1. **Basic Information**

1.1 CRIS Number: 2003-004-995-01-05
1.2 Title: Support to Integration of Roma in Education
1.3 Sector: Political Criteria, Human Rights and Minority Protection
1.4 Location: Slovak Republic

2. **Objectives**

2.1 Overall Objective(s):
Successful implementation of the Government "Integrated Concept for Roma education"

2.2 Project purpose:
- Support and ease the passage from primary to secondary education for Roma children coming from disadvantaged environment
- Implementation of multicultural education at Slovak secondary schools
- Adequate preparation of pupils for entering the labour and business environment

2.3 Accession Partnership and NPAA priority
Accession Partnership - Political criteria:
"Continue improving the situation of the Roma through strengthened implementation of the relevant strategy, including … increasing access to education, …"

NPAA - Political criteria, Human rights and minority protection - Medium term priorities:
Create conditions through new school law for multicultural education in the Slovak Republic, not only through ensuring the possibility of education in the mother tongue, but also through including multicultural issues into the curricula
Develop principles and mechanisms for effective teaching of children and young persons coming from socially disadvantaged environment

2.4 Contribution to National Development Plan
The project directly contributes to the specific aim - support to the system of education – within the Sectoral Operational Programme on Human Resources.

2.5 Cross Border Impact: N/A
3. **Description**

3.1 **Background and justification:**
The social status and living conditions of Slovak Roma remain problematic. A precondition of future success is the development of a proper and specific form of education respecting different forms of culture. This project aims at bridging the gaps over the language, educational and social gaps between the Roma and the non-Roma population. Appropriate forms of education must be put in place to influence step-by-step the scale of values within families and the Roma society, to get knowledge/education fully accepted and to increase their social integration.

The project is fully in line with the Priorities of the Slovak Government with regard to Roma Communities for 2002, the Comprehensive Development Programme for Roma Settlements and in line with the proposed "Concept Strategy for Roma Integration" prepared by the Slovak Government in 2003. The Ministry of Education is the main body responsible for the implementation of strategies for the improvement of schooling and increase of access to education of the Roma minority. This project follows the guidelines included in the "Concept for Education of Roma Children" prepared by the Ministry of Education and reflects directly the needs and requirements expressed by the Slovak schools.

According to the 2002 Regular Report on Slovakia’s Progress towards Accession: "the under-representation of Roma students in the education system has persisted; the gap between good policy formulation and its implementation on the spot has remained; further progress should be made in the reform of the vocational education and training system. The adaptation of the content and scope of vocational education to new labour market requirements remains weak."

Roma youth is clearly under-represented in secondary education due to their insufficient basic education preparation, social situation of their families and lack of pedagogical solutions that would facilitate their integration into the standard secondary education and later into professional life.

Young people attending secondary schools (with special focus on regions and schools with higher density of Roma, regions with higher unemployment rates and on pupils coming from socially disadvantaged environment) often face difficulties in the transition from school to business and labour market. Overcoming the fears connected with this process and motivation of pupils to behave actively after their graduation from school (caused inter alia by insufficient knowledge of economics and business operations) are the main challenges.

In order to tackle the problem actively, to meet the needs of Roma pupils according to the concept of educational integration and taking into consideration that previous Phare assistance focused mainly on pre-school preparation and on children from socially disadvantaged environment at first grades of a primary school, this project addresses the needs of pupils and students of primary and secondary schools with the aim to prepare them for independent, successful and responsible professional life.

In order to comply with the universally accepted equal right to education, the project focuses on the integration of Roma pupils and students at two basic levels: the transition
from primary to secondary education (easing the change of school/education type) and secondary education (facilitating good start and success at secondary education level).

3.2 **Linked activities:**

**SR9905.02 Minority Tolerance Programme** addressed the whole Slovak population. The project aimed at training local opinion makers targeting the majority as well as the minority population and thus creating more tolerance towards minorities. A public information campaign in all media was also an integral part of this project. The third part of the project aimed at raising the educational levels of minorities with special regard to the Roma. Its outputs represent several teacher training seminars focused on language teaching at schools with minority language of instruction, an *Outcome Manual of Educational Materials* distributed nationwide to primary schools and the establishment of a Roma multifunctional educational centre in Presov (with help of the Methodical centre in Presov).

**SK0002 – Improvement of the Situation of Roma in the Slovak Republic** includes three main components: mutual tolerance between Roma and Non-Roma population, improving the conditions for young Roma to enter the labour market and increased access of Roma to education. This project will support the training of assistant teachers and the training of trainers. In addition, a twinning programme has been implemented in 2000 whose main objective is the upgrading of the strategy and the support of the co-ordination of the inter-sectoral policy towards Roma communities.

**SR0103.01 Support to the Roma minority in the educational field** focuses on pre-school, primary and special education of the Roma (including the reintegration of children from special schools into standard primary schools) and the community development via activities of community centres.

3.3 **Results:**

supporting tutoring programme for pupils at primary schools developed multicultural training systems for the work with socially disadvantaged youth at secondary schools developed and introduced to schools in the regions with high concentration of Roma inhabitants with the aim to apply it at a later stage nation wide training courses preparing pupils of secondary schools for the labour/business environment developed and introduced to schools in the regions with high concentration of Roma inhabitants with the aim to apply it at a later stage nation wide
3.4 Activities:

3.4.1 Preparation of children in the last grades of primary school for entering secondary schools

This activity aims at the development of a training programme and special methodology for tutoring children in the last 2 grades of primary school motivating and preparing them for further education, in order to enhance the interest in further education, to facilitate the transition from primary to secondary education and to increase the number of Roma graduates at secondary schools.

The activity will focus on the following tasks:
- development of a specific tutoring programme (including methodologies, materials and exercise books) for children in the last 2 grades of a primary school preparing and motivating children to continue their studies at secondary schools
- development of a teacher training programme on tutoring
- training of trainers
- training of teachers

During the first phase of project implementation, a team of 4 experts (2 m/m each) – 2 experts on nature sciences teaching and 2 experts on social sciences/languages teaching on the other side - will elaborate a training programme and special methodology for tutoring children in the last 2 grades of a primary school to prepare them for further education, taking into account the social disadvantage; and a teacher training programme for preparing teachers of primary schools for tutoring.

The second phase of project implementation will consist of a training of 8 trainers, who will provide training to 160 teachers of 80 selected schools. The schools (participants in the training – pedagogical employees of schools) will be selected according to the following criteria:

- density of Roma population in the region/locality
- successfulness rate of the primary school graduates in the respective region
- percentage of Roma children at the respective school
- related activities in the region/locality (community centres, infrastructure projects, etc.)

The TA within this activity will propose a strategy for effective co-operation with secondary schools, community centres and trained teacher assistants.

Total indicative budget: 0.12 MEUR

3.4.2 Development of multicultural training systems for the work with socially disadvantaged youth at secondary schools

Due to existing weaknesses in secondary level preparation within the Slovak educational system, this activity aims at improving the qualification status of Slovak secondary schools and introducing the postulates of multi-culturalism into secondary education.
In the framework of this activity, development programmes, specific training and motivation programmes for socially disadvantaged Roma young people with insufficient potentialities as part of secondary education will be created, in order to facilitate the integration of pupils at secondary schools. With the aim to improve their learning capabilities and to eliminate or at least decrease the expressions of intolerance, multicultural development/motivation programmes and methods will be introduced into the curricula of secondary schools, followed by adequate teacher training (including directors of schools) with 100 participants in total.

Technical assistance:
1 international expert (5 m/m) with an excellent knowledge in secondary education systems will manage the activity and supervise the elaboration of the programmes as well as the training.

4 local experts (6 m/m each) will be responsible for elaborating the documentation required by the project and for providing expert guidance and training to teachers and school directors on the respective topics.

Total indicative budget: 0.19 MEUR

3.4.3 Development of training courses preparing pupils of secondary schools for the labour market and for business environment

This activity aims at the development of training courses at secondary schools focused on the preparation of pupils for labour market and for business environment, in order to increase the interest in professional preparation, to explain the importance of social independence, to increase the chances of young people to find a job and to provide them with better business related knowledge.

In order to acquire basic knowledge of economics, management, law and business environment in general, the technical assistance of this activity will develop specific training courses on related topics complementing the curricula of secondary schools according to following steps:
identification of teaching methods and techniques
identification of necessary teaching aids
development of the educational content of the courses and preparation of necessary training materials
training of teachers of selected secondary schools

Presentations of practice oriented activities, business environment and application for job simulating exercises, workspace descriptions. will be part of the training modules. The content of the education will be explained in a simple, informative, brief and understandable way using appropriate language and teaching methods to fit the needs of the target group and to support and motivate them accordingly.

The activity will be implemented at 30 secondary schools in regions with high concentration of Roma in the Slovak Republic in close co-operation with the Ministry of Education of the SR, the State Vocational Education Institute and the State Pedagogical Institute.
Technical assistance:
A team of 5 experts (10 M/M each) will be responsible for implementing the activity, i.e. developing the teaching methods, elaborating the content of the courses and respective materials and providing teacher training.

The secondary schools involved will be equipped with necessary equipment, teaching aids, etc.:

<table>
<thead>
<tr>
<th>Items</th>
<th>No. of units</th>
<th>Unit cost</th>
<th>Total (in EUR)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>teaching materials</td>
<td>30</td>
<td>1.000</td>
<td>30.000</td>
</tr>
<tr>
<td>teaching aids/devices</td>
<td>30</td>
<td>2.500</td>
<td>75.000</td>
</tr>
<tr>
<td>educational video tapes and CDs</td>
<td>30</td>
<td>100</td>
<td>3.000</td>
</tr>
<tr>
<td>TV set</td>
<td>30</td>
<td>400</td>
<td>12.000</td>
</tr>
<tr>
<td>video recorder</td>
<td>30</td>
<td>300</td>
<td>9.000</td>
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<tr>
<td>tape recorder</td>
<td>30</td>
<td>200</td>
<td>6.000</td>
</tr>
<tr>
<td>stationery</td>
<td>30 lump sum</td>
<td></td>
<td>4.000</td>
</tr>
<tr>
<td>computer</td>
<td>30</td>
<td>1.500</td>
<td>45.000</td>
</tr>
<tr>
<td>printer</td>
<td>30</td>
<td>500</td>
<td>15.000</td>
</tr>
<tr>
<td>copier</td>
<td>30</td>
<td>700</td>
<td>21.000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>220.000</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* 110.000 EUR of the equipment will be co-financed by the Slovak Government.

Total indicative budget for the technical assistance related to this activity: 0.58 MEUR

Lessons learned:
“The Ministry of Education should ensure that an Implementation Unit with at least three additional staff will be established at the Department for European Integration not later than 1 January 2002”.
From the 1 January 2002, a Phare Implementation Unit (PIU) is fully operational at the Department for European Integration at the MoE (4 persons staffed). The PIU ensures professional management and effective delivery of the educational components of Phare programmes.
4. **Institutional Framework**

The Ministry of Education of the Slovak Republic, Phare Implementation Unit (PIU) is responsible for the implementation = expert supervision, management and co-ordination of the project.

This project will be managed under the general policy guidance supervision of the Government Office, Section of Human Rights and Minorities, Department of Project Co-ordination, responsible for general co-ordination of Phare projects in the field of minority matters.

The Secretariat of the Plenipotentiary for Roma Communities will be closely consulted with the aim to ensure compliance with the "Comprehensive Development Programme for Roma Settlements" and the "Concept Strategy for Roma Integration".

Other key partner institutions are the State Pedagogical Institute and the State Vocational Education Institute – both governed by the Ministry of Education. The latter and its partner institutions will be responsible for the approval of the proposed educational methods/materials and are to be consulted throughout the whole period of project duration.

5. **Detailed Budget (€ Million)**

<table>
<thead>
<tr>
<th>Phare Support</th>
<th>Institution Investment Support</th>
<th>Institution Building</th>
<th>Total Phare (=I+IB)</th>
<th>National Co-financing(*)</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical assistance</td>
<td>-</td>
<td>0.89</td>
<td>0.89</td>
<td>-</td>
<td>0.89</td>
</tr>
<tr>
<td>Supplies</td>
<td>0.11</td>
<td>0.11</td>
<td>0.11</td>
<td>0.22</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>0.11</td>
<td>0.89</td>
<td>1.00</td>
<td>0.11</td>
<td>1.11</td>
</tr>
</tbody>
</table>

(*): In line with the Slovak Government’s decision dated 9 February 2000, all Phare funded projects will be co-financed from the State Budget. The co-financing of the investment component will be ensured with a contribution of 50% (2004 State budget).

6. **Implementation Arrangements**

6.1 **Implementing Agency**

CFCU - Mrs. Silvia Czuczorova, Director/PAO
Radlinskeho 32
813 18 Bratislava
Tel.: 00421 2 5726 2707
Fax: 00421 2 5726 2727
813 18 - Bratislava, Slovak Republic

6.2 **Twinning:** N/A

6.3 **Non-standard aspects:** The Practical Guide to Phare, Ispa & Sapard contract procedures will be strictly followed.

6.4 **Contracts**

Expected number of contracts:
1 service contract in total value of 0.89MEUR
1 supply contract: 0.22 MEUR (Slovak co-financing included)
7. Implementation Schedule

7.1 Start of tendering/call for proposals: 1st quarter 2004
7.2 Start of project activity: 2nd quarter 2004
7.3 Project Completion: 4th quarter 2005

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

9. Environment: N/A

10. Rates of return: N/A

11. Investment criteria

11.1 Catalytic effect:
The support of Phare will act as a catalyst for accession-driven actions in the field of
Roma minority education.

11.2 Co-financing:
The Slovak Republic will contribute 0.11 MEUR co-financing representing 50% of the
investment component of the project.

11.3 Additionality:
The intervention of Phare does not displace other financiers.

11.4 Project readiness and Size:
The project has been designed in a way that tendering, contracting and implementation
should start within the 2nd quarter 2004.

11.5 Sustainability:
Institutions involved in the project preparation and implementation including
municipalities’ representatives guarantee the funding and maintenance of the project.
After the approval of the project outputs by the Ministry of Education they will become
part of the regular educational system to be implemented nation wide.

11.6 Compliance with state aids provisions
The project respects provisions of the Europe Agreement.

11.7 Contribution to National Development Plan
The project directly contributes to the specific aim - support to the system of education –
within the sectoral operational programme on Human Resources.

12. Conditionality and sequencing
Co-financing contribution timely available.
### LOGICAL FRAMEWORK PLANNING MATRIX FOR PROJECT:

**Programme name and number:**
2003-004-995-01-05

**Support to Integration of Roma in Education**

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>Total budget (MEUR): 1.11</td>
<td>PHARE budget (MEUR): 1.0</td>
</tr>
</tbody>
</table>

#### Overall objective:
Successful implementation of the integrated concept of educating Roma

#### Objectively verifiable indicators
- Increased number of Roma graduates at primary schools
- Increased number of Roma graduates at secondary schools

<table>
<thead>
<tr>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistics of the Ministry of Education</td>
</tr>
</tbody>
</table>

#### Project purpose:
- Support and making it easier to pass from primary to secondary education for children coming from disadvantaged environment
- Implementation of multicultural education at Slovak secondary schools
- Adequate preparation of pupils for entering the labour and business environment

#### Objectively verifiable indicators
- Tutoring programme for preparation of children for secondary education introduced to schools
- Multicultural development training programmes approved and becoming integral part of the Slovak secondary education system
- Training programmes preparing pupils for labour/business environment approved and introduced to secondary schools

<table>
<thead>
<tr>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistics of the Ministry of Education</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roma community interested in education</td>
</tr>
</tbody>
</table>

#### Results:
- Supporting tutoring programme for pupils at primary schools developed
- Multicultural training systems for the work with socially disadvantaged youth at secondary schools developed and introduced to schools
- Training courses preparing pupils of secondary schools for the labour/business environment developed and introduced to schools

#### Objectively verifiable indicators
- Elaborated and approved teaching materials of the tutoring programme
- 160 teachers trained on tutoring
- Elaborated and approved multicultural methods and teaching materials
- 100 teachers of secondary schools trained on multiculturalism
- Elaborated and approved teaching materials and methods for courses about labour market/business
- Teachers of at least 30 secondary schools trained in the business preparation courses
- 30 secondary schools implementing the courses for business preparation

<table>
<thead>
<tr>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>School reports</td>
</tr>
<tr>
<td>Project reports</td>
</tr>
<tr>
<td>Statistics and reports of the Educational Institute for Information and Prognosis, State pedagogical institute and State institute of vocational education</td>
</tr>
<tr>
<td>District offices reports</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involvement of Roma parents in their children’s education</td>
</tr>
<tr>
<td>Intensive promotion of the possibilities in education</td>
</tr>
<tr>
<td>Co-operation with the private sector</td>
</tr>
</tbody>
</table>
**LOGICAL FRAMEWORK PLANNING MATRIX FOR PROJECT:**

<table>
<thead>
<tr>
<th>Support to Integration of Roma in Education</th>
<th>Programme name and number: 2003-004-995-01-05</th>
<th>Sheet no. 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracting period expires: 30.11.2005</td>
<td>Disbursement period expires: 30.11.2006</td>
<td></td>
</tr>
<tr>
<td>Total budget (MEUR): 1.11</td>
<td>PHARE budget (MEUR): 1.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Preparation of children in the last grades of primary school for entering secondary schools</td>
<td>TA</td>
<td>0.89 MEUR - Technical Assistance 0.11 MEUR (supply)</td>
</tr>
<tr>
<td>2. Development of multicultural training systems for the work with socially disadvantaged youth at secondary schools</td>
<td>TA</td>
<td>• Strong commitment of teachers and Roma education experts</td>
</tr>
<tr>
<td></td>
<td>Supply</td>
<td>• Support from school administrations</td>
</tr>
<tr>
<td>3. Development of training courses preparing pupils of secondary schools for the labour market and for business environment</td>
<td>TA</td>
<td>• Support from self-governments</td>
</tr>
<tr>
<td>4. Overall co-ordination</td>
<td>T.A.</td>
<td>Preconditions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Co-financing timely available</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Good co-operation and intensive involvement of municipalities</td>
</tr>
</tbody>
</table>
## Time Implementation Chart

### Support to Integration of Roma Education

<table>
<thead>
<tr>
<th>Project component</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1st Q</td>
<td>2nd Q</td>
<td>3rd Q</td>
</tr>
<tr>
<td>Technical Assistance</td>
<td>√</td>
<td>√</td>
<td>√</td>
</tr>
<tr>
<td>Equipment supply</td>
<td>√</td>
<td>√</td>
<td>√</td>
</tr>
</tbody>
</table>
## Cumulative Contracting and Disbursement Schedule

**Support to Integration of Roma Education**

<table>
<thead>
<tr>
<th></th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracted</td>
<td>0.89</td>
<td>1.0</td>
<td></td>
</tr>
<tr>
<td>Disbursed</td>
<td>0.1</td>
<td>0.3</td>
<td>0.5</td>
</tr>
</tbody>
</table>