

Open Society Foundations
Making the Most of EU Funds for Roma (MtM) program

Project Proposal

1. Basic Data

Implementing organization	United Nations Development Programme (Country Office Croatia)
Partner organizations	<ul style="list-style-type: none"> - <i>National partners:</i> Government Office for Human Rights and Rights of National Minorities (GOHRRNM); Roma National Council; Project Generation Facility (PGF)¹ / Centre for Peace, Legal Advice and Psychosocial Assistance Vukovar. - <i>Local partners:</i> Office for social issues of Međimurje County; City of Čakovec; Croatian Employment Service local office of Čakovec; Centre for Social Welfare of; Roma Minority Council Međimurje County; Roma Minority Council City of Kuršanec.
Project title	Platform for Roma inclusion in Međimurje County - phase II
Country	Croatia
Locality	- Međimurje County will be target locality of the Project with a set of interlinked interventions.
Main thematic area (education, employment, housing, health or integrated)	Integrated

Total project costs, USD	100 000,00 USD
Amount requested from OSF, USD	70 000,00 USD
Name of co-founders and amount covered by them, USD	UNDP CO Croatia in the amount of 30 000,00 USD
Project period (months)	01/09/2014-30/08/2015 (12 months)

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2. Description of the Organization

2.1 Revenue model (What percentage of the revenue of the organization comes from EU funds, national budget, OSF, business activities, etc.? Specify main sources.)

(approx 100 words)	<p>In 2013, main financial sources of UNDP Croatia office were as follows:</p> <ul style="list-style-type: none"> - National and local government budget: 64,91%; - UN thematic and vertical trust funds: 12,78%; - UN core fund (New-York central office): 11,35%; - Foreign governments and diverse organizations: 7,14%;
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¹ A partnership with PGF is developed from the onset of the project in a manner that creates synergies in preparation of project fiche for EU structural funds with local authorities and civil society organizations as main applicants and co-applicants. Building sustainable partnerships is not only a project implementation tool, but a project result in itself that ensures sustainability of results.

	- EU funds: 3,82%.
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2.2 Financial health and integrity (Does the organization have debt? If yes, how do you plan to pay it? Does the organization have explicit internal control mechanisms (e.g. requirement to approve purchases and payments by both the executive leader and the financial leader)? Did the organization have any financial problem (e.g. irregularity, financial correction) with any EU funded project or other activity?)

(approx 100 words)	<p>UNDP Croatia office does not have any financial debt and did not face any financial problems since opening of Country Office (CO) in 1992. UNDP Croatia applies UN’s standards and internal control mechanisms in terms of financial, procurement and human resources procedures. All these procedures are governing all actions of each UNDP’s staff members in the world and are explicitly defined in UNDP’s Regulations and Rules (financial and procedure procedures) and UNDP’s staff Rules (human resources procedures). Each UNDP’s Country Office also has its own detailed internal operating procedures in line with these documents. In terms of internal control, UNDP’s Office of Audit and Investigations (OAI) conducts every four years an independent and objective internal audit in each UNDP’s Country Office in conformity with the “International Standards for the Professional Practice of Internal Auditing”. This audit will be conducted in May 2014 for UNDP Croatia.</p>
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2.3 Governance (Does the organization have a board or steering committee? What are its responsibilities? What are the most relevant skills of its members?)

(approx 100 words)	<p>UNDP Croatia is managed by the UNDP Resident Representative and UNDP Deputy Resident Representative, who are responsible for ensuring the effective day-to-day management of CO and assume overall responsibility for the UNDP programme and operations to ensure coherence and strategic direction of UNDP activities. Together with six senior staff members, they constitute the country office management board called “Senior Management Team” (SMT). In addition, UNDP works in close collaboration with the Government of Croatia through the Ministry of Foreign and European Affairs, Ministry of Regional Development and EU Funds and other key Ministries and Agencies. Where there is a UNDP Country Programme Document (CPD), this is agreed with national counterparts for a 5 year period, while results are presented to the key national partners on a regular basis, usually twice a year at project level and on an annual basis for the entire programme. For each project there is a Project Board (PB) with representatives of relevant national counterparts, donors, civil society organizations and project users is established. The Project Board is responsible for making executive management decisions for the project including approval of substantive project revisions as well as for decisions when project tolerances have been exceeded. The PB meets regularly to fulfil its functions. In Croatia UNDP continues its mandate based on the agreement with the Ministry of Foreign and European Affairs, which on behalf of the Government requested the presence of UNDP in the country for a period of minimum 5 more years, as long as there will be projects run by the organization in agreement with its counterparts. UNDP Administrator gave acceptance to such a request at the end of 2013. The legal basis for operating in the country remains the Standard Basic Assistance Agreement between Croatia and UNDP and the projects signed with counterparts.</p> <p>UNDP will submit an analytical report by the end of the 2nd month of Project implementation and another by the end of the project on results of interventions so far for the communities.</p>
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2.4 Leadership (What are the most relevant skills of the management?)

(approx 100 words)	<p>With its experience in area-based development and integrated methodology that links bottom-up and top-down approaches to social inclusion, UNDP works on the adoption of a mixed model of social welfare services, strengthening civil society organizations that represent marginalized groups and empowering local communities. UNDP Croatia Social Inclusion portfolio's staff members combine high expertise in projects' development and implementation; strong interpersonal and communication skills; as well as an excellent understanding of legislative and policy framework and key stakeholders regarding social inclusion issues. During implementation of the Platform for Roma Inclusion in Međimurje in 2013, UNDP established its reputation as a convener of different processes ensuring synergies, mending gaps, involving different actors in producing results.</p> <p>Other comparative advantages for UNDP as a coordination agency of this project include:</p> <ul style="list-style-type: none">- technical competences for conceptualizing programs, designing proposals and mobilizing additional funds;- research and policy development capacities and creativity in implementation;- position of an independent professional entity that is trusted by Government, local authorities, Roma organizations and the general public.
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2.5 Web (How actively and effectively is the organization using the web?)

(approx 100 words)	<ul style="list-style-type: none">- Visibility of UNDP's projects and results is a key component of all projects led by the organization. This visibility is mainly based on using national/local media and the web. UNDP Croatia website is updated on a daily basis with news and success stories related to UNDP's activities and results both in English and in Croatian language. UNDP Croatia's website traffic is cca. 60000 visitors per month. UNDP Croatia's website is administrated and updated by a professional communication consultant who is also in charge of coordinating all communications works of the office (press releases, press clipping, publications, films, etc.) in partnership with projects' staff. In addition, UNDP Croatia is also present on social networks such as Twitter, Facebook and YouTube and on UNDP Central and Regional Centre's websites.- In terms of project management, UNDP Croatia uses a variety of web-based tools both internally and externally to track progress and resources usage but also to inform the general public and the donors. The following are the main external tools: the Transparency Portal, the UNDP Website, the Independent Evaluation Office webpage, the UNDP rules portal. The internal tools are the Integrated results framework, the Executive snapshot, the ERP ATLAS, the Integrated Work Plan, the Results oriented annual report, the Balanced Scorecard, and the general intranet².
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3. Description of the Project

3.1 Problem identification (i.e. the problem your project will address)

(approx 100 words)	<p>Using an integrated approach to policy design and implementation, the Project "<i>Platform for Roma inclusion in Međimurje County - phase II</i>" will address the processes of longstanding exclusion of Roma from participation in local development planning and governance; use of funding opportunities for needs identified by the community and employment in Međimurje County, Croatia.</p>
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² Addresses are not given since these are not accessible to external viewers.

	<p>Based on first phase Project's results in Međimurje County and given that exclusion of Roma in Croatia is multifaceted, there is then still a need in Međimurje County to foster initiated partnerships between all relevant actors to tackle obstacles in a comprehensive manner with mutually interlinked goals, and a joint funding under a comprehensive strategy.</p> <p>More specifically, the Project will focus on the following identified gaps in Međimurje County:</p> <ol style="list-style-type: none"> 1) Insufficient sustainability for full application of integrated and participatory local policy for Roma inclusion in Međimurje County; 2) Lack of flexible, innovative and coordinated approach of local institutions to address structural obstacles that Roma face when attempting to access their rights and services; 3) Disconnections between expected EU funds available to Croatia as new EU member state and low capacities of local stakeholders and Roma NGOs in particular, for absorption of these large available financial resources for area-based projects dealing with inclusion of marginalized groups; 4) Low capacity of Roma civil society organizations to translate their ideas into projects, to obtain funding and implement projects; 5) High unemployment rate of Roma population. According to the demographics, 7833 people were unemployed in Međimurje County in August 2013. A total of 1100 Roma are included in the mentioned number which equals 14% of the unemployment rate.
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3.2 Problem context

<p>Topic background and justification, including who has done/is doing what in this area already (approx 400 words)</p>	<p>Even though Croatia joined the European Union and has committed itself to the highest standards of human rights protection and social inclusion of vulnerable groups, Roma in Croatia (30 000 people - estimates of Council of Europe) still face many of the same problems as Roma in the rest of South-Eastern Europe in terms of securing basic rights, including access to education, employment, social services, health and housing. In Croatia in 2013 (UNDP survey): 92.31 % of Roma still live in relative poverty compared to 42 % of their neighbours and 30% of Croatian average; 26 % of Roma are completing elementary school and only 10% of them complete secondary school; 65% of Roma labour force is unemployed, compared to 24% of non-Roma.</p> <p>The lack of sufficient and appropriate human and financial resources allocated to <i>National Action Plan for Roma Inclusion 2013-2020</i> and the relatively slow and ad hoc response of public administration bodies and their lack of experience in managing cross-sector policies contributed to Roma inclusion policies which is limited to a series of disconnected, non-participative and short-term individual projects. This approach tends to create a negative circle in which inadequate and disjointed policies have suboptimal impacts and do not address a higher level outcome eventually leading to real change in peoples' lives especially at the local level. In addition, these projects are more and more criticized by Roma community - that is not involved in their development/implementation.</p> <p>Aiming to support both, national and county level policy making, as well as its implementation, monitoring and evaluation, UNDP Croatia established during Project's first phase partnerships with the Croatian Office for Human Rights and Rights of National Minorities (GOHRRNM), Roma representatives, representatives of public administration on county/local level and civil society organizations.</p>
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	<p>These partnerships led to UNDP assistance in delivering:</p> <ul style="list-style-type: none"> - A set of comprehensive data on the status of Roma exclusion for evidence based policy making³; - Action plans for Roma inclusion in Međimurje and Sisačko-Moslavačko Counties; - Improved capacity of local actors to adopt sustainable approaches to Roma inclusion, including capacity to prepare project proposals for EU funds; - Expanded area based development (integrated) programmes in Međimurje County. - Proposal for revision of a Monitoring and Evaluation (M&E) framework for <i>National Action Plan for Roma Inclusion 2013-2020</i> informing policy-makers and development practitioners about progresses, needs, capacity gaps, opportunities and risks. <p>Based on the results and momentum created in Međimurje County - as well as given the interest from stakeholders to continue support (including from GOHRRNM)-, UNDP developed this second phase of the Project.</p>
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3.3 Relevance to MTM's mission

(approx 100 words)	<p>The program fits with the MtM mission in the following ways:</p> <ul style="list-style-type: none"> - The core of the Project is devoted to strategic, effective and transparent local governance and inclusive Roma policy making focusing on the most disadvantaged ethnic minority as well as creating links to possible EU funding. - Empowering Roma on a grassroots level and enhancing their participation in decision-making processes are key Project's components that will allow to Roma community to be the key implementing partners and beneficiaries in different Project's activities. - The management of public services and the allocation of related funding in the context of limited resources, where as perceived by majority, Roma are the main recipients of public goods is under particular scrutiny by public at large. Local public servants often lack capacities to reconcile lack of resources and competing interests. In order to boost their capacities, evidence-based planning, monitoring and dialogue between Roma and non- Roma and between citizens and local government authorities is needed and will be provided through this Project. Thus, the project will strengthen inclusive management capacity of Međimurje County, City of Čakovec and municipalities, as well as the capacity of Roma to participate in governance processes. - The above policy and participatory work will serve as a background platform for developing EU-funded proposals in the area of education, employment and participation. <p>In the upcoming period, the focus of the Project will be to generate project fiches/technical documentation for medium to large size national/EU call for proposals linked to economic and social inclusion of Roma by local institutions/local authorities/local development agencies/strong local NGOs/LAGs from Međimurje County.</p> <p>The project will provide an added value for MtM by: 1) Further enhancing local policy making with inclusive elements in the governance policy especially by bringing Roma and non-Roma key decision makers at one table; 2) MtM will be identified as organization that multiply by at</p>
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³ Baseline data from UNDP's research on socio-economic position of Roma included into National Strategy for Roma Inclusion 2013-2020; Međimurje County adopted [Atlas of Roma communities for to plan and monitor local policy implementation](#).

	<p>least 8 time its financial investment through the generation of EU projects benefiting to local community; 3) MtM will be identified, especially by Roma community and the EU, as the main organization that supported Roma NGOs to access their first own EU projects through a step-by-step individual mentoring approach; 4) All the above points will be then a genuine act of structural inclusion and integration of Roma - one of the key targets of MtM's work; 5) The first organization that supported the development of the first Croatian Roma women cooperative and more globally of Roma self-employment in Croatia; 6) By plugging the intervention into the UNDP social inclusion, environment & energy, and local development areas of work to extend to the target groups the benefits of an integrated developmental approach.</p>
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3.4 Project intervention

<p>Goals and objectives (approx 200 words)</p>	<p>The <i>overall Project goal</i> is to contribute to social inclusion of Roma in Medimurje County through creation of sustainable partnerships and practices promoting equal access and participation of Roma and other disadvantaged groups in local social and economic development. Roma exclusion is usually longstanding and multifaceted, where efforts in only one segment rarely produce desirable lasting effects in other segments. Therefore, in order to tackle multi-dimensional nature of Roma exclusion the project will initiate or reinforce, as appropriate, a number of activities across different interlinked sectors.</p> <p><i>Project specific objectives</i> are the following ones:</p> <ol style="list-style-type: none"> 1) To sustain partnerships and improve the capacity of local institutions to respond timely and adequately to diverse needs of Roma in terms of policy making, service delivery and monitoring; 2) To generate project fiches for medium to large size national/EU call for proposals linked to economic and social inclusion of Roma; 3) To improve the capacity of Roma civil sector to develop grassroots initiatives to medium sized projects with funding allocated from national sources or EU funds; 4) To enable Roma communities access to sustainable and good quality public services and empower them to initiate social activities in their communities; 5) To improve Roma self-employment and employment opportunities.
<p>Methodology (approx 200 words)</p>	<p>The strategy of the Project is to simultaneously and in a coordinated manner address: i) creation of partnerships and provision of technical assistance to local actors to prepare projects for structural funds; ii) empowering grassroots Roma and NGO capacities for service delivery in the context of limited resources; iii) the responsiveness of local institutions to address structural obstacles that Roma face when attempting to access their rights and services; and iv) improving the coordination between national and local stakeholders dealing with Roma inclusion issue and at the same time reducing the huge gap between national strategies' expectations and realities on local level in terms of strategies' development and implementation. This will be achieved through a set of inter-related interventions at the local level and will draw on the complementary expertise of project partners. UNDP will act as a coordinating agency in the process ensuring synergies, mending the gaps, and involvement of national/local partners and other UN agencies.</p> <p>This Project's second phase will re-use the same models of action implemented during Project's first phase and which showed their positive results:</p> <ul style="list-style-type: none"> ○ Model of action regarding the improvement of capacities of local/county institutions and grass roots actors especially Roma NGOs to access national/EU funding; ○ Model of action regarding interrelated grass-root support in Roma

	<p>settlements in order to directly improve socio-economic living conditions of Roma population.</p> <p>The Project second phase will focus on creation of partnerships and provision of technical assistance to local partners from Međimurje to generate project fiches for medium to large size national/EU call for proposals linked to economic and social inclusion of Roma. It will seek to mobilize project partners and other relevant actors to prepare project pipeline for EU funding under IPA grant scheme, the European Social Fund and other structural funds that will be made available to Croatia in the second half of 2014.</p> <p>This projects' generation process will not only permit the development and financing of EU projects with clear impact for improvement of socio-economic living conditions of Roma community in Međimurje County; but will also permit to reduce social distance between Roma and non-Roma communities by involving Roma NGOs as partners in projects and during projects' development process.</p> <p>If possible in terms of PGF's calendar of activities, PGF will be involved in these processes of projects' development.</p>
<p>Main activities (approx 400 words)</p>	<p>I. Provision of support to local authorities and institutions in Međimurje County for development of medium to large size EU projects linked to economic and social inclusion of Roma issue/vulnerable groups and directly involving Roma organizations in partnerships.</p> <p>UNDP will offer technical assistance and organize a platform with local institutions/local authorities/local development agencies/strong local NGOs/LAGs from Međimurje County in order to generate project fiches/technical documentation for medium to large size national/EU call for proposals linked to economic and social inclusion of Roma. UNDP will also advocate for involvement of Roma NGOs in partnership.</p> <p>The facilitated approach using the EU Local Action Groups/LAG methodology will focus on bringing all actors and Roma NGO representatives to develop Roma/vulnerable groups-focused projects.</p> <p>Through this process:</p> <ul style="list-style-type: none"> ○ At least 5 medium to large size EU projects developed by local authorities and institutions from County linked to economic and social inclusion of Roma issue and directly involving Roma organizations in partnerships (for a total amount of at least 950 000,00 USD); ○ At least 3 medium to large size EU projects with funding committed developed by local authorities and institutions from County linked to economic and social inclusion of Roma issue and directly involving Roma organizations in partnerships (for a total amount of at least 500 000,00). <p>The objective of this activity is to develop projects bringing concrete results for Roma community in this region; to encourage local authorities/institutions to automatically involve Roma NGOs in partnerships for EU projects; and to encourage regional development agencies from Međimurje County to provide technical support to Roma NGOs and small local stakeholders regarding development of projects.</p> <p>Regarding this activity, the cooperation between UNDP and PGF will consist in:</p> <ul style="list-style-type: none"> ○ UNDP will cooperate with PGF regarding identification of potential "PGF service providers" at local level

	<p>(individuals/organisations).</p> <ul style="list-style-type: none"> ○ If possible in terms of PGF’s calendar of activities, PGF will be involved in processes of projects’ development initiated by UNDP in compliance with PGF’s criteria regarding projects’ development (e.g.: participation in “brainstorming” meetings; commenting project proposals; support in finding co-financing for supported projects according to PGF/MtM criteria/rules. ○ UNDP and PGF will intensify cooperation to support projects development by Roma and non-Roma local actors for “mini-ESF EU calls for proposals” (expected before summer 2014). <p>II. Provision of support through “project clinic” to Roma and non-Roma grassroots organizations in Medimurje County for development of grassroots initiatives to medium sized national and EU projects⁴.</p> <p>Improving the living conditions of Roma communities is a priority for the EU, yet Roma organizations in Croatia have traditionally fared poorly in competing for EU funds. To address this issue, UNDP will provide direct training and coaching, called “project clinic”, to Roma NGOs in Međimurje County in formulating and applying for projects.</p> <p>The pool of funding resources available to Croatia has expanded drastically since the country joined the EU in July 2013: EUR 8 billion in structural and cohesion funds have been budgeted for the 2014-2020 period. Yet these funds remain mostly out of the reach of Roma organizations. Only four Roma organisations have participated in the implementation of projects financed from Instrument for Pre-accession (IPA) funding - two organisations as applicants and two as partners, according to research conducted by the Centre for Peace, Legal Advice, and Psychosocial Assistance Vukovar. This low rate of success stems in part from the inability of Roma NGOs to demonstrate that they have sufficient financial capacity and that they were not previously applicants of EU projects.</p> <p>The methods applied by “project clinic” are: working by doing (experienced person leads participants through the whole process: internet search for funding; turning idea into project; writing project proposal and budget); advocacy (identified priorities shared with decision makers) and lobbying (identifying partners with experience in managing larger scale and EU projects; inclusion of Roma issues in those and earmarking of certain percentage of funding for Roma NGO capacity building).</p> <p>Through this process:</p> <ul style="list-style-type: none"> ○ At least 10 projects ranging from grassroots initiatives to medium sized projects with funding committed from national sources or EU funds developed by at least 5 Roma and non-Roma grassroots organizations from Međimurje County (for a total amount of at least 60 000-120 000 USD); ○ At least 5 projects ranging from grassroots initiatives to medium sized projects with funding committed from national sources or EU funds developed by at least 5 Roma and non-Roma grassroots organizations from Međimurje County (for a total amount of at least 30 000-60 000 USD).
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⁴ As for activity V: If possible in terms of PGF’s calendar of activities, PGF will be involved in processes of projects’ development initiated by UNDP in compliance with PGF’s criteria regarding projects’ development (e.g.: participation in “brainstorming” meetings; commenting project proposals; support in finding co-financing for supported projects according to PGF/MtM criteria/rules. In addition, UNDP and PGF will intensify cooperation to support projects development by Roma and non-Roma local actors for “mini-ESF EU calls for proposals” (expected before summer 2014).

Added value of UNDP regarding this projects' generation process is a high trust from Roma NGOs from Međimurje County which already started to show results in terms of projects' funding from national and EU funds in Project's first phase.

As for activity I, the cooperation between UNDP and PGF will consist in:

- UNDP will cooperate with PGF regarding identification of potential "PGF service providers" at local level (individuals/organisations).
- If possible in terms of PGF's calendar of activities, PGF will be involved in processes of projects' development initiated by UNDP in compliance with PGF's criteria regarding projects' development (e.g.: participation in "brainstorming" meetings; commenting project proposals; support in finding co-financing for supported projects according to PGF/MtM criteria/rules).
- UNDP and PGF will intensify cooperation to support projects development by Roma and non-Roma local actors for "mini-ESF EU calls for proposals" (expected before summer 2014).

III. Establishment and further supervision of mobile team operating in Roma settlements in Međimurje County.

UNDP will further supervise mobile team in Međimurje County. Mobile team will consist of a total of one development community worker and social worker from the center for social work. Community worker will link Roma population with public services at local level (access to services such as health, welfare, housing, economic activity, education and training, and employment opportunities); identify and support development of local initiatives/projects coming from Roma community; collect data on micro-level; and offer solutions to problems which may emerge in Roma community. This support will be provided through the organisation of workshops with representatives of statutory/public service providers and non-governmental service providers and through direct support in fulfilling administrative forms (ex.: access to health insurance, access to social insurance benefits, access to scholarships, support in writing CV; etc.).

Community development worker will be a focal point for national and local institutions for easier and more effective communication towards Roma community but will also represent as a source of information and advice. Community development worker will be also active in identifying project ideas from Roma community and supporting their elaboration into project proposals for funding for small community actions. His work and results will be planned with monthly activity plan submitted and discussed with UNDP; and will be monitored through weekly reports submitted to UNDP (reports including: list of places visited and people met, minutes of community consultations, focus groups, workshops; description of results dealing with support of Roma families to access a range of services / support the elaboration of ideas and their concretization / other tasks).

Development community worker will be hired through a transparent selection process.

Mobile team established by UNDP may especially be involved in identification process as well as potential future "PGF service providers" (contract signed by PGF with them).

IV. Further provision of support to development of 2 Roma self-employment initiatives in Međimurje County (two Roma cooperatives developed under first phase of Project)

Self-employment in a form of a cooperative is one of the ways for UNDP to support Roma towards economic independence particularly given the unfavourable conditions that currently prevail on the Croatian labour market. By consequence, UNDP Croatia supported during Project's first phase, in cooperation with the cluster CEDRA/NGO ACT Čakovec, the development of two social cooperatives in Međimurje County which are led by long-term unemployed Roma people.

- The first cooperative "Domaći vrt/Domestic garden" established under the project and registered in December 2013, in the Roma settlements of Kuršanec and Sitnice, is organized around organic and biodynamic farming. So far, some thirty long-term unemployed Roma from Međimurje County have received training that they will apply in the collection and cultivation of medicinal plants and the production of vegetables and fruits following exclusively biodynamic principles. Due to the complexity of the process, the cooperative will include other ecological producers and experts from the local community, and it will be mentored by the cluster CEDRA/NGO ACT Čakovec. In February 2014, cooperative started with production. For now, four long-term unemployed Roma are employed in cooperative (with the support of schemes for self-employment of the unemployed that are offered by Croatian Public employment Service in Čakovec).
- The second cooperative, on the point to be registered, is called "Romona" and involves four unemployed Roma women aged 17-35 years old from Kuršanec Roma settlement. The cooperative will mostly deal with screen-printing with ecological colours and will soon start with production.

During Project, UNDP will support both cooperatives through:

- Adapting mobile container located in Roma settlement Kuršanec and which will be dedicated to the Roma women cooperative's production/commercial activities.
- Follow-up of cooperatives' development.
- Production of communication tools (production and printing of flyers presenting both cooperatives; production of website for cooperative "Romona").

V. Hiring of young graduated Roma as UNDP intern during 10 months. By assisting UNDP's team in daily work, she/he will gain a real professional experience and build its capacity in PCM.

After a transparent selection process, UNDP will hire Roma intern for 10 months. By assisting UNDP's team in daily work, she/he will gain a real professional experience and build its capacity in PCM.

Intern will support UNDP regarding following tasks:

- Supporting UNDP's team in organising meetings, public events, grassroots workshops; and implementation of other activities planned in Project;
- Supporting UNDP's team in monitoring national and EU calls for proposals;
- Supporting UNDP's team regarding visibility of the Project (visibility on Internet, social networks, PR events, etc.);
- Regular updating of database of surveys/analysis dealing with Roma population;
- Supporting UNDP's team in monitoring Project's results;

	<ul style="list-style-type: none"> ○ Supporting UNDP's team in all other administrative tasks. <p>VI. Regularisation and legalisation of land and housing stock based on detailed urban development plan made for Roma settlement Capraške Poljane.</p> <p>Located in the suburbs of the City of Sisak, Capraške Poljane is the biggest Roma settlement in Sisačko-Moslavačko County counting 1720 Roma, i.e. 150 families.</p> <p>In Capraške Poljane, water supply network was introduced 5 years ago; electricity network 2 years ago (for only one limited part of the settlement); there is no sewerage network. A road goes through half of the settlement; whereas for the other half of the settlement is crossed by an unpaved path. Majority of constructions were illegally built meaning that they have neither water nor electricity. In addition, Roma settlement Capraške Poljane has no social infrastructures on its territory.</p> <p>In order to improve living conditions of Roma population in Capraške Poljane, the City of Sisak adopted a detailed development plan for the settlement. Next step, which will be achieved through Project, consists in:</p> <ul style="list-style-type: none"> ○ data collection and database for the making of parcelling study; ○ geodetic surveying of the condition; ○ and parcelling study based on this detailed urban development plan. <p>This activity is a necessary prerequisite to be able to legalize illegally constructed buildings (a majority of the constructions of the settlement); and to design and build lacking infrastructures (especially with EU funds' financial support – future projects whose the development may eventually be supported by PGF and partners). The activity is fully funded from UNDP and City of Sisak resources. UNDP will advocate towards national and local partners for development of projects for financing lacking infrastructures in Capraške Poljane.</p>
<p>Expected outputs (approx 200 words)</p>	<ul style="list-style-type: none"> - At least 5 medium to large size EU projects developed by local authorities and institutions from County linked to economic and social inclusion of Roma issue and directly involving Roma organizations in partnerships (for a total amount of at least 950 000,00 USD); - At least 10 projects ranging from grassroots initiatives to medium sized projects with funding committed from national sources or EU funds developed by at least 5 Roma and non-Roma grassroots organizations from Međimurje County (for a total amount of at least 60 000-120 000 USD); - At least 1000 Roma people directly supported by mobile team of operating in Roma settlements in Međimurje County; - Improved visibility and work of 2 Roma self-employment initiatives in Međimurje County; - 1 young Roma intern enhanced professional skills and employability by working on daily basis with SOS portfolio team during 10 months; - Land and housing stock in Roma settlement Capraške Poljane regularized and legalized (based on detailed urban development plan).
<p>Expected results (approx 200 words)</p>	<ul style="list-style-type: none"> - At least 2 medium to large size EU projects with funding committed developed by local authorities and institutions from County linked to economic and social inclusion of Roma issue and directly involving Roma organizations in partnerships (for a total amount of at least 500 000,00); - At least 5 projects ranging from grassroots initiatives to medium sized projects with funding committed from national sources or EU funds developed by at least 5 Roma and non-Roma grassroots organizations

	<p>from Međimurje County (for a total amount of at least 30 000-60 000 USD);</p> <ul style="list-style-type: none"> - At least total value of 200 000 EUR of assistance packages (scholarships, support to buy school books, one off payments, social assistance medical aid etc) accessed by Roma community in Međimurje through support provided by mobile team; - At least 10 Roma will gain employment as members of supported Roma cooperatives; - Process of legalization of the settlement Capraške Poljane started as well as design of projects for lacking infrastructure projects. 			
<p>Main risks and their management (approx 200 words)</p>	<p>Risk</p>	<p>Probability</p>	<p>Impact</p>	<p>Management</p>
	<p>Local administration institutions limited capacity to genuinely contribute to the project implementation and use project's deliverables</p>	<p>Medium</p>	<p>Medium</p>	<p>UNDP already worked with Roma and local administrations during first phase of Project and by consequence trust between and UNDP will permit easily to solve eventual problems which may occur; Regular consultations with local administration</p>
	<p>Roma motivated to participate in activities and follow through</p>	<p>Medium</p>	<p>Medium</p>	<p>UNDP already worked with Roma and local administrations during first phase of Project and it gained trust of diverse actors which will allow for mobilization of actors in problem solving process; Project's activities are sequenced in a manner that ensures tangible step by step results</p>
	<p>Absence of EU calls for proposals opened for projects linked to Roma economical or social inclusion issues during the project implementing</p>	<p>Medium</p>	<p>Medium</p>	<p>UNDP will support development of EU project fiches and partnerships ready for future EU calls which may be opened after Project implementation</p>

	period			with support of PGF regarding linked follow-up activities.
	Impossibility of PGF to be involved in Project due to hold-ups in their calendar of activities	Medium	Medium	UNDP will inform PGF a long time in advance about calendar of planned activities. Regular communication between both organisations will permit to avoid problems in calendar.

4. Budget

Please fill in the attached budget sheet.



Budget_sheet_for_O
SI_Proposals.xls