above programme focused on the sectors of social security, public administration, education, healthcare, communications etc.</td>
</tr>
<tr>
<td>RO.2002/000-586.01.02</td>
<td>Support to the Strategy for Improving the Roma Condition</td>
<td>Grant Scheme for projects submitted by partnerships between public institutions and Roma Communities focused on housing, small infrastructure, income generation, access to healthcare and vocational training linked directly to the beneficiaries of the Grants when employed on actions to complete them.</td>
</tr>
<tr>
<td>RO 01.04.02</td>
<td>Access to Education to the Disadvantaged Groups, with a Special Focus on Roma*</td>
<td>Training of the key actors (inspectors, directors, teachers, school mediators) on topics related to inclusive education, conflict management, active learning methods, communication etc. ODL training programme for unqualified teachers from the Roma communities aiming to become qualified primary/pre-primary or Romani teachers in their</td>
</tr>
</tbody>
</table>
Grant Schemes designed to address disadvantaged groups, especially Roma, with specific reference to educational actions for improving attendance levels and school success and also, school conditions in the targeted communities.

**RO2002/IB/OT – 02TL**

Access to education for disadvantaged groups

TL targeted at children with special needs – implementation of a National Action Plan for ensuring access to education and school integration for children from special schools.

**PHARE 2003/005-551.01.02**

Access to Education for Disadvantaged Groups

Extension of the mechanism developed in the previous Phare programme “Access to education for disadvantaged groups, with a special focus on Roma” in order to improve access to and the quality of education, as part of the process of increasing the number of children completing education in the targeted communities.

Defining the inclusive school and the indicators for identification of the priority areas for education intervention.

In addition it should be noted that the Ministry of Education, Research and Youth has also undertaken two pilot projects that are relative to this programme.

- The Second Chance [school re-integration and pre-vocational training for drop-outs]
- The Integration of Children from Special Education in the Mainstream Schools [Assisting children in completing their education and gain independence]

It should also be indicated that this programme will have indirect links with other MAPs and projects that target the Roma and other disadvantaged groups.

**Lessons learned:**

The concept of partnership development undertaken as part of the above PHARE programmes involving aspects of public administration and organisations representing the Roma communities has been successful. There is evidence to indicate that there is both willingness, competence and capacity to design and implement local development projects on the basis of equality, respect and mutual understanding.

The Community Development Grant Scheme of the PHARE 2002 programme launched in May 2005 will be carefully monitored and any lesson learned relating to its design and implementation will be integrated into the frameworks established for the Roma Identity (2005) and Community Development (2006) Grant Schemes.
This programme will continue and deepen the process on partnership building and joint working between the public sector and the voluntary sector thereby building upon previous success.

It should be noted however that there has been no independent evaluation of the impact of these programmes or the implementation of the Government strategy so far. This issue will be addressed through tasks in this programme and lessons learned from the process integrated into the delivery of subsequent programme actions.

Experience in the working and effectiveness of the Healthcare Network is limited because of the short period it has been operation. Statistical information received for the first 14 months would indicate that there is a growing trust in the system and mediators are becoming increasing involved with both the community and individuals in addressing a wide range of health problems and issues. Access to insurance has already been facilitated for over 38000 individuals whilst the range of health education activities has expanded to address both national and local priorities. During the period Health Mediators have accumulated nearly 90,000 contacts with direct beneficiaries and over 170,000 with indirect beneficiaries.

With reference to Education the issue of programme and project sustainability identified in the Interim Evaluation Report has been addressed with County Councils committed to co-financing and maintaining the level of investment for at least 10 years.

Phare 2001, RO 0104.02, and Phare/2003/005-551.01.02 have up to this stage outlined specific issues mostly regarding the self-identification of Roma population. As a result, within this project it is envisaged to identify the target-group by using specific criteria and to follow-up the desegregation process at the country level.

The concept of partnership between school inspectorate, county council and NGO’s with a relevant experience in working with disadvantaged groups, as part of the previous two PHARE programmes has been successful. There is evidence to indicate that there is both willingness and competence to design and implement local development projects on the basis of equality, respect and mutual understanding. This programme will continue and deepen the process on partnership building and joint working between the public sector and the NGO sector thereby building upon previous success.
## 4 Expected Results of the programme

<table>
<thead>
<tr>
<th>Priority</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengthening Capacity and Partnership</td>
<td>Role of the institutions involved in the strategy implementation redefined and new operational requirements completed</td>
</tr>
<tr>
<td>Building to improve Roma condition and perception</td>
<td>System for effective M&amp;E of Roma activities developed and operational</td>
</tr>
<tr>
<td></td>
<td>50 Staff from Ministerial Commissions and the ORI trained in Evaluation methods and techniques.</td>
</tr>
<tr>
<td></td>
<td>Evaluation of the implementation of the ‘Strategy for Improving the Condition of the Roma’ completed.</td>
</tr>
<tr>
<td></td>
<td>300 staff employed by public institutions and involved with the implementation of the strategy trained in programmes covering Roma issues and culture, legislation, discriminatory practices and personal attitudes, and programme/project management at National, County and Local levels.</td>
</tr>
<tr>
<td></td>
<td>300 Roma representatives from organisations involved in the implementation of the strategy trained in project cycle management, monitoring and evaluation, human resource management and development, fund raising, lobbying and advocacy, and legislation.</td>
</tr>
<tr>
<td></td>
<td>50 health mediators trained as trainers.</td>
</tr>
<tr>
<td></td>
<td>Updated health mediator manual.</td>
</tr>
<tr>
<td></td>
<td>Network of enduring partnerships established between Roma representatives and public bodies established at appropriate levels based upon their specialist areas of competence.</td>
</tr>
<tr>
<td></td>
<td>Partnerships consolidated through the joint development of Country/Local action plans related to identified needs and priorities.</td>
</tr>
<tr>
<td></td>
<td>150 Grant Schemes targeting housing, small infrastructure, health issues and income generating activities, including vocational training for the beneficiaries involved as workforce, completed as part of a partnership approach.</td>
</tr>
<tr>
<td></td>
<td>Realistic assessment of the number of Roma in Romania without identity papers</td>
</tr>
<tr>
<td></td>
<td>100 projects designed to assist Roma achieving a legal identity completed</td>
</tr>
<tr>
<td></td>
<td>80% of those identified in the in-depth analysis and grant scheme obtain identity documentation</td>
</tr>
<tr>
<td></td>
<td>60% of those identified in the in-depth analysis and grant scheme access social services.</td>
</tr>
<tr>
<td></td>
<td>Comprehensive information and awareness programme</td>
</tr>
</tbody>
</table>
developed and delivered in two phases using appropriate media and focused on identified target audiences. Programme to primarily address the issues of Roma access and involvement

Programme covering the priority areas will achieve:

- Increased number of Roma accessing resources and services in the areas of health (including insurance), education, family, child protection, access to the labour market, civil rights (including those of children) and social care
- Reducing levels of discrimination against the Roma in society
- Increasing levels of tolerance and improved the perception of the Roma community.
- Reduced level of stereotyping the Roma community
- Increasing awareness of the contribution of Roma traditions in Romanian society
- Unbiased and objective reporting of Roma issues in the mass media

<table>
<thead>
<tr>
<th>Access to Education for disadvantaged groups</th>
<th>County strategies for access to education for disadvantaged groups designed in partnership with stakeholders and implemented in pilot schools</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M&amp;E System for Training and Capacity Building designed and operational</td>
</tr>
<tr>
<td></td>
<td>General training for county inspectorate teams completed at the national level</td>
</tr>
<tr>
<td></td>
<td>County projects to support strategy implementation designed by the applicants</td>
</tr>
<tr>
<td></td>
<td>Specific training for speciality inspectors and school directors from the selected counties completed at the national level</td>
</tr>
<tr>
<td></td>
<td>Training of school mediators, pre-primary teachers, primary and gymnasium teachers and vocational education teachers on specific problems completed in the selected counties</td>
</tr>
<tr>
<td></td>
<td>ODL training for unqualified teachers from the selected counties to become primary or pre-primary teachers and Romani language teachers delivered</td>
</tr>
<tr>
<td></td>
<td>Survey and evaluation of the results of the training sessions completed</td>
</tr>
<tr>
<td></td>
<td>Evaluation of the existing 2CS curriculum completed</td>
</tr>
<tr>
<td></td>
<td>The new 2CS curriculum for primary education developed</td>
</tr>
<tr>
<td></td>
<td>The 2CS curriculum for gymnasium accordingly to the new length of the compulsory education (10 years) redesigned</td>
</tr>
<tr>
<td></td>
<td>Institutional and educational indicators for 2CS programme</td>
</tr>
<tr>
<td>Designed</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Monitoring and evaluation process regarding the results of the 2CS students completed</td>
<td></td>
</tr>
<tr>
<td>Evaluation of the existing educational materials completed</td>
<td></td>
</tr>
<tr>
<td>New educational materials developed accordingly to the new legislative framework</td>
<td></td>
</tr>
<tr>
<td>Evaluation of the educational materials' impact completed</td>
<td></td>
</tr>
<tr>
<td>Training on designing and managing budgets for local projects completed</td>
<td></td>
</tr>
<tr>
<td>Management system for Grant Scheme designed</td>
<td></td>
</tr>
<tr>
<td>Evaluation of the management system efficiency for the Grant Scheme completed</td>
<td></td>
</tr>
<tr>
<td>ToR for the Grant Scheme designed</td>
<td></td>
</tr>
<tr>
<td>Grant Scheme implemented in the targeted counties</td>
<td></td>
</tr>
<tr>
<td>One Resource Centre will have been established in each county in order to support schools development an inclusive environment for children and to support remedial programmes in school</td>
<td></td>
</tr>
<tr>
<td>At least two summer (weekly, occasionally) kindergartens/schools established in the selected counties</td>
<td></td>
</tr>
<tr>
<td>After school remedial education programmes designed and completed</td>
<td></td>
</tr>
<tr>
<td>Community school programmes developed in the selected counties</td>
<td></td>
</tr>
<tr>
<td>Curricular and extracurricular inclusive activities/programmes, designed to create the inclusive educational environment</td>
<td></td>
</tr>
<tr>
<td>Educational equipment and teaching materials in related teaching subjects distributed to all children from the targeted schools</td>
<td></td>
</tr>
<tr>
<td>Proper facilities and a friendly environment realised in schools from the selected counties</td>
<td></td>
</tr>
<tr>
<td>Impact assessment at the national level in all 42 counties completed</td>
<td></td>
</tr>
<tr>
<td>Raising awareness campaign in order to eliminate segregation in schools and to promote inclusive education, tolerance and multicultural behaviour developed in all counties</td>
<td></td>
</tr>
<tr>
<td>National Conference for dissemination of the results of the project and of the good practice examples.</td>
<td></td>
</tr>
</tbody>
</table>
5 Detailed Budget

<table>
<thead>
<tr>
<th>Year 2004</th>
<th>EU Support</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment Support</td>
<td>Institution Building</td>
<td>Total EU (=I+IB)</td>
<td>National Co-financing!*</td>
<td>IFI*</td>
</tr>
<tr>
<td>Capacity and Partnership Building to improve Roma condition and perception</td>
<td>4.5</td>
<td>4.5</td>
<td>4.5</td>
<td>5.0</td>
<td>5.0</td>
</tr>
<tr>
<td>Access to education for disadvantaged groups</td>
<td>4.0</td>
<td>4.0</td>
<td>1.0*</td>
<td>5.0</td>
<td>5.0</td>
</tr>
<tr>
<td><strong>Total 2004</strong></td>
<td><strong>8.5</strong></td>
<td><strong>8.5</strong></td>
<td><strong>1.0</strong></td>
<td><strong>9.5</strong></td>
<td><strong>9.5</strong></td>
</tr>
</tbody>
</table>

*The co-financing is parallel

Indicative budget for the budgetary years 2005 and 2006

<table>
<thead>
<tr>
<th>Year 2005</th>
<th>Indicative EU support (MEURO)</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment Support</td>
<td>Institution Building</td>
<td>Total EU (=I+IB)</td>
<td>National Co-financing*</td>
<td>IFI*</td>
</tr>
<tr>
<td>Identity Grant Scheme</td>
<td>2.0</td>
<td>0.5</td>
<td>2.5</td>
<td>0.83</td>
<td>3.33</td>
</tr>
<tr>
<td>Access to education for disadvantaged groups</td>
<td>7.0</td>
<td>1.5</td>
<td>8.5</td>
<td>2.33</td>
<td>10.86</td>
</tr>
<tr>
<td><strong>Total 2005</strong></td>
<td><strong>9.0</strong></td>
<td><strong>2.0</strong></td>
<td><strong>11.0</strong></td>
<td><strong>3.16</strong></td>
<td><strong>14.19</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year 2006</th>
<th>Indicative EU support</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment Support</td>
<td>Institution Building</td>
<td>Total EU (=I+IB)</td>
<td>National Co-financing*</td>
<td>IFI*</td>
</tr>
<tr>
<td>Community Development Grant Scheme</td>
<td>12.0</td>
<td>1.5</td>
<td>13.5</td>
<td>4.5</td>
<td>18</td>
</tr>
<tr>
<td>Public Information Campaign – Phase 2</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td></td>
</tr>
<tr>
<td>Access to education for disadvantaged groups</td>
<td>1.0</td>
<td>1.0</td>
<td>0.5!*</td>
<td>1.5</td>
<td></td>
</tr>
<tr>
<td><strong>Total 2006</strong></td>
<td><strong>12.0</strong></td>
<td><strong>3.5</strong></td>
<td><strong>15.5</strong></td>
<td><strong>5.0</strong></td>
<td><strong>20.5</strong></td>
</tr>
</tbody>
</table>

---

11 This co-financing is managed by the Ministry of Education and Research to support Institution building activities at the national and local level.

12 This co-financing is managed by the Ministry of Education and Research to support Institution building activities at the national and local level.
6 Implementation Arrangements

Institutional Framework

At the national level, a Steering Committee (see page 37) for the implementation of the programme will be established. The membership will include representatives from:

The Office for Roma Issues
Ministry of Education and Research
Ministry of Administration and Interior
Ministry of Health
Ministry of Transport, Constructions and Tourism
Ministry of Labour, Social Solidarity and Family
Ministry of Justice
Ministry of Public Finance

In addition there will be at least two representatives from Roma groups selected based on transparent criteria, representatives of relevant research institutes, other organisations with relevant experience. The specific responsibilities and duties of the Committee include the following:

- to monitor the implementation of the MAP and its priority action areas
- to provide advice and guidance on issues referred to it by the Lead Body identified for the implementation of specific tasks.
- to ensure the establishment and the correct functioning of the grant mechanisms for support at the central level (including the amounts allocated from the budget that must be transferred to the local level for implementation);
- to provide upon request technical expertise for the implementation of the programme;
- to direct and facilitate the participation of lower level institutions in the implementation of the programme.
- To ensure that progress reports on the implementation of the programme are made available to the JCIM, the organisation with the overall responsibility for monitoring the implementation of the Government Strategy.

The two Implementing Authorities (PIU within the Office for Roma Issues and PIU within the Ministry for Education and Research) will organise monthly meetings with the contractors.

13 One such criteria should be previous experience in the areas covered by the programme.
Lead Bodies

**The Office for Roma Issues (ORI).**

This Office functions as an executive organism for the implementation and monitoring of the Strategy for Improving the Condition of the Roma and will act as Implementing Authority for priority 1.

**The Ministry of Education and Research** will act as Implementing Authority for priority 2.

In order to implement the overall MAP strong support will be required at County and Local Levels. The roles and involvement is described below.

Other structures involved

**National level**

Members of the National Steering Committee as stated above. The Ministries will represented as follows:

- Ministry of Administration and Interior:
  - the General Direction for Relations with the Prefectures
  - the General Direction for Personal Data Records

- Ministry of Labour, Social Solidarity and Family:
  - Department for Social Assistance
  - National Agency for Workforce Employment

- Ministry of Health:
  - Project Implementation Unit

- Ministry of Public Finance:
  - Central Finance and Contracting Unit

The Steering Committee will also include representatives of NGOs, research institutes. Representatives of other national or international organisations with experience/expertise in the areas covered by the programme can be invited as guest.

The Steering Committee will work in plenary sessions or in specific subgroups for project subcomponents (i.e. identity documents, education, etc.)

**County level (prefecture level)**

(1) The Roma expert of the County Office for the Roma will be responsible to the support of the local initiatives in his/her jurisdiction. He/she will be invited to the intensive training programme, and her/his main responsibilities within the proposed programme include the following:

- to ensure the liaison between the local and the national level (the Ministry of Public Administration)
Sector Programme Fiche 2004-2006

- to support the Roma expert from the local level (if is in office)
- to stimulate and facilitate the establishment of Initiative Groups (of the Roma) and of partnerships with the local authorities (Joint Working Groups)
- to help in the organisation, planning and co-ordination of the activities at local level, in general;
- to ensure the observance of the principles of the Government Strategy and the attainment of its objectives.

(2) The County Bureaux for Personal Date Records and their formation teams in cities and towns will play a key role in the tasks associated with the issue of Roma identity. They will work in closely with the Roma expert and representatives. The Bureaux for Citizen Advice at county level and the Social Assistance local services will also be involved.

County Steering Committees will be organised at the county level replicating the national model.

Local level of mayors’ offices

The Roma expert associated to the local administration will be fully involved, as a representative of the Local Public Administration Office, in the process of drafting and implementation of local projects and local action plans.

Roma communities’ initiative groups.

These groups will be made up of the interested representatives of the Roma communities. These Initiative Groups should represent the interests of the Roma communities at large and not some partisan groups. They are the central feature in the creation of actions plans with public bodies and the development and execution of projects and programmes within the Roma community.

Ownership rights to the goods acquired as part of the project will be assigned to the direct beneficiaries.

Organisational Constraints

The identification of the ORI as the lead body will impose pressure on the organisation. The review of its operation may lead to changes in this structure during the lifetime of the MAP.

Care will also need to be taken NOT to compromise the roles of the ORI. Increased involvement in the delivery of programmes and projects should not be allowed to conflict with its role of being the secretariat for the JCIM.

A further constraint relating to the ORI is its physical ability to deliver such a complex and demanding programme. Prior to the commencement of the programme the ORI will need to demonstrate that it has the capacity to manage and deliver. In addition to the overall strengthening of the ORI it is essential that Memorandums of Agreement are completed between GSG and other Ministries directly involved in aspects of Priority 1. These Agreements – with the Ministry of Administration and Interior and the Ministry of Health for
support to implement those aspects associated with Roma identity and health respectively - must ensure that identified individuals within that organisation are assigned to assist the Implementing Authority in completing its tasks. The arrangements MUST be specific otherwise the failure to maintain agreed level of commitment will have a negative impact on the specific project and overall programme.

Implementing authority

**Implementing Agency**
The Ministry of Public Finance
Central Finance and Contracting Unit (CFCU) 6-8 Magheru BlvD, 5th floor, sector 1
Bucharest– Romania
Telephone:(4021) 301.93.01;
301.93.07
Fax: + 40 21 210.64.56;
210.83.48
PAO: Ms Jeana Buzduga
e-mail: cfcu@ansit.ro

**Implementing Authorities:**

**Priority 1:**
General Secretariat of the Government
Department for Interethnic Relations
Office for Roma Issues / PIU
Viitorului Street , 14, sector 2, Bucharest
Telephone: + 40212113037
Fax: +40212110595

**Priority 2:**
Ministry of Education and Research
Department for Pre-university Education
Str. Gen. Berthelot 28-30
Tel: 40 21 314 36 65
Fax 40 21 313 55 47

Implementation Schedule

The Implementation Schedule is given in Annex 2

Staffing Arrangements and Project Preparation.

**Office for Roma Issues (ORI)**
The ORI may require assistance through the PPF to complete the project preparation and development of the Tender Dossier. This resource should be made available as soon as possible given the complex structure of the project.

The overall level of staffing in the ORI/PIU needs to be strengthened in order to adequately manage Project 1 [Capacity and Partnership Building etc.] and to monitor and evaluate the overall sector programme.

The final numbers of staff will be determined following the review of ORI/PIU in Project 1 although an initial estimate would indicate a further five personnel is required. The adequate staffing of the ORI before the commencement of the MAP should need
to be a precondition. In addition to this requirement is the need to establish additional levels of expertise within the ORI and this should be undertaken through Memorandums of Agreement with appropriate Ministries [see 6.1 above].

Ministry of Education, and Research
The level of staffing within the PIU is currently inadequate to meet the additional needs of this project. This issue is addressed in Section 6 from the Project fiche (Risks and Conditionality).
Monitoring and indicators of achievement

Monitoring reports will be prepared quarterly and submitted to the Steering Committee Group for attention and action. Following consideration by the Steering Committee the information will be summarised for the JCIM.

Indicators of achievement will be measured through a series of outputs related to each priority area. In essence these will track the process of implementation against the Benchmarks identified in Annex 1.

<table>
<thead>
<tr>
<th>Priority</th>
<th>Indicators</th>
</tr>
</thead>
</table>
| Strengthening Capacity and Partnerships building to improve Roma condition and perception | Organisational changes implemented  
Improved quality of the reports on the implementation of the Strategy  
Accurate estimates of the Roma without identification at County and local level established  
Number of staff trained in M&E at national level.  
Numbers of staff from public bodies and Initiative Groups attended the training programme (core and modules)  
Number of health mediators trained as trainers  
Updated health mediator training manual  
Numbers of Roma representative groups and individuals involved in the training process  
Number of partnership established between the public sector and Roma communities representatives.  
Number of action plans and strategies jointly produced by public bodies and Roma representatives  
Improved quality of action plans and strategies jointly produced by public bodies and Roma representatives  
Number of Information and Awareness events undertaken by medium, by target audience and by level (national, regional or local)  
Reduced discrimination of the Roma within society  
Number of Roma actually obtaining |
<table>
<thead>
<tr>
<th>Access to education for disadvantaged groups</th>
<th>Number of applications with good strategies designed, from the total number of trained county teams</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of school mediators trained</td>
</tr>
<tr>
<td></td>
<td>Number of unqualified teachers from the selected counties enrolled to ODL training courses</td>
</tr>
<tr>
<td></td>
<td>Number of students graduated ODL courses</td>
</tr>
<tr>
<td></td>
<td>Number of pre-school teachers trained at the county level</td>
</tr>
<tr>
<td></td>
<td>Number of primary and gymnasium teachers trained at the county level</td>
</tr>
<tr>
<td></td>
<td>Number of primary, gymnasium and vocational education teachers trained at the county level</td>
</tr>
<tr>
<td></td>
<td>Number of pre-school, primary and gymnasium teachers trained at the county level</td>
</tr>
</tbody>
</table>

- Number of Roma accessing public services as the result of obtaining identification
- Overall Roma access to public services improved
- Number of grants schemes launched.
- Number of houses rehabilitated
- Number of minor infrastructure projects undertaken
- Number of income generating projects undertaken
- Number of projects on health issues undertaken
- Number of individuals (by qualification/gender) obtaining a vocational training certificate as a result of working on a Community Development project
- Number of beneficiaries of the projects delivered through the Grant Scheme
- Improved quality of Roma living environment
- Reduced levels of poverty and social exclusion for Roma people

**2004 programming exercise Romania**

**technical paper**

28/01/05
### Sector Programme Fiche 2004-2006

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of M&amp;E reports regarding the results of the training sessions</td>
<td>and the correspondence of data with the envisaged results</td>
</tr>
<tr>
<td>Number of M&amp;E reports regarding the results of the 2CS students</td>
<td>and the correspondence of data with the envisaged results</td>
</tr>
<tr>
<td>Evaluation of the existing educational materials completed</td>
<td></td>
</tr>
<tr>
<td>The elaboration and the distribution of the new educational materials</td>
<td></td>
</tr>
<tr>
<td>Number of educational materials/educational level</td>
<td></td>
</tr>
<tr>
<td>Number of students with improved school results due to the quality of the</td>
<td>educational materials</td>
</tr>
<tr>
<td>Number of teachers with improved teaching results due to the quality of</td>
<td>the educational materials</td>
</tr>
<tr>
<td>Number of parents involved into the school activities due to the</td>
<td>information received from the educational materials</td>
</tr>
<tr>
<td>Number of persons trained to design and monitor budgets for local</td>
<td>projects</td>
</tr>
<tr>
<td>Accurate indicators for the management system of the Grant Scheme</td>
<td>established</td>
</tr>
<tr>
<td>Accurate data regarding Grant Scheme and the correspondence with the</td>
<td>envisaged results</td>
</tr>
<tr>
<td>ToR for the Grant Scheme produced</td>
<td></td>
</tr>
<tr>
<td>Grant Scheme launched</td>
<td></td>
</tr>
<tr>
<td>Number of enrolled children in pre-school education system</td>
<td></td>
</tr>
<tr>
<td>The prevention rate for the drop-out</td>
<td></td>
</tr>
<tr>
<td>The number of 2CS students graduated courses</td>
<td></td>
</tr>
<tr>
<td>Number of schools with proper facilities in the selected counties</td>
<td></td>
</tr>
<tr>
<td>Number of Resource Centres for school integration in the selected</td>
<td>counties</td>
</tr>
<tr>
<td>Number of School Workshops in schools which develop 2CS education</td>
<td>programme</td>
</tr>
</tbody>
</table>

---

*2004 programming exercise Romania*

Technical Paper

28/01/05
<table>
<thead>
<tr>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of summer (weekly, occasionally) kindergartens/schools in the selected counties</td>
</tr>
<tr>
<td>Increased number (%) of children entering and remaining in education</td>
</tr>
<tr>
<td>Number of children returning and completing second chance programmes</td>
</tr>
<tr>
<td>Number of new teachers employed</td>
</tr>
<tr>
<td>Number of school mediators employed</td>
</tr>
<tr>
<td>Number of schools having Roma parents directly involved in the educational activities</td>
</tr>
<tr>
<td>Number of children enrolled in pre-school education</td>
</tr>
<tr>
<td>Impact assessment at the national level in the counties from the previous PHARE projects and in the last counties elaborated</td>
</tr>
<tr>
<td>Number of activities included into the raising awareness campaign/county</td>
</tr>
<tr>
<td>Number of Roma and non-Roma participants in the raising awareness campaign</td>
</tr>
<tr>
<td>Number of local authorities initiatives or non-Roma individuals initiatives for support inclusive education and multicultural behaviour/county, appeared as a result of the raising awareness campaign</td>
</tr>
<tr>
<td>National Conference for dissemination of the results of the project and of the good practice examples organised and Good Practice Guide completed</td>
</tr>
<tr>
<td>Number of good practice examples/county</td>
</tr>
</tbody>
</table>
ANNEXES:

Annex 1 - Sector programme monitoring sheet
Annex 2 - Detailed Implementation Chart
Annex 3 - Contracting and disbursement schedule by quarter
Annex 4 - 4.A – Logframe priority 1 – 2004
           4.B - Logframe priority 2 – 2004
Annex 5 - Legislative Framework