

**OPEN SOCIETY INSTITUTE**  
**LOCAL GOVERNMENT AND PUBLIC SERVICE REFORM INITIATIVE**

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## **Project Proposal Template**

**When submitting a Project Concept / Letter of Intent, simply fill out Section A of this proposal template. When submitting a Full Proposal, be sure to submit both Sections A and B. Please feel free to add section headings, annexes or letters of support if they would help to explain and/or buttress your project ideas.**

\*Please note that LGI is a regional program that tends to support regionally-oriented projects. Country-specific projects that are likely in some way to benefit other countries in Central and Easter Europe and the former Soviet Union regions may also be considered. Normally country-specific projects should be sent first to the Soros foundation of that country using the guidelines and instructions of that particular foundation.

## Section A – Project Concept / Letter of Intent

### 1. Basic Data

Implementing Institution(s)	United Nations Development Programme
Partner Institutions	Office for health, social issues and national minorities of Medjmurje County, City of Čakovec, Croatian Employment Service – Branch office Medjmurje, Centre for Social Welfare- Medjmurje, Roma Minority Council Kuršanec
Project Title	Comprehensive Inclusion Programme for Roma in Medjmurje County, Croatia - Platform for Roma Inclusion in Medjmurje
Countries Covered	Croatia – Medjmurje County
Thematic Area/s	Human Rights, Roma Inclusion, EU funds, Local and regional governance

Total Project costs (USD)	209 065 USD
Amount requested from LGI	121 240 USD
Name and value of co-funders	UNDP (87824 USD)
Anticipated Project Period (x months/years)	12 months

Contact Person at Implementing Institution	Jasmina Papa Programme Officer Social Inclusion Programme
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Primary Beneficiary(s)	
Contact Person at Beneficiary	
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## **2. Strategic project development**

### **2.1 Problem Identification (i.e. the problem your project will address)**

<p>(approx 100 words)</p>	<p>The project will address processes of longstanding exclusion of Roma from education, employment, community participation and governance in Medjmurje county, Croatia, through a comprehensive and all-inclusive strategy. Given that exclusion of Roma is multifaceted there is a need to bring all relevant actors together to tackle obstacles in a comprehensive manner with mutually interlinked goals, and a joint funding under a comprehensive strategy. So far, in Croatia, the commitment at the national level is very much limited to developing strategies and action plans with limited funding.</p> <p>According to 2001 Census, 9 463 citizens identified themselves as Roma. However, the estimate of 30 000- 40 000 Roma living in Croatia is officially accepted. The majority of Roma in Croatia live in Medjmurje county: 2 887 have registered as Roma in 2001 which is a total of 4% of county population. However, according to official estimates as well as estimates of Roma representatives the number of Roma in Medjmurje ranges from 6 000- 9 000, making Roma the most numerous minority in the county (8-10% of total population).</p> <p>Despite the national level development of a web of policies aiming to overcome numerous obstacles and to provide guidance for local/regional level interventions, an integrated approach with adequate diversified funding is still lacking. On the sub-national level, Medjmurje county is the prime example that trickle down policy effects from national to local level take little effect when strong support, consultative and funding mechanisms are not in place. This gap has lead to a situation where in Medjmurje, out of total Roma population 80% are social welfare users – meaning that they cannot provide their livelihoods through formal work. In numbers, this amounts to 4 200 registered cash benefits users – persons who do not earn. On the other hand 1 000 Roma are registered with the County Employment Service, and all of them are long-term unemployed. The mismatch between numbers of those who do not earn and those who are registered as unemployed might signal a) the lack of user confidence in outcomes of the employment measures provided by employment services; b) the lack of innovation of employment service. Activities implemented by Employment Service focus on Roma only, without taking into account employers, and are simply taken from national level policy documents, not reflecting county level specifics. Therefore, while there is a perception on the Employment Service side that a lot of effort is being invested, there is no evidence which activity produces best results and why;</p>
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perception of Roma is that only small number of them (up to 40) per year participations in temporary employment, that is public works, and that none of the structural obstacles are being addressed. This situation is compounded by the fact that changes in the sphere of education are not producing substantial outcomes. All Roma children enter primary school; however, drop-out rates are high, as well as failing grades. Precise numbers are not available, but the result of primary education is only 82 Roma pupils enrolled in secondary education.

These two examples are offered to illustrate the core of crucial issues when addressing inclusion of Roma, in Medjmurje. The county administration identifies issue and attempts to adhere to the national policy framework. However, in the process, it becomes clear that

- 1) national and local level funding is not sufficient to address all needs;
- 2) a number of community based activities supporting the main goal need to be better planned, organized and funded;
- 3) timing, outcomes and impacts of interventions need to be synchronized between all stakeholders;
- 4) Roma need to be actively involved and that all interventions need to be carefully recorded in order to determine what works and what does not work for them

Importantly, financial resources need to be carefully examined with clear plan of what can be accessed in terms of available EU funding. Croatia has not made the most of the EU funding available, especially for rural development. The communities populated by Roma have not managed to direct the whole potential of available EU funding to disadvantaged groups, including Roma. Therefore, an intervention is needed to establish the link to these resources

In particular IPA, which is at disposal to Croatia until 2013, and ESF which will be made available as of 1 July 2013.

UNDP believes that through this proposal it could fill in the following gaps:

- creation of joint participatory platform that plans, and coordinates activities and funding for Roma inclusion;
- analyses progress of activities and capacities of and develops its own and capacity of relevant partners to govern links between Roma national and local policies,
- implements activities needed for Roma integration.

Local administrations as well as part of Roma organizations remain satisfied with doing business as usual, while even sporadic evidence points to a need to think out of the box and to diversify funding options. While there is clear understanding that funding options are available within IPA

and upcoming structural funds, there is also acknowledgment of limited capacity to access them. The IPA grants are directed towards local government institutions and non-governmental organizations for those actions that are priority at the national level, but with local level implementation. So far, projects that obtained IPA funding were those that included cross-sector partnerships (i.e. local government, NGO's and private/business sector) and were able to 'localise' national plans. Based on this experience, the project will form local action groups (with representatives of different sectors) who will jointly apply for IPA and structural funds. The first application will be prepared for last quarter of 2012 when IPA grant on inclusion through employment will be announced.

The proposed project will work with all the stakeholders at the Medjmurje county level using integrated approach to assess, plan, design actions and implement them locally. County level planning will be harmonized with commitments under the Decade of Roma Inclusion 2005-2015 and National Strategy for Roma which is currently under preparation. Thus, the project will provide a platform for county level stakeholders to prepare a comprehensive local strategy using integrated approach in terms of linking national and local strategies and resources which are then translated into area based development. The project partners range from Office for National Minorities of the Government of Republic of Croatia, through county, city and municipal authorities, Roma National Minority Councils and civil society organization and schools to international organizations.

Therefore, the project will focus to simultaneously enhance i) grassroots capacities for service delivery; ii) the responsiveness of local institutions to address structural obstacles that Roma face when attempting to access their rights and services and iii) improve policy coordination, planning, implementation and monitoring and finally, vi) by doing all of the above, conceptualize a platform for Roma programs to be submitted for EU funding in the future as well as a strong county partnership ready to be the key leader in managing EU funds.

UNDP with its experience in area - based development and comprehensive approaches, data collection and policy design, management and monitoring of programmes will act as a convener in the process ensuring synergies, mending the gaps, and involving municipal and county authorities, the central level authorities by sector, Roma Councils and NGOs, county NGOs, Government's Office for National Minorities REF, UNICEF and UNHCR. Other comparative advantages for UNDP as a coordination agency of this project include:

- technical competences for conceptualizing programmes, designing proposals and mobilizing additional funds;
- research and policy development capacities as well as

	<p>creativity in implementation,  - its position as an independent and professional entity that is trusted by Government, local authorities, Roma organizations and the general public.</p>
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**2.2 Problem Context**

<p>Topic background and justification, including who has done/is doing what in this area already (approx 400 words)</p>	<p>Roma continue to be one of the most disadvantaged groups in Croatia. Official statistical data on the socio-economic situation of Roma are scarce. UNDP’s survey points to a widening gap in poverty, education and employment between Roma and non-Roma: 92.31 % of Roma live in relative poverty compared to 42 %; 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. Medjmurje County where the project will be carried out has the highest share of Roma in total population in Croatia. The county administration is attempting to implement actions under the National Roma Programme and Decade of Roma Inclusion 2005-2015, with limited funds for most areas and scarce evidence of sustained impact. The approach adopted by county administration and the civil society organizations is to deal with single issues within time limited projects. Donor community is represented by EU and their IPA grant scheme supporting physical infrastructure improvement. Roma Education Fund is supporting pre-school and primary school education in a limited number of schools through OSF funding.</p>
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**2.3 Relevance to MtM's Mission**

<p>(approx 100 words)</p>	<p>The program fits with the MtM mission in the following ways:</p> <p>1) The core of the project is devoted to strategic and transparent local governance and inclusive Roma policy making focused on the most disadvantaged ethnic minority as well as it linkage to possible EU funding.</p> <p>2) 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 municipalities and county, as well as the capacity of Roma to participate in governance processes.</p> <p>3) Empowering Roma on a grassroots level, providing space for meaningful interactions between Roma and non -Roma through joint arts and culture as well as family-related social</p>
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	<p>activities is a project's component that will contribute to overcoming of prejudices. Roma will be the key beneficiaries of the programs, In addition, through the Roma Councils, Roma will have access to decision-making at municipal and regional levels as the project unfolds</p> <p>4) The strategic work on designing a Local Action Plan will provide value added for MTM: it will enhance local policy making with inclusive elements in the governance policy; and it will bring all Roma and non-Roma key decision makers at one table to design an integrated development plan. This will be a genuine act of inclusion and integration of Roma – one of the key targets of work for MtM.</p> <p>5) 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>
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## 2.4 Project Intervention Summary

<p><b>Methodology</b> (approx 200 words)</p>	<p>The strategy of the Programme is to simultaneously and in coordinated manner address: i) empowering grassroots Roma and NGO capacities for service delivery in the context of limited resources; ii) the responsiveness of local institutions to address structural obstacles that Roma face when attempting to access their rights and services; and iii) improve the coordination between the National Programme for Roma and the National Action Plan developed under the Decade of Roma Inclusion, through creation of a County Action Plan and Atlas of Roma communities which will serve as a planning and monitoring tool. 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. The County Action Plan will be based on the evidence of the comprehensive socio-economic data report, and the Atlas of Roma – a mapping of the Roma communities and their needs at the county levels, In addition, the action plan will utilize the expertise of the key partners in the process – their governance and social, education, employment and health experience and capacities.</p> <p>At the community level, the facilitated approach using the EU Local Action Groups/LAG methodology will focus on bringing all actors on the same page to develop a specific Roma-focused action plan with clear linkages to other county development plans. Local administration and Roma representatives will, in the process gain skills, tools and plans for effective public service planning and delivery. By using the methodology of the EU local action groups, the county will be prepared to take their skills and knowledge to designing the applications for the upcoming EU calls,</p>
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	<p>The program proposes a set of very concrete activities with clear deliverables at the county level in the following areas: education, employment, community activities and reduction of social distance through joint arts and culture events. These very specific activities add to the more strategic action plan, the dimension of the immediate possibility to implement the proposed actions. They also make the program credible with its deliverables and the distribution of responsibilities between all the involved partners where each one of them has a stake and a role.</p> <p>The inclusion of, and co-financing by, local authorities in all aspects of current and future project implementation promotes local ownership and sustainability. Project will tackle some of the key bottlenecks of the system preventing it from performing efficiently. It will seek to mobilise 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 second half of 2013. However, as a starting point, local actors will be supported to prepare proposal for IPA grant on employment as a means of social inclusion forecasted by Ministry of Labour and Pension Systems for fall 2013. Similarly, it is expected that grants related to improvement of education will be announced during the year. In this respect, UNDP is, due to its longstanding cooperation with ministries in position to receive information about their plans.</p>
<p><b>Main Activities</b> (approx 200 words)</p>	<ol style="list-style-type: none"> <li>I. Preparation of a report on the status of Roma exclusion in Croatia using new data from a socio-economic research. The report will provide data that can be used as a baseline for Croatian national strategies. It will support Croatia assuming Presidency over the Decade of Roma Inclusion 2005-2015. Most if the data is comparable to similar survey carried out by UNDP in 2004, it will also serve as a progress monitoring tool (will be prepared and funded in cooperation with UNICEF and UNHCR).</li> <li>II. Building the capacity of local actors to adopt sustainable approaches to Roma inclusion – preparation of Medjmurje Roma Inclusion Action Plan and Atlas of Roma communities in Medjmurje. County Action Plan for Inclusion of Roma will be complementing the National Strategy, by prioritising local needs. It will specify measures and activities that need to be implemented, sources of funding available on county and national level and sources of funding needed to implement priorities.</li> <li>III. Funding mechanisms under IPA and ESF that will need to be accessed will be clearly stated, with</li> </ol>



	<p>parties responsible for preparation of projects. The Atlas of Roma communities in Medjimurje will contain up to date information with all social and economic data about the position of Roma, interventions and resources allocated and needed. It will serve as a planning and monitoring tool. Atlas of Roma communities is proposed by EU Roma Platform as one of the most useful monitoring tools. It has never been implemented anywhere in Croatia. Offices for National Minorities and County of Medjimurje have requested UNDP to support preparation of county action plan and Atlas of Roma communities. This will be done using UNDP's expertise: LAG as EU method pioneered by UNDP's Local Development Programme in war affected parts of Croatia and UNDP' Regional Centre in Bratislava. A series of capacity development workshops involving all partners in Medjimurje will result in projects prepared to be submitted for funding.</p> <p>IV. Training activities and supervision support for teachers in primary schools to increase capacity of educational institutions for inclusive education. Training seminars on Living Diversity will be organized with teachers working with Roma children. Guidelines for course on inclusive education will be developed (in cooperation with NGO Step by Step and Pedagogy Academy)</p> <p>V. Supplementary educational activities for Roma pupils to achieve positive educational outcomes by providing them with regular tuition in Family Center Kuršanec (in cooperation with Pedagogy Academy).</p> <p>VI. Conduct a labour market analysis in terms of supply/demand. Employers who identify to be willing to offer employment opportunities to Roma will be involved in functional vocational trainings of Roma and offered workshops on non-discrimination (in cooperation with Employment Service).</p> <p>VII. Deliver functional vocational trainings, basic training on entrepreneurship with a view of formalising informal labour market and setting up a mentoring scheme 'from school to work' for secondary school pupils and small entrepreneurs (Employment Service, County administration, Roma NGO's, vocational school). These models will be implemented in closer cooperation with Employment Service. Therefore, they will help inform and re-shape their own set of measures. In addition, project will result with lessons learnt about models that can then be submitted for IPA funding, the first one targeting inclusion through employment, which will be announced for last</p>
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	<p>quarter of 2012.</p> <p>VII. Invigoration of social activities offered in Family Centre Kuršanec: workshops on health and reproductive issues and leadership trainings for teenagers (in cooperation with NGO Status M).</p> <p>VIII. Support to joint inter-ethnic activities, as well as soft public campaign, community art exhibitions and debate clubs that promote tolerance and combat stereotypes and discrimination will reduce prejudices on both sides.</p>
<p><b>Expected Outputs</b> (approx 200 words)</p>	<p><b><i>Output 1: The evidence about social and economic position of Roma disseminated to inform policy interventions, assess progress and support Croatian Presidency of Decade of Roma Inclusion 2015-2015</i></b></p> <p><b><i>Output 2: The capacity of local/county institutions improved to respond timely and adequately to diverse needs of Roma and other disadvantaged groups through inclusive planning enabling access to EU funding</i></b></p> <p><b><i>Output 3: Capacity of county institutions to manage partnerships that produce project proposals for IPA and structural funds increased</i></b></p> <p><b><i>Output 4: Improved educational outcomes of Roma pupils so that their integration into Croatian schools is better facilitated. Improved capacities of teachers for inclusive teaching and options for additional extra-curricular classes for Roma</i></b></p> <p><b><i>Output 5: Improved self-employment and employment opportunities for Roma through creative training schemes, and mediation with employers willing to take in Roma employees in the private/public sector</i></b></p> <p><b><i>Output 6: Community centres in Kuršanec fully functioning and offering a range of social activities – trainings for kids, health-related programs for parents, concerts and arts exhibitions, etc</i></b></p> <p><b><i>Output 7: Multicultural sensitivity increased through joint exhibitions and arts events</i></b></p>

**Expected Impacts**  
(approx 200 words)

It is expected that by the end of the project:

- 1) critical gaps in educational and employment sphere will be addressed;
- 2) county public administration will be equipped with skills, methods and tools for evidence-based policy making, service delivery and monitoring with the emphasis on the most vulnerable members of the community;
- 3) models for educational and employment engagement of Roma will be adopted as policies and financed by relevant actors.

Interventions proposed are sequenced to simultaneously target sectors in which exclusionary processes are most apparent. The focus on investment in human capacity presents an effort to provide additional skills and knowledge and where coordinated work with existing and potential stakeholders is made possible. Additional needs uncovered during the project implementation will be presented for EU funding. An agreement will be made with county level public administration that matching funding for actions under this project for year 2013 will be made available from county and national budgets. The first agreement with county level partners will be made to access IPA grant on inclusion through employment that will be published in the last quarter of 2012.

By doing this, we will enhance the chances of county level stakeholders to receive EU funding once they have acquired the skills and some start-up funding. Coherent movement of all actors towards jointly established goals will result in improved overall social climate, inter-ethnic relations and overall well being of most disadvantaged sections of population. In addition, all lessons learnt will be carefully recorded and analyzed throughout project's lifetime providing for a tested model intervention in micro-region that could be upscale or adapted in other regions.

After accession Croatia will be able to tap into the European Social Fund (soft assistance - social services, education, employment), the European Regional Development Fund, and into the Common Agricultural Policy (CAP), rural component fund (infrastructure and small infrastructure). These funding windows will be accessible when the strategies, plans and programmes will be designed and capacities for this will be established. This project aims at developing these capacities among the stakeholders in the Medjmurje county. It is envisaged that the project will deliver a strategy and action plan for the county and then develop pilot projects that could be used by the county/communities to access EU social funds and the rural component of the CAP. UNDP and its partners will seek to replicate the deliverables in Medjmurje nation-wide to include other counties. Larger funding through a national

	<p>strategy for Roma) will be accessible from the ERDF and ESF. For the past 15 years UNDP has been able to support community development through interventions that were mobilizing funding primarily from the EU in parallel to UNDP resources.</p>
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## Section B – Details for Full Proposal

### 3. Background/Context, Methodology and Project Activities

#### Detailed Project explanations — no page limit

1) **Background:** Define the problem that this proposal addresses. Present evidence to discuss the reality and size of the problem using statistical data, studies, and other quantitative data that show the need for and importance of such a project. Prove that you are knowledgeable about the topic and you have done all the work you can do (such as library research or interviews) without the requested funding. Identify regional benefits which will be realized as a result of this project.

As a signatory of all relevant international conventions and charters for the protection of human and minority rights<sup>1</sup>, the Republic of Croatia has committed itself to the highest standards of human rights protection and social inclusion. Domestic legislation has been designed in line with international legal mechanisms, in particular the Constitutional Law on National Minorities (CLNM) providing for political and cultural participation of minorities and ethnic groups with a number of laws embedding anti-discrimination clauses.

However, the efficiency of implementation has often been regarded as slow and burdened with numerous difficulties. Vulnerable groups, Roma amongst them, encounter an array of obstacles when accessing services, rights and resources on local, regional and national levels. Roma in Croatia face many of the same problems as Roma in the rest of South-Eastern Europe<sup>2</sup>, in terms of securing basic citizenship rights and access to education, employment, social services, health and housing. Whilst representing only a relatively small minority community (although estimates from the Council of Europe suggest a total Roma population closer to 30,000 than the 9,463 declared as Roma in the 2001 census), aspects of their geographical concentration have meant that Roma have become the subject of compensatory measures and policy debates in the late 1990's. This has resulted in creation of the National Program for Roma (NPR), adopted by the Government in 2003 which has set out a number of long-term objectives to promote the social integration of Roma in the spheres of education, health, social security, employment, housing and in terms of legal rights. The NPR has not been evaluated, therefore its achievements are presented in a fragmented fashion. It is currently revised under the leadership of the Office for Human and the Rights of National Minorities. The process of redrafting is attempting to use participatory approach and to reflect the agenda and priorities of EU Roma Platform and the EU 2020 Strategy. The importance of the document is being discussed as Croatia will report about its progress to European Parliament and European Commission.

In 2004 Croatia joined the Decade of Roma Inclusion Initiative, producing a National Action Plan (NAP) which further elaborates the Government's commitment to Roma inclusion. The progress on the adoption, institutionalization and implementation of

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<sup>1</sup> Croatia has ratified: the UN Convention on the Rights of the Child; the International Convention on Combating all Forms of Racial Discrimination; the UNESCO Convention Against Discrimination in Education; the Framework Convention for the Protection of National Minorities and the International Convention on Economic, Social and Cultural Rights, as well as other documents.

<sup>2</sup> <http://vulnerability.undp.sk> and "Faces of Poverty, Faces of Hope", UNDP BRC, 2005, and the Socio-economic survey on the position of Roma 2011

both NPR and NAP offers a litmus test regarding state's commitment not only to Roma rights, but to a strategic approach to a range of policy issues more widely.

However, despite numerous efforts, as reflected in a number of strategic documents, donor driven and national interventions Roma continue to be one of the most disadvantaged groups. Official statistical data on the socio-economic situation of Roma are scarce. The most recent survey<sup>3</sup> on Roma at risk of marginalization in Central and South East Europe conducted by UNDP Regional Centre in Bratislava offer a stark evidence. In Croatia 92.3% of Roma live in relative poverty compared to 42 % of non-Roma. 39% of Roma respondents reported that household member/s went to bed hungry because they could not afford food. Only 26 % of Roma are completing elementary school, and only 10% of them complete secondary school. 11 % of respondents reported that Romanes is dominant ethnicity of their classmates. It is likely that this refers to Medjmurje County where there is highest share of Roma in total population; and where in certain number of schools Roma make majority of pupils.

The gap in employment is eve bigger revealing 65% of Roma labour force is unemployed, compared to 24% of non-Roma. Taking together low educational levels, reported lack of connection between educational outcomes and entry into formal employment and prejudice on the part of employers, the finding that 40% of Roma engage in informal employment compared to 6% of non – Roma, might not come as a surprise.

17 % of Roma claim that their health is bad. 32% of Roma do not consult doctor when needed as they do not have funds to pay, and only 50% are able to buy drugs. Around 50% of Roma have no toilets in their homes. However, majority report that they have no intention of migrating outside of Croatia.

86% of Roma households in Croatia face at least 3 out of 8 deprivations on the EU deprivation index, compared to 42% of non Roma. The EU deprivation index of Roma in Croatia is somewhat lower than for Roma in other Western Balkan countries; but the gap between Roma and non-Roma is the highest.

The responsiveness of the system to the marginalization and exclusion of Roma has been scrutinized by the EU institutions during the pre-accession period. Regular communication noting lack of progress in daily practices and living standards signifies lack of potency on all levels to produce meaningful change. As an EU member state from July 2013, Croatia will be a full participant in the Europe 2020 strategy which sets an ambitious target of reducing the number of people at risk of poverty and social exclusion in the whole European Union by 20 million, from its current 120 million, by 2020. Member states must set their own targets, although the precise nature of these can vary, based on dialogue with the European Commission. The anti-poverty target is based on three indicators: the risk of poverty rate, severe material deprivation (and low work intensity, essentially the number of people in jobless households.

Based on the new SILC<sup>4</sup> survey, conducted for the first time in Croatia in November 2011, 14.5% of the Croatian population suffers from severe material deprivation. This is high in terms of the EU-27 average (8.1%). As a common EU indicator, in the

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<sup>3</sup> The first comprehensive data on the situation of Roma in the Western Balkans was produced by UNDP in 2004. In each country there are also some sources of data, which however, either do not cover the entire country, do not provide comparative data across the countries, or provide information only in a specific area (education, employment, health).

<sup>4</sup> Survey on Income and Living Conditions – standard EU format applied in member and candidate states

context of considerable disparities in income and living standards within the enlarged EU, Croatia's rate, though not alarming, is higher than Slovenia's (5.9%), Slovakia's (11.4%), and on a par with Poland's (14.2%)<sup>5</sup>. In terms of the indicator on low work intensity households, the figure for Croatia, at 15.4%, is high by the benchmark of the EU-27 (at 10.0%), with only Ireland (with a rate of 22.9%) having a higher rate in 2010<sup>6</sup>.

Given the fact this data did not receive much attention in wider public, nor evoked wider policy debate and taking into account the data on the socio-economic position of Roma there is a real danger that Croatia will enter EU without a strategy and tools to tackle most important goals of a 'social Europe'. As the evidence from New Member States shows, if this gets neglected in policies related to overall population, those who are 'different' from majority in terms of their citizenship, ethnicity or culture will remain invisible. Croatia as a country with unresolved past legacies of war continues to see a widening gap between majority and minority and between regions. Quantitative and qualitative evidence on the position of Roma in Croatian context points that there is a real danger that in the overall focus on entering into EU they will remain 'out of sight and out of mind' in the greater picture. At the same time, counties and municipalities inhabited by Roma will be left to deal on their own with obstacles that have been compounding over years.

This project, building upon national and regional strategy documents, aims to promote the equal participation of Roma in one County - Medjmurje. It is based on the creation of partnerships between the state, local self-government, business, civil initiatives, and citizens in order to tackle social exclusion. The project is prefixed on the assumption that Roma are not passive victims of structural rights violations; rather, that through their facilitated empowerment they can and should pro-actively seek their rights. Therefore the project's underlying strategy using area based development approach is centred on genuinely participatory interactions between the target population with accountable state, county and municipal stakeholders.

**2) Starting Point:** Enumerate in detail what has already been attempted/achieved in this area in your particular country (or in the region if relevant)? What have other donors or governmental bodies supported in this area in the past? What relevant achievements or lessons learned can your project build from?

#### Roma in Medjmurje County

Međimurje County is territorially the smallest Croatian County, but the most densely populated, and with the highest share of Roma<sup>7</sup> in total population. According to the 2001 Census, the total population of Međimurje was 118 426 with 2 887 registered Roma, which was 4% of total population of the county. The 2011 Census data is not available yet, however, as reported by the head of the Centre for Social Welfare and

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<sup>5</sup> [http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc\\_mddd11&lang=en](http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_mddd11&lang=en)

<sup>6</sup> <http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsdsc310>

<sup>7</sup> According to the 2001 Census there were 9 464 registered Roma in Croatia. The more realistic estimate accepted by both the Croatian government, Roma NGOs and used by international organizations, is that there between 30 000 and 40 000 Roma in Croatia, comprising 1% of the total population. The 2011 Census data

Roma representatives there are estimates that some 6 000 – 9 000 Roma live in Međimurje<sup>8</sup>.

The majority of Roma in Međimurje live in the following localities: Kotoriba, Donja Dubrava, Orehovica, Goričan, Domašinec, Piškorovec, Podturen-Lončarevo, Kuršanec, Gornji Kuršanec, Trnovec, Pribislavec and Mursko Središće-Sitnice which are all distanced from the villages inhabited by majority population. Originally, they looked like in-promptu settlements, mostly without basic communal infrastructure, with very small houses, undefined roads and relatively inaccessible from nearby villages and towns.

To improve infrastructure Medjimurje County in mid-2000s initiated the process of spatial planning and legalization of already existing settlements. This was a precondition to access EU funds which were implemented in 6 municipalities.<sup>9</sup> Spatial marginalization of Roma communities is accompanied by manifestations of exclusion in:

#### ■ Education

There is a mix of practices providing preschool programmes for Roma children, which concentrate on children aged 6 (the year before enrolment into primary school). Although it has been established that the Roma children should spend at least two years in preschool programmes, this happens sporadically due to lack of funding, and uneven network of preschool facilities. There is an example of one municipality where all Roma children are included into 'regular' kindergarden, as well as two localities where they attend preschools in the settlements.

It appears that the County has an up to date data on number of Roma children of pre-school age in all of the localities and that there are sporadic attempts to provide additional/specific support to include them from the early age (3-6) into 'regular' kindergardens, that is to provide opportunities for full integration. The explanations given by authorities regarding lack of additional support usually evolve around lack of funds to match parent's share of kindergarden fee; distance of the kindergarden from the 'Roma village' and perception that Roma parents would not be willing to allow children to be taken by bus to kindergardens (although this is now practice in two localities for children aged 6).

Following the ruling of the European Court of Human Rights in the case Oršuš and Others vs. Croatia<sup>10</sup> according to which Croatia discriminated against Roma pupils

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<sup>8</sup> Meeting with the head of the Centre for Social Welfare Čakovec, 19 February 2012.

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[http://www.nacionalnemanjine.vlada.hr/index.php?option=com\\_content&view=article&id=50&Itemid=9](http://www.nacionalnemanjine.vlada.hr/index.php?option=com_content&view=article&id=50&Itemid=9)

<sup>10</sup> The applicants alleged that their placement in the Roma-only classes stemmed from a blatant practice of discrimination based on their ethnicity by the schools concerned, reinforced by the pervasive anti-Romani sentiment of the local non-Romani community. The evidence presented to the Court, based on data provided by the Medjimurje County Office of Education, Culture, Information, Sport and Technical Culture, indicated that in the school year 2000/2001 there was a total student population in the county's primary schools of 4,577 of whom 865 pupils (18%) were Romani. Even though the Romani pupils made up only a small number of the total primary school population at the county level, the majority of them - 59.07% - ended up in the segregated classes only for Roma. In the school year 2001/2002, based on official Government statistics, in the primary schools in Macinec and Kuršanec as many as 83.33% and 88.49% of all Romani students, respectively, attended separate classes only for Roma' accessed at <http://www.errc.org/cikk.php?page=10&cikk=3613>



by creating Roma-only classes the Ministry of Education, Science and Sport prepared an Action Plan for implementation of the Court's Decision. The Action Plan contains several measures; however it does not introduce new ideas or plans outside of the minimum actions already existing in national documents. The document identifies lack of knowledge of Croatian language on the part of Roma pupils as a main problem. Teachers are recognized as those who do not have skills to teach Croatian as a second language. The document mentioned 'discrimination' only once, in the contexts of awareness raising activities for teachers<sup>11</sup>.

Elementary schools in the county reported teachers need to be trained on the use of inclusive techniques. This need is particularly acute in the schools that were subject of the European Court of Human Rights decision, such as Kuršanec.

Obstacles Roma children face in primary education are reflected in the fact that this year there are only 82 young people in secondary schools. The only Roma woman who has graduated at the Pedagogy Academy is unable to find permanent position which can be attributed, reportedly, to attitudes of wider community.

#### ■ Poverty – social welfare

According to the information provided by the head of the Centre for Social Welfare/CSW; there are estimated 6 000 Roma living in the county (Roma representatives estimate up to 10 000). There are approximately 9 000 users of CSW services, out of which around 4 200 are Roma. 76% of all cash benefits users are Roma. Social workers are trying to link cash and care services, however given their human resources they are not able to meet all the needs. Some of the problems were they feel powerless are domestic violence; household budget management; children in conflict with law and parenting practices.

The CSW appears to be responsive to the needs of Roma within the limits of its duties and scope of work. It is engaged in implementation of few projects, such as introduction of 'social inclusion mentors', funded through EU grant scheme; and has prepared two more for funding. The willingness to extend the support to other spheres is limited by a lack of human resources, collaborative actions and a lack of innovation in connecting social services with other sectors.

#### ■ Employment

According to Croatian Employment Service, there a total of 7 600 registered unemployed persons in Medjimurje. Among them are 1,000 registered long-term unemployed Roma – they constitute 13 % of the unemployed in the County. Over 70% of registered unemployed Roma in the county have not completed elementary education and only 18% have only elementary education. Over 60 % of registered jobless have no working experience at all. The Employment Service works with the unemployed and the employers – registering the unemployed, support with professional plans and their implementation, mediation with employers, interview preparation. The problems on both sides are numerous: on the side of Roma – lack of education, lack of work experience, lack of motivation; on the employers' side - limited number of jobs, many prejudices, some bad experiences that impact the overall practice of hiring Roma, fiscal crisis. To respond to these issues, the Employment Service implements Active Labour Market Measures. Some include financial support schemes – for example, co-financing certain adult education programmes, financing public works, motivation workshops, and financing the employment of Roma for 24 months. In addition, the Employment Service

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<sup>11</sup> ' for teachers working with Roma pupils discussion on discrimination in education will be organised'

implements National Programme for Roma and Decade measures. The largest number of employed Roma is in public works, but this is a temporary measure.

#### ■ Political representation

Interactions with local self-government have enabled participation of Roma in boards at the village, town and county levels, as well as in national minority councils. Therefore, local self-government is their main counterpart who, despite an attempt to consider some of the demands of Roma, lacks a holistic, long-term strategy to tackle exclusion and provide appropriate services. During last elections in July 2011 Roma National Minority Councils were elected on the level of County, cities Čakovec and Mursko Središće and municipalities Kuršanec, Kotoriba, Mala Subotica, Nedelišće, Orehovica, Podturen, Pribislavec.

#### ■ Civil Society Organisations (CSO)

There are about dozen of Roma CSO's registered in the county: engaged in organising pre-school education, through folk-culture to environmental protection. None of them has built a strong profile. Cooperation with other issue based CSO's in the county is limited. Gender issues are mentioned only sporadically.

Most of localities inhabited by Roma now have basic communal infrastructure and the process of legalisation of plots of land is underway. However, social infrastructure is missing. Family Center has been built in the village Kuršanec where police and social workers organised several workshops and where Roma only pre-school programme is organised. The interactions between Roma and non-Roma are limited, reduced to those between children in schools, those between NGO leaders and minority council representatives and municipal officials. Reportedly, social distance between Roma and non-Roma population is high. In part this is due to the perception of the majority that limited resources are directed towards Roma. Most of the resources were used to improve infrastructure, while the 'soft part' or 'social infrastructure' interventions are reduced to isolated, time limited and one- issue related projects that were expected to produce long-term, if not holistic results. There is a lack of overall direction and coordination force in the county – a focal point that would connect isolated dots, bring institutions, ideas and resources and help them move in the same direction.

The major driver of change in terms of physical infrastructure improvement is EU through IPA grant scheme. Roma Education Fund supports limited number of initiatives supporting children in regular kindergartens.

**3) Goals and Objectives:** Develop broad goals for the project. With the goals in mind, develop realistic, measurable, and clearly stated objectives, all of which you will be able to accomplish by the end of the project period. Goals and objectives should be stated in such a way as to show how the project matches the initiatives of LGI.

The overall program goal is **to contribute to social inclusion of Roma in Medjimurje 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. Overall, the project should contribute to improved quality of life of Roma in Međimurje.

Objectives:

1. To improve capacity of local public administration to respond timely and adequately to diverse needs of Roma.

At least 6 consultative meetings will be organized for county level public administration and Roma representatives to prepare County Action Plan for Roma Inclusion and Atlas of Roma communities with baselines, indicators and targets. Consultative meetings will be facilitated using learning by doing methodology. It is expected that based on the situation analysis, at least 5 projects for IPA funding will be prepared.

Project Board meetings (that will be scheduled on a quarterly basis, in total 4 during project duration) also have educational purpose as participatory methods in project implementation will be introduced.

A mobile team that will be set up through the project will have a role to support delivery of services on the grassroots level, in terms of working with parents to further develop parenting skills; monitoring public health situation in Roma villages in particular in relation to children's health; working on prevention of gender based violence; and supporting children to stay in school. The team will act as a mediator between Roma communities and local administration. The will be able to reach out to 3 out of 12 Roma settlements in Međimurje, but their base will be in Kuršanec where exists physical space they can use. It is expected that about up to 150 families will use their services.

2. To improve educational outcomes of Roma pupils.

A group of 40 teachers working with Roma pupils will be trained to use inclusive methods in classroom. A core group of 5 teachers with assistance of representatives of Pedagogy Academy and external consultant will work on a development of a course to be offered on a regular basis for future teachers. 5 students of Pedagogy Academy will be engaged to provide tuition for 40 Roma pupils during school year 2012-2015. Students will be supervised by Pedagogy Academy staff.

Mobile team that is to be engaged within the project will be a link between pupils, parents and school – monitoring school drop-out; working with children to motivate them to attend school and with parents to encourage positive attitude towards school. This service will be provided for up to 50 children and their parents.

Extracurricular activities, series of 15 workshops on healthy lifestyles and positive masculinity for 50 participants will work to improve teenage boys self-image; to promote healthy lifestyles; to improve communication skills in general and to reduce gender based stereotypes.

2. To improve knowledge and skills of selected group of Roma leading to their improved employability.

One report identifying mismatch between supply and demand at the labour market will be prepared. Its recommendations will be shared with the Employment Service to re-design their Active Labour Market measures as well as content of re-trainings currently organized.

Two training workshops on basic entrepreneurship skills for 15 participants will be organized with a view to identify and support a core group of persons interested to start their own business.

Two tailored training workshops will be organized for a group of 30 Roma. The content of tailored training workshops will be developed based on report analyzing mismatch between supply and demand.

A mentoring model comprising of selected group of secondary school teachers and owners of small businesses offering academic and apprentice support for pupils in vocational schools will be establish. The project will pilot the model with 10 pupils and 5 employers.

### 3. To increase inter-ethnic cooperation.

Inter-ethnic cooperation will be improved through organization at least 4 community art exhibition and at least 4 public debates on the issues pertaining to both communities. These will be high level advocacy events with an aim to raise awareness about the position of disadvantaged groups more widely than in Medjmurje County only.

One workshop with 15 journalists on the topic of discrimination and hate speech will be organized a reporting guidelines combating discrimination and stereotypes will be developed.

**4) Methodology:** How will you accomplish your objectives? What approaches, materials, experts will you employ? Why have you chosen to consider these approaches over others?

The strategy of the project is to simultaneously enhance: i) grassroots capacities for service delivery in the context of limited resources; ii) the responsiveness of local institutions to address structural obstacles that Roma face when attempting to access their rights and services; and iii) improve the coordination between the National Programme for Roma and the National Action Plan developed under the Decade of Roma Inclusion, through creation of County Action plan and Atlas of Roma communities as related planning and monitoring tool. This will be achieved through a set of inter-related interventions at the national and local level and will draw on the complementary expertise and added value of the different county level actors, donor agencies and civil society organizations. UNDP will act as a coordinating agency in the process ensuring synergies, mending the gaps, and involvement of other UN agencies.

At the community level, the facilitated approach using Local Action Groups/LAG methodology will focus on bringing all actors on the same page and to development specific Roma focused action plan with clear linkages to other county development plans. Local teams implementing activities will become recognized as credible and reliable partner by the target population. When the project ends, these individuals will likely still be living in the same communities, with the associated expertise intact.

The inclusion of, and co-financing by, local authorities in all aspects of current and future project implementation promotes local ownership and sustainability. Project will tackle some of the key bottlenecks of the system preventing it from performing efficiently. Decentralization was supposed to provide greater scope and autonomy for local bodies to respond to needs in their communities, however, this process was not accompanied by an increase in necessary competencies within local Government, and accordingly the project will engage UNDP's existing expertise to support county and municipal administrations to ensure local governments can respond to Roma needs. Therefore, local actors will be supported to prepare projects pipeline for EU funding in order to bridge financial gaps.

At the national level, the project design supports existing laws, strategies and initiatives. The National Action Plan for the Decade of Roma Inclusion as well as National Roma Strategy hold potential for improving the educational, employment, health and welfare conditions of Roma, though their poor implementation have not, as evidenced, significantly improved situation so far. Accordingly, this project has identified some of the critical gaps and formulated responses on how to address them, ensuring that the strategies developed at the state level are properly implemented at the local level. Through documented and evidence-based implementation, the project enables the realisation of these currently-dormant policies into practice, with an exit strategy that foresees the ownership of the model by the state, county and municipalities. Further, by demonstrating policy synergies, the project will contribute to the up-streaming of policy initiatives covering minority and children's rights and will reinforce policy monitoring, evaluation and revision.

**5) Activities:** Elaborate your action plan here, including a step by step description of your planned activities (workshops, conferences, trainings, expert advice, study tours, information collection, publications, advocacy, etc, etc).

- I. Preparation of a report on the status of Roma exclusion in Croatia using new data from a socio-economic research (in cooperation with UNICEF and UNHCR).

The fresh quantitative data provides for in-depth analysis of:

- Poverty rates, income and expenditures, access to social services, housing situation
- Unemployment rates, activity rates, formal and informal employment
- Preschool and school enrollment and literacy rates
- Health status, vaccination coverage
- Incidence and experience of discriminatory practices.

The report will provide data that can be used as a baseline for national strategies. Given that most of the information is comparable to data collected by UNDP in 2004, it will also serve as a progress monitoring tool. It will coincide with Croatia taking Presidency over Decade of Roma Inclusion in July 2012, enabling evidence based policy and practice discussion.

- II. Building the capacity of local actors to adopt sustainable approaches to Roma inclusion – preparation of Medjimurje Roma Inclusion Action Plan and Atlas of Roma communities.

National Roma Strategy is now in the final preparatory stage. Experience with previous strategy and National Action Plan of decade of Roma Inclusion 2005- 2015 shows that unless local action plans are developed, interventions for Roma inclusion remain, ad-hoc and unfunded. Medjimurje County has requested preparation of a County Action Plan that would mirror National Strategy and segments of Decade of Roma, but would reflect local priorities and circumstances.

In addition, both Office for National Minorities and the County administration have requested support in preparation of Atlas of Roma communities for the county which would enable intervention planning, financial resources allocation and progress monitoring.

- III. Educational activities and supervision support for teachers in primary schools to increase capacity of educational institutions for inclusive education.

NGO Korak for Korak/Step by Step will be engaged to implement educational seminars “Living Diversity” for teachers in primary schools and staff of the Pedagogy Academy in Čakovec. The NGO will, in cooperation with UNICEF and Pedagogy Academy develop guidelines for course on inclusive education to be introduced at the Academy.

- IV. Support for Roma pupils to achieve positive educational outcomes by providing them with regular tuition in Family Center Kuršanec.

Tuition will be arranged to minimize drop-out, to ensure the development of social skills, and to build self-esteem of Roma pupils and their parents. Pedagogy Academy students will be engaged to offer tuition with regular supervision provided by Academy’s staff. Complementarity and synchronisation of this activity with activity III will be ensured.

- V. Conduct a labour market analysis in terms of supply/demand.

The project will undertake a labour market analysis in terms of supply and demand, which will address key blockages. Employers who identify to be willing to offer employment opportunities to Roma will be involved in functional vocational trainings of Roma and offered workshops on non-discrimination.

- VI. Deliver functional vocational trainings and basic training on entrepreneurship with a view of formalising informal labour market activities and setting up a mentoring scheme ‘from school to work’ for secondary school pupils and small entrepreneurs.

The project will work with a core group of up to 30 men and women who are currently unemployed but interested in seeking work or self-employment. A main feature of this work will be the introduction of mentoring, coaching and individual support. By providing basic training on entrepreneurship, the project will enhance knowledge and skills on income generation, thus supporting self-employment initiatives of Roma. This activity will be closely linked with a related program of the Service for Unemployed. A mentoring system linking pupils in vocational education and their teachers with entrepreneurs who will ensure coaching during education and close links with future employers, thus enabling positive relationship between these actors. Employment Service will act as an intermediary in the process with a

view of adopting mentoring system and including it into regular set of measures supporting employment of Roma.

- VII. Organisation of social activities in Family Centre Kuršanec: workshops on health and reproductive issues; leadership training for teenagers in selected secondary on challenging traditional definitions of masculinity and healthy lifestyles.

Civil society organization Status M would be engaged to implement workshops on a bi-monthly basis during school year. Status M would work in Family Centre in Kuršanec.

An interdisciplinary mobile team supporting community organising, mediating between Roma community and schools, Centre for Social Welfare, health institutions, police and other parts of system will be established. Given the nature and scope of work they will operate in two locations: Kuršanec and Podturen.

- VIII. Support to joint inter-ethnic activities.

Support to joint inter-ethnic activities as well as soft public campaign, will influence/reduce prejudices on both sides: community art exhibitions, debate clubs and similar events that promote tolerance and combat stereotypes and discrimination. The project will work with a core team of key newspaper, radio and television journalists, increasing their inter-ethnic awareness as well as their readiness to work on 'positive' stories. A consultant will be engaged to work with journalists on development of reporting guidelines combating discrimination, stereotypes and prejudice.

**6) Outputs and Outcomes:** (Outputs are a measure and description of the *quantity of a service or product* provided (may include a quality component). Outcomes are the basic unit of measurement of *progress toward achieving an objective*).

***Output 1: The evidence about social and economic position of Roma disseminated to inform policy interventions and support Croatian Presidency of Decade of Roma Inclusion 2015-2015***

Outcome1: Report with analysis of social and economic position of Roma published

Outcome 1.2.: New data used in policy/strategic documents

***Output 2: The capacity of local institutions improved to respond timely and adequately to diverse needs of Roma and other disadvantaged groups***

Outcome 2.1.: Medjmurje County Action Plan for Inclusion of Roma produced

Outcome 2.2.: Atlas of Roma communities in Medjmurje County produced and in use for the purpose of planning and progress monitoring

Outcome 2.3.: Project pipeline for IPA funding prioritised

***Output 3: Improved educational outcomes of Roma pupils***

Outcome 3.1.: Guidelines for course on inclusive education developed and introduced at the Pedagogy Academy

Outcome 3.2.: Teachers trained to use inclusive methods

Outcome 3.3.: Roma elementary school pupils participate in tuition classes

Outcome 3.4.: Drop out of pupils reduced

***Output 4: Improved self-employment and employment opportunities for Roma in private/public sector***

Outcome 4.1.: Mismatch between demand and supply in the labour market in Medjimurje identified and recommendations for their removal disseminated

Outcome 4.2.: A number of functional trainings developed and implemented

Outcome 4.3.: Improved self-employment and employment opportunities for Roma in private/public sector

Outcome 4.4.: Model of a mentoring scheme from school to work adopted

***Output 5: Community centre in Kuršanec fully functioning and offering a range of social activities***

Outcome 5.1.: A series of workshops on healthy lifestyles and positive masculinity implemented in Family Centre Kuršanec

Outcome 5.2: Mobile team set in Family centre Kuršanec offering counselling, psycho-social and basic support in accessing rights

Outcome 5.3: A series of workshops on non-violent communication skills implemented for Roma and non-Roma pupils

***Output 6: Multicultural sensitivity increased***

Outcome 6.1. A number of community art exhibitions implemented

Outcome 6.2. A number of debates organised

Outcome: 6.3. Reporting guidelines combating discrimination, stereotypes and prejudice developed in cooperation with journalists



#### 4. Institution(s)

<b>Capacity of Implementing Agency(s) to implement project</b>
<p>There are three dimensions to UNDP's work on Roma inclusion: comprehensive data on the status of Roma exclusion and data driven policy research; operational support to the Decade of Roma inclusion at national level and building capacity of local actors to adopt sustainable approaches to Roma inclusion. Area based development is a main tool used by UNDP when addressing disparities. In the context of this project, area based development will be an important tool addressing marginal position and structural obstacles faced by Roma. Such a spatial or zonal approach to Roma exclusion requires the elaboration of multi-sectoral partnerships to assess needs and maximise opportunities. This will be combined with the EU Local Action Group/LAG creation, as primary tool for EU's LEADER approach to rural development in bringing together communities to develop activities that can draw on EU funds. UNDP Croatia has built extensive experience in facilitating LAG's through its Local Development Programme. UNDP's unique position as an independent entity equally trusted by Governments, Roma civil society, international organizations and the general public, organization's neutrality and transparency also interventions trustful and respectful. As a coordinating agency of the UN Country Team, UNDP will ensure synergies with other agencies. In addition, UNDP in Croatia is recognized as a convening power and as such it will draw expertise, efforts and resources of relevant actors.</p>

#### 5. Risk Analysis

<b>Risk</b>	<b>Probability</b>	<b>Impact</b>	<b>Management</b>
Local administration institutions limited capacity to genuinely contribute to the project implementation and use project's deliverables	Medium	Medium	Regular consultations with local administration; boosting up capacity of local administration by using existing models of volunteering and internship; and capacity development workshops for project pipeline preparation as offered by UNDP local development programme and other actors
Roma motivated to participate in activities and follow through	Medium	Medium	Project's activities are sequenced in a manner that ensures tangible step by step results

#### 6. Monitoring and Evaluation

##### 6.1 Project Outputs and Benefits

<b>Project Purpose</b>

The purpose of the project is to improve performance of local institutions for public service planning, delivery and results monitoring as well as to improve their capacity for multi-ethnic community management. This will be done through a use of research data that provides baseline and through improvement of grassroots service delivery. The project is based on the premises that there is a need for sustained, carefully facilitated communication between Roma and non-Roma communities in order to decrease social distance between them.

Indicators of Success	Source of Information	Status before project/Baseline Data
Socio-economic research data about Roma inform national and county level planning, funding and progress monitoring.	Research results incorporated in policy dialogue, local plans and budgetary allocations.	Limited data exists and is in use. Most often used is data collected on administrative level on education and employment which does not enable for comparisons year on year.
Funding opportunities for services intended for Roma and other disadvantaged groups expanded through use of IPA funding.	Local administrations and civil society project proposals submitted for IPA funding.	Three proposals approved so far for physical infrastructure improvement.
Grassroots capacities for service delivery improved.	Reports on number of activities and users with outcomes on user level and institutional level evaluated.	Only two activities, out of those proposed by this project, with limited number of users (in employment and non-violent communication skills training) are currently available.

<b>Expected Outcomes (copy from Section A if unchanged)</b>			
<b>Outcomes</b>	<b>Indicators of Success</b>	<b>Source of Information</b>	<b>Status before project/Baseline Data</b>
Outcome1: report with analysis of social and economic position of Roma published and data used in policy documents	1. National Roma Strategy uses report data as a baseline	National Roma Strategy	National Roma Strategy in process of preparation
Outcome 2.1.: Medjimurje County Action Plan for Inclusion of Roma produced	County Action Plan for Roma Inclusion with baselines, indicators and goals adopted	Number of consultations involving Roma and local authorities representatives	County local action plan does not exist
Outcome 2.2.: Atlas of Roma communities in Medjimurje County produced and in use for the purpose of planning and progress monitoring	Atlas of Roma communities in Medjimurje adopted and fully functional to monitor progress in implementation of County Action Plan	Notes and conclusions of consultative meetings with follow up actions	Atlas of Roma Communities non existent
Outcome 2.3.:Project pipeline for IPA funding prioritised	Number of projects prepared for IPA and number of projects approved for funding	UNDP progress reports Local authorities reports and web site	3 project proposals submitted and approved under IPA (physical infrastructure improvement only)
Outcome 3.1.: Guidelines for course on inclusive education developed and introduced at the Pedagogy Academy	Course offered at the Pedagogy Academy; number of teachers participating in the course	Project progress reports	Course on inclusive education tailored for the needs of teachers working with Roma pupils is not offered at the Pedagogy Academy
Outcome 3.2.: Teachers trained to use inclusive methods	Number of teachers trained and number of teachers using inclusive methods in classroom	Reports from training; participants evaluation of training	No trainings have been offered to teachers
Outcome 3.3. Roma elementary school pupils participate in tuition classes	Number of Roma pupils participating in tuition classes; number of pupils with reduced failing grades	School reports on success and truancy	Limited number of Roma pupils (up to 20) participates in tuition classes
Outcome 3.4 Drop out of pupils reduced by 10 %	Number of pupils dropping out of school reduced by 10 %		System for monitoring drop based on school recording absent pupils

<p>Outcome 4.1. Mismatch between demand and supply in the labour market in Medjimurje identified and recommendations for their removal disseminated</p>	<p>Reports recommendations used to inform active labour market measures of Medjimurje County Employment Service</p>	<p>Active labour market annual plan developed by Employment Service</p>	<p>Employment Service reports on 1000 registered unemployed Roma, out of which some 20 are involved in trainings, up to 25 involved in public works (temporary employment)</p>
<p>Outcome 4.2. A number of functional trainings developed and implemented</p>	<p>At least 4 training models developed and implemented</p>	<p>Training reports and participant evaluation reports</p>	
<p>Outcome 4.3. Improved self-employment and employment opportunities for Roma in private/public sector</p>	<p>At least 30 Roma participating in tailored trainings</p> <p>Mentoring model functional with at least 10 young people and 5 employers participating</p>	<p>Number of Roma employed</p>	
<p>Outcome 4.4. Model of a mentoring scheme from school to work adopted</p>			

<p>Outcome 5.1. A series of workshops on healthy lifestyles and positive masculinity implemented in Family Centre Kuršanec for teenagers</p> <p>Outcome 5.2: Mobile team set in Family centre Kuršanec offering counselling, psycho-social and basic support in accessing rights</p> <p>Outcome 5.3: A series of workshops on non-violent communication skills implemented for Roma and non-Roma pupils</p>	<p>Number of workshops implemented (at least 15)</p> <p>Number of participants (at least 50)</p> <p>Number of families using mobile team services (at least 100)</p> <p>Number of workshops implemented (at least 15)</p> <p>Number of participants (at least 50)</p>	<p>Progress reports, participant's evaluation;</p> <p>Centre for social welfare reports</p> <p>Local authorities reports</p>	<p>No workshops on healthy lifestyles and positive masculinity</p> <p>No operational mobile teams</p> <p>Workshops on non-violent communication skills in dormitories organized for a limited number of Roma pupils – up to 15</p>
<p>Outcome 6.1. Community art exhibitions and debates organised contribute to questioning of prejudices</p> <p>Outcome: 6.3. Reporting guidelines combating discrimination, stereotypes and prejudice developed in cooperation with journalists</p>	<p>Number of community art exhibitions organized: at least 4</p> <p>Number of debates organized: at least 4</p> <p>Ratio between stigmatizing and positive media reports in the county increased in favour of those with positive message</p>	<p>Media reports analysis</p>	<p>Ad hoc media reporting analysis: annual report of the Ombuds office analyzing limited number of media articles</p>

## 6.2 Monitoring & Evaluation Plan

<b>How will the project be monitored?</b>
<p>The project will be managed day-to-day by a Project Manager (PM) selected and administratively overseen by UNDP. A project implementation group with representatives UNDP, county public administration and Roma representatives who will support implementation and report to the PM. A Project Board, comprising the representatives of the line Ministries, local government, implementing partners and beneficiaries will provide operational guidance and coordination. They will meet on a quarterly basis and produce reports. The PM will act as Secretary to the Board. UNDP will serve as Administrative Agent and will operate as the main interlocutor at the country level with the Government and targeted beneficiaries at local and central level. It will also assume responsibilities for fund management and consolidated reporting to the donor. National ownership, accountability and oversight over project's activities and resources will be ensured through the application of PRINCE2 methodology to include clear roles for participants of the Project Board and project assurance reviews.</p> <p>Indicators will be measured through quarterly reports to the Project Board, and to donors. Using the indicators detailed in the first quarter of the project implementation with baseline values (available through Atlas of Roma communities) evaluation will be carried out through beneficiary questionnaires and focus groups of stakeholders.</p> <p>Additional scrutiny is expected from the local and national media, which already covers UNDP events and activities widely. An additional amount of 1% of project resources has been secured to ensure professional, transparent visibility and accountability of the Programme to stakeholders, beneficiaries and citizens at large.</p>
<b>What benefits do you expect to last beyond the project and how will the project ensure these benefits are sustained?</b>
<p>The main strategy to ensure sustainability if results is incorporated in capacity building of local actors through the 'teaching by doing' approach. The main policy level products (report, county action plan for Roma Inclusion and Atlas of Roma communities) are tools with medium term (3-5 years) impact. It is envisaged that the project will results in project fiche which would also have medium term impact in terms of financial sustainability.</p> <p>UNDP will utilize its existing advocacy position and Memorandums of Understanding with line ministries in order to incorporate models for inclusive educational, employment and media models into National Roma Strategy, the Action Plan for the Decade of Roma Inclusion 2005 – 2015 and Active Labour Market Policy, accompanied by suitable levels of state funding.</p>

## **7. Applications submitted to OSI entities**

In order for LGI to consider any application, the prospective grantee must submit a complete list of every proposal it has submitted to an OSI entity (national foundation, network program, regional program) over the past 3 years, including those that have been accepted, rejected or are still pending. If the current proposal being submitted to LGI is also being sent to other OSI entities this must be noted as well.

Organizations and/or project proposals that have not been accepted elsewhere in the OSI network WILL NOT be automatically disqualified by LGI. Different OSI network programs, such as LGI, have different strategies and priorities. Incoming proposals will be judged on their content and relevancy vis-à-vis LGI.

Please submit the requisite information highlighted in the following chart:

<b>Title of Project</b>	<b>OSI entity receiving application</b>	<b>Amount (USD)</b>	<b>Status (approved/rejected /pending)</b>

Please note that failure to provide full and factual information of your funding history with OSI could result in your proposal being disqualified.

## **8. Activity Schedule/Time Line/Work-plan**

<b>Timeframe</b>	<b>Activity</b>	<b>Place</b>	<b>Responsible</b>	<b>Product</b>
May – October 2012	Preparation of a national report on the status of Roma exclusion	N/A	UNDP	Report
June – September 2012	Preparation of County Action Plan for Roma Inclusion and Atlas of Roma communities	Čakovec,	UNDP, Medjimruje County administration	Action Plan for Roma Inclusion Atlas of Roma Communities
September 2012- July 213	Trainings for inclusive education and supervision of teachers; inclusive education course	Čakovec	UNDP	Training module Guidelines for course development
September 2012- June 213	Tuition classes for Roma pupils	Kuršanec	UNDP, Pedagogy Academy	
June – September 2012	Supply/demand labour market analysis	Čakovec	UNDP	Report
July 2012 – July 2012	Vocational and basic entrepreneurship trainings	Čkaovec, Kuršanec	UNDP	Training modules
September 2012- July 2013	Model of a mentoring scheme from school to work	Čakovec, Kuršanec Podturen	UNDP, Employment Service Vocational schools	Model
September 2012- July 2013	Workshops on healthy lifestyles and positive masculinity	Kuršanec	UNDP NGO Status M	
September 2012- 2013	Workshops on non-violent communication skills	Čakovec	UNDP	
August 2012- July 2013	Workshops on parenting skills; psycho-social counseling; legal aid; school dropout monitoring	Čakovec, Kuršanec Podturen	UNDP Mobile team	
August 2012- December 2013	Workshops with journalists	Čakovec Kuršanec	UNDP	
January – March 2013	Development of guidelines about media reporting	Zagreb Čakovec Kuršanec	UNDP	Guidelines for media
June 2012-June 2013	Community art exhibitions and public debates	Čakovec, Kuršanec	UNDP	

## **9. Budget**

Please fill in the OSI Budget Form, which can be found on the LGI Website. Be sure to fill out all three pages of the Excel document ("Request", Summary" and "Detail")