Standard Summary Project Fiche

1. Basic Information
   1.1 CRIS Number: 2004/016-764.04.02
   1.2 Title: Development of regional structures for the implementation of the anti-discrimination acquis
   1.3 Sector: Social Policy and Employment
   1.4 Location: Slovak Republic

2. Objectives
   2.1 Overall Objective(s):

   Increasing the Slovak Republic’s capacity to monitor and enforce the principle of anti-discrimination and equal treatment

   2.2 Project purpose:

   Strengthening the institutional and administrative capacities of the Slovak National Center for Human Rights (SNCHR)

   2.3 2003 Comprehensive Monitoring Report priority (and implementing measures envisaged by the Action Plan for AP priorities related to strengthening administrative and judicial capacity):

   The Comprehensive Monitoring Report from November 2003 emphasizes the need for anti-discrimination legislation “to be fully aligned with the acquis and the equality body required by the acquis needs to be established” (p.33-34). These comments have been addressed by the new draft anti-discrimination law that was approved by the Slovak parliament on 20 May 2004 and will become effective on 1 July 2004 (the Slovak President has already signed the law, which means that it will shortly be published in the official journal). The law also addresses the establishment of the Equality Body by significantly broadening the competencies of the Slovak National Center for Human Rights (SNCHR) in the area of monitoring and enforcing the principle of equal treatment. At the same time, significant institutional development is necessary to enable the SNCHR to take on its duties as the Equality Body (Council Directive 2000/43/EC). This need for institutional development is currently being addressed by a combination of Government and EU-supported activities (see below – Linked activities), with additional support envisaged via this project.

   With regard to the situation of the Roma minority, the CMR reiterates that the situation “remains very difficult” (p.34). While most of the areas pointed out by the CMR (i.e. social inequality, social exclusion, education, employment, housing and health care) are being covered through various initiatives under the Structural Funds, previous activities carried out (see below – Linked activities) point to the need for strengthening the on-the-spot capacities for the monitoring and enforcement of equal treatment practices. The aim of this project is, thus, to significantly strengthen the institutional and administrative capacities on the regional level to help the effective implementation of EU anti-discrimination requirements.
3. **Description**

3.1 **Background and justification:**

This project aims to further intensify efforts to bring about institutional change within public administration by further strengthening the application of the principle of equal treatment. While steps have been taken to introduce legal measures ensuring equal treatment, the most important process is the implementation of these into everyday life. In this respect, public administration has been a trendsetter to the extent that the Law on State Service was the first piece of legislation amended to fully transpose equal treatment legislation of the EU. At the same time, various activities discussed below (see below – Linked activities) have targeted public administration and the public services sector to secure their accessibility to all and uphold the principle of equal treatment.

The institution that has been taking on the responsibilities of monitoring and upholding the principle of equal treatment is the Slovak National Center for Human Rights (SNCHR). Established by law in 1993 as an independent corporate body, it is charged with promoting a high standard of human rights legislation, monitoring its implementation, promoting human rights awareness and, most importantly, promoting and protecting the rights of individuals and vulnerable groups. In April 2003, the original law establishing the SNCHR was amended to strengthen its independence, ensure full transparency of its activities and enhance its competencies and capacities. As such, the groundwork was set for the SNCHR to not only handle a general human rights agenda but to also become the focal point for the implementation of relevant anti-discrimination acquis (esp. Council Directives 2000/43/EC, 2000/78/EC, 2002/73/EC).

The new Organization Order of the SNCHR, prepared in January 2004, reflects this decision for the SNCHR to become the Equality Body under Art. 13 of Council Directive 2000/43/EC by incorporating tasks in the area of combating discrimination, esp. monitoring and evaluation, assistance to victims, mediation of cases, creation of national information network as well as research and educational activities. The SNCHR has thus begun the process of assuming its role as the Equality Body, which will be mandated by law from 1 July 2004, when the approved antidiscrimination law becomes effective.

This readiness is also echoed by the Government Action Plan for the Prevention of All Form of Discrimination for the years 2004-2005 approved on May 13, 2004 by the Government resolution No. 446. SNCHR was in this way supported with financial resources for specific activities listed in the Action Plan (field studies focusing on the situation of children and on employment-related discrimination). In addition, a budget of 2 000 000 SKK was made available for the year 2004 for activities related to the establishment and running of the Equality Body (initial national-level monitoring of the situation with regard to discrimination, the outputs of which will constitute a part of the SNCHR’s Report on Human Rights in Slovakia published in January 2005). These activities, on which a newly established team of experts from various fields has been working since April 2004, will constitute the core of initial activities of the SNCHR in the area of discrimination and will ensure that the SNCHR has a complex overview of the specifics of discrimination in Slovakia.
This project thus builds on the steps taken in developing a system of monitoring and enforcing the principle of equal treatment by further strengthening its implementation capacities at the regional (and local) level. It closely follows the linked activities listed below in executing consecutive measures with the overall aim of creating a competent and effective Equality Body.

3.2 Linked activities:

Over the course of the past years, various PHARE activities have focused on addressing the deficiencies of public administration and public services with regard to access by minorities.

As part of PHARE SR9905.02 Minority Tolerance Program, a Training program for local authorities and opinion makers was carried out. It included a broad study of key problems of coexistence between the Roma minority and the majority population through research in interethnic relations in localities with high density of the Roma. Based on the results of this study, community trainings were carried out that aimed to support interethnic cooperation specifically targeting local sources of inter-ethnic tensions.

PHARE SK0002 Improvement of the Situation of the Roma in the Slovak Republic included targeted measures to tackle system deficiencies in public services in the area of employment services and education. The project aimed to address these deficiencies by introducing assistants in employment offices and in schools, specifically designed to locally focus the attention of these public services on the needs of minorities. Building on the lessons learned in introducing teacher assistants, PHARE SR0103.01 Support to the Roma Minority in the Educational Field targeted discriminatory practices in assigning Roma children to special schools for mentally handicapped by setting the ground for revamping the process of pupil selection as the first step toward actual local school integration.

Currently in preparation for the implementation phase, PHARE 2003-004-995-01-06 Improved Access to Healthcare for the Roma Minority in the Slovak Republic aims to systematically address the one area of public services that had yet to be reformed in terms of accessibility by the Roma minority – health care. Its aim is to support pilot projects that will pave the way to systematic changes that will ensure effective equal access to these public services.

In the area of implementing and strengthening anti-discrimination legislation, a combination of PHARE and Government-funded activities are aimed at providing institutional building support for the Slovak National Center for Human Rights (SNCHR), which is taking on the role of the Equality Body under the approved antidiscrimination law. The Government Action Plan to Prevent All Forms of Discrimination, Racism, Xenophobia, Anti-Semitism and Other Expressions of Intolerance for the years 2004-2005 (approved by the Government on 13 May 2004) provides direct support to the SNCHR’s activities as the Equality Body in 2004, especially in fostering dialog on ways to prevent discrimination with representatives of civil society, field activities targeting discrimination in employment and field activities in segregated Roma settlements focused on preventing discrimination faced by children. The pilot
field activities for 2004, to be carried out by the SNCHR in cooperation with the Association of Slovak Towns and Municipalities and the Office of the Government Plenipotentiary for Roma Communities, are aimed at starting to develop a network of local/regional contacts that will present the first step of SNCHR in extending its activities to the regional level, which is the aim of this Project Fiche.

3.3 Results:

The project will achieve a quantifiable, verifiable and time-bound increase in the regional capacities of the Slovak National Center for Human Rights (SNCHR) to monitor and enforce the principle of equal treatment. The following results will be achieved:

- regional-level needs assessment and in-depth field monitoring will be carried out and its results published in the SNCHR’s Annual report presented to the Slovak parliament,
- 7 regional offices of the SNCHR will be established (based on the results of the needs assessment) and fully functioning in specific regions,
- 2 sets of trainings of SNCHR regional staff will be carried out.

3.4 Activities:

The activities of the project will be centered around a team of experts working within a Technical Assistance (TA) contract in co-operation with the permanent SNCHR’s staff. The role of the TA team will be to prepare the ground for extending the capacities of the Slovak National Center for Human Rights (SNCHR) in the 7 regions of Slovakia outside of the capital and to provide complete assistance to the SNCHR in the establishment of its regional presence. The technical assistance will be accompanied by national co-financing, which will cover the costs of the establishment of the SNCHR’s regional offices.

The TA team will consist of 5 experts:

- senior expert with international experience in the area of equal treatment – 13 W/M (i.e. legal expert in international law in the area of anti-discrimination and broader knowledge of anti-discrimination legislation and its implementation in other EU member states),
- senior expert with national legal expertise in the area of public administration and civil law – 13 W/M (i.e. legal expert in Slovak law with capacity to facilitate application of legal anti-discrimination practices from other EU member states, esp. in areas of regional public administration, labor law and legislation dealing with the provision of services, within the framework of the Slovak legal system in light of the ongoing reform of regional public administration),
- team of three (3) junior local experts/researchers – 13 W/M (i.e. local experts with professional experience in minority issues and regional public administration, who will be assigned to oversee regional activities including initial needs-assessment, establishment of regional offices and trainings in western, central and eastern Slovakia).
The two senior experts will oversee the methodology of the initial needs assessment and provide general support to the SNCHR. The team of three regionally based experts will support the SNCHR’s activities on the regional level in close co-operation with the SNCHR's staff.

**Activity 1 – Regional-level needs assessment**

The overarching activity of the project consists of carrying out in-depth needs assessment on the regional level. The TA team will be responsible for developing the methodology for such mapping, carrying it out and presenting its results in a clear way as to enable the SNCHR to adopt a strategy for extending the SNCHR’s capacities on the regional level (see Activity 2).

The senior experts will be responsible for incorporating all monitoring and research undertaken by the SNCHR to-date and closely cooperating with the SNCHR on developing a methodology for the needs-assessment that is fully in line with the present and long-term needs of the SNCHR. The needs-assessment should clearly identify areas of public administration, where discrimination presents a concern, and detail scenarios, which allow for discriminatory practices, as well as groups targeted by discrimination. Based on input from a variety of stakeholders, including the civil sector, public administration employees, representatives of various minorities and victims of discrimination, the needs assessment will draw on quantitative and qualitative analysis.

The needs-assessment will be conducted in two phases. In Phase I (approx. during the first two months of project), the TA team will focus on gathering information particularly relevant to the development of the SNCHR’s strategy on extending its capacities to the regions. In Phase II (lasting until one month before the end of project implementation), the TA team will shift its focus to providing more in-depth assessment that will provide the background for the initiation of the SNCHR’s regional offices’ activities.

Upon completion of the needs-assessment, the TA team will provide a complex study presenting the results of the needs-assessment and mapping the situation in the various regions. This study will also serve as the basis for the part of the Annual Report on Human Rights of the SNCHR, published in January 2006, that will provide an overview of the situation in the regions with regard to the public administration capacities to enforce the principle of equal treatment.

Financing for this activity will include a Technical Assistance fee-based contract for 5 experts, two senior experts with international and national legal experience in combating discrimination and three junior experts/researchers to oversee activities in the regions.

*Budget for Activity 1 (TA team working also on Activity 2 and 3)*

- 1 senior international expert 13 W/M (21 W/D per month)
- 1 senior local expert 13 W/M (21 W/D per month)
- 3 junior local experts/researchers 13 W/M each (21 W/D per month)

Total budget for TA team– 0.690 MEUR

**Activity 2 – Establishment of regional offices**
Building on the needs-assessment carried out under Activity 2, the SNCHR will adopt a strategy for extending its capacities to the regional level. To this end, 7 regional offices will be established, with basic equipment and operational costs being covered through parallel co-financing from the state budget.

Simultaneously, the TA team will work closely with the SNCHR in setting the criteria for and subsequently carrying out the selection of regional staff for the SNCHR regional offices. Following the appointment of SNCHR’s regional staff, the TA regional experts will work closely with the SNCHR’s regional staff on creating a consultative and monitoring network of external experts on the regional level. These regional networks will be crucial in SNCHR’s work on the regional level and their establishment will be closely guided by the results of the regional needs-assessment carried out by the TA team under Activity 1.

Financing for this activity will come from national co-financing and will include a Supply contract for IT and office equipment for the 7 established regional offices and parallel co-financing in the form of running costs and salaries of the 7 established regional offices.

_Budget for Activity 2 (Supply Contract and parallel co-financing):_
- Regional offices IT equipment (co-financing) 0.020 MEUR
- Regional offices office equipment (co-financing) 0.010 MEUR
- Regional offices running costs (co-financing) 0.020 MEUR
- Regional offices salaries (co-financing) 0.050 MEUR

**TOTAL** 0.100 MEUR

**Activity 3 – Training of SNCHR staff**

Based on the results of the regional needs assessment carried out under Activity 1 and the resulting regional priorities adopted by the SNCHR, the TA team will be responsible for developing two sets of trainings for SNCHR’s staff.

The initial set of trainings, to be carried out during the first half of project implementation and after the appointment of the SNCHR’s regional staff, will focus on providing the SNCHR’s regional staff, and relevant headquarters staff, with full training in the area of equal treatment. It will be grounded in the regional needs-assessment carried out under Activity 1 as well as all other research and monitoring undertaken to-date by the SNCHR. It will sufficiently train the regional staff on national and international legal context, the specifics of equal treatment in the area of employment and access to services, as well as in-depth training on monitoring equal treatment, especially within the framework of public administration.

The second set of trainings will be carried out during the second half of project implementation after the regional consultative and monitoring network have been established (these networks in each of the 7 regions will consist of external experts contracted part-time by the SNCHR for the purpose of assisting in the monitoring of discrimination on the regional/local level). They will be provided to staff of the SNCHR headquarters in order to familiarize them with issues on the regional/local level, but will mostly focus on developing the region-specific skills of the experts in the consultative and monitoring network in monitoring
and enforcing the principle of equal treatment within public administration. They will closely follow the region-specific findings of the regional needs assessment as well as first input from the work of the regional offices. Particular attention will be paid to strengthening accessibility of administrative and judicial remedies for discrimination in institutions responsible for the provision of public services. These trainings will be covered through the incidental expenditure budget of the Technical Assistance contract, with the venue for the trainings provided by the SNCHR.

Overall budget summary for Activities 1-3

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost (MEUR)</th>
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<tbody>
<tr>
<td>Technical Assistance team</td>
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</tr>
<tr>
<td>Regional Offices equipment (co-financing)</td>
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</tr>
<tr>
<td>Regional Offices running costs and salaries (co-financing)</td>
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</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>0.790</strong></td>
</tr>
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</table>

3.5 Lessons learned:

The projects carried out in the past in the area of access to public services by members of minorities, and especially the Roma minority, clearly point out that while national policy is instrumental in starting up system-wide changes, the ability to locally implement policy changes remains most crucial in successful system change.

PHARE SR9905.02 Minority Tolerance Program showcased that addressing interethnic relations on the local level provides for the most effective way of preventing discrimination and other negative effects of interethnic relations. PHARE SK0002 Improvement of the Situation of the Roma in the Slovak Republic pointed out that systematic changes, like the introduction of Roma assistants in schools, require a concerted effort on the local level aimed at ensuring that all stakeholders (and especially local/regional authorities, which are in charge of primary and secondary education) actively participate in creating an environment providing equal opportunities for the Roma minority. Without it, national-level policies are faced with a serious likelihood of failure on the local level. PHARE SR0103.01 Support to the Roma Minority in the Educational Field further underlined the importance of careful coordination of local actors in further addressing issues of discrimination in the school system with tools oriented at the reintegration of Roma children.

The lessons learned from the above mentioned PHARE-funded activities as well as the lessons learned from the Government activities in the area of combating discrimination all point to the acute need to address issues of discrimination on the local level as the most effective way for ensuring implementation of national policies (a fact reflected also in the Comprehensive Monitoring Report, which points to a “gap between good policy formulation and its implementation on the spot”). As such, this project goes to the core of these lessons by envisaging a regional monitoring and support structure to complement the wide range of activities on the local/regional level aimed at improving non-discriminatory access to public services.
4. Institutional Framework

The entire project will be carried out under the supervision of the following institutions:

*The Contracting Authority / Implementation Agency:*  
Central Finance and Contracting Unit  
Ministry of Finance SR  
Štefanovičova 5  
817 82 Bratislava

*The Beneficiary institution,* securing monitoring and overall coordination  
SR Government Office  
Section of Human Rights and Minorities  
Department of Project Coordination  
Namestie slobody 1  
813 70 Bratislava

*The final beneficiary,* providing professional monitoring and coordination in cooperation with the Beneficiary and securing sustainability of the 7 regional offices:  
Slovak National Center for Human Rights  
Drotarska cesta 46  
811 04 Bratislava

5. Detailed Budget

<table>
<thead>
<tr>
<th>Phare</th>
<th>Support</th>
<th>Total Phare (=I+IB)</th>
<th>National Co-financing*</th>
<th>IFI*</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract 1</td>
<td>690 000</td>
<td>690 000</td>
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<td>690 000</td>
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<tr>
<td>Contract 2</td>
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<tr>
<td>Contract 3/</td>
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<td>70 000</td>
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<tr>
<td>financing</td>
<td></td>
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</tr>
<tr>
<td>Total</td>
<td>690 000</td>
<td>690 000</td>
<td>100 000</td>
<td></td>
<td>790 000</td>
</tr>
</tbody>
</table>

The *co-financing will be* provided from the State Budget for the year 2005. The amount is 100 000 EUR, which accounts for 13% of the total costs of the project. The co-financing will cover operational costs and equipment of 7 regional centers as well as salaries for 7 regional workers.

6. Implementation Arrangements

6.1 Implementing Agency

The Implementation Agency is CFCU  
PAO: Ms. Silvia Czuczorova  
Štefanovičova 5  
817 82 Bratislava

The *Beneficiary institution* is SR Government Office  
Section of Human Rights and Minorities
Namestie slobody 1
813 70 Bratislava

6.2 Twinning
N/A

6.3 Non-standard aspects
N/A

6.4 Contracts
The estimated No. of contracts is 3
Technical Assistance – 690 000 EUR
Co-financing - Supply of IT and office equipment – 30 000 EUR
Co-financing – running costs and salaries for regional offices – 70 000 EUR

7. Implementation Schedule

7.1 Start of tendering/call for proposals
ToR for Technical Assistance and TS for Supply Contract ready - November 2004

7.2 Start of project activity
date of commencement of first contract – May 2005

7.3 Project completion
date of last payment under last contract – June 2006

8. Sustainability

The new Organization Order of the SNCHR and its Plan of Activities for 2004, both approved by the SNCHR’s Management Board, envisage the extension of the SNCHR’s activities to the regional level. For 2004, the Plan of Activities explicitly includes the creation of a network of regional contact points, which will form the first step in the creation of the SNCHR’s regional offices. Furthermore, Government Resolution No. 446/2004 of 13 May 2004 has tasked the Minister of Justice to “secure increase in the financial allocation for the SNCHR for the year 2005 in connection with the broadened competencies and activities of the SNCHR” (the state budget will be proposed by the Government in September 2004 for approval by the Parliament in November 2004). The long-term plans of the SNCHR are thus being drafted around the sustainability of the proposed establishment of regional offices, with increased support from the state budget planned for 2005 (i.e. the commencement of this project). In line with the strengthening of the SNCHR in 2003 and the extension of its competencies as the Equality Body, the budget for years 2006 and onwards will reflect the growing needs of the SNCHR (unlike the past practice of the SNCHR receiving a fixed amount each year so far).
9. **Conditionality and sequencing**

Pre-conditions to the project implementation:
- Budget of SNCHR increased in the state budget for 2005
- Administrative capacities/human resources of SNCHR increased by January 2005 in line with the SNCHR’s Organizational Order

Close co-ordination with the Community Action Programme to Combat Discrimination has taken place. As far as the Slovak Republic is concerned, the latter will not fund any training activities under the National Awareness Raising Activities - Call for Proposals VP/2004/010.

Most important milestones of the project:
- ToR approval: November 2004
- Completion of tendering of TA contract: April 2005
- Start of implementation of TA contract: May 2005
- Establishment of regional offices: July 2005
- End of project implementation and invoicing: June 2006

**ANNEXES TO PROJECT FICHE**

1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of program (including disbursement period)
### Transition Facility log frame

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR Project</th>
<th>Programme name and number</th>
<th>Programme name and number</th>
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<tbody>
<tr>
<td>Development of regional structures for the implementation of the anti-discrimination acquis</td>
<td>Contracting period expires: 15 December 2006</td>
<td>Disbursement period expires: 15 December 2007</td>
</tr>
<tr>
<td></td>
<td>Total budget: 0.79 MEUR</td>
<td>TF budget: 0.69 MEUR</td>
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#### Overall objective
- Increasing the capability of the SR to monitor and enforce the principle of equal treatment

#### Project purpose
- Strengthening the institutional and administrative capacities of the SNCHR

#### Results
- Regional needs assessment and in-depth field monitoring carried out
- Regional offices established and functional

<table>
<thead>
<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>SR is implementing anti-discrimination legislation through the regional capacities of the SNCHR</td>
<td>Annual report on Discrimination published by the European Commission</td>
</tr>
<tr>
<td>7 offices fully integrated into the system of monitoring and enforcing the principle of equal treatment by January 2006</td>
<td>Annual Report on Human Rights SNCHR (Section on Equal Treatment), published by 31 January 2006</td>
</tr>
<tr>
<td>1 study published by January 2006</td>
<td>Equal treatment legislation (anti-discrimination law) effectively implemented and enforced on the regional level</td>
</tr>
<tr>
<td>7 offices established and staffed by July 2005</td>
<td>Progress reports of TA team published monthly during project implementation</td>
</tr>
<tr>
<td>Adequate financial allocation for sustainability of regional structures (state budget 2006,</td>
<td></td>
</tr>
</tbody>
</table>
• Training of SNCHR staff and networks of external experts carried out

- 1st set of trainings carried out by November 2005
- 2nd set of trainings carried out by May 2006

approved by November 2005
• Needs assessment and staff training relevant to SNCHR needs

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
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<tr>
<td>Regional level needs-assessment</td>
<td>Technical Assistance contract, total cost 690,000 EUR</td>
<td>Effective establishment and training of regional consultative and monitoring networks</td>
</tr>
<tr>
<td>Establishment of regional offices</td>
<td>Supply of equipment, total cost 30,000 EUR (co-financing)</td>
<td>Regional staff for 7 offices recruited</td>
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<td>Training of SNCHR staff</td>
<td>Parallel co-financing including running costs and salaries for 7 regional offices, 70,000 EUR</td>
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**Preconditions**

- SNCHR budget increased in state budge 2005
- Administrative capacities of SNCHR increased by December 2004 (in line with SNCHR Organizational Order)
# Time Implementation Chart

Project number: **2004/016-764.04.02**

Project title: **Development of regional structures for the implementation of the anti-discrimination acquis**

<table>
<thead>
<tr>
<th>Institution Building</th>
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<th>2006</th>
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<tr>
<td><strong>Project Activity 1</strong></td>
<td></td>
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<tr>
<td>Regional-level needs-assessment</td>
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<td><strong>Project Activity 3</strong></td>
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<tr>
<td>Training of SNCHR staff</td>
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Cumulative Contracting and Disbursement Schedule

**Project number:** 2004/016-764.04.02

**Project title:** Development of regional structures for the implementation of the anti-discrimination acquis

<table>
<thead>
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MEUR