

1. Basic information

- 1.1 CRIS Number:** 2010/022-264
- 1.2 Title:** Support to institutions in implementation of policies relevant to non-majority communities
- 1.3 ELARG Statistical code:** 01.23
- 1.4 Location:** Skopje

Implementing arrangements:

1.5 Implementing Agency

The Central Financing and Contracting Department (CFCD) will be the contracting authority and will be responsible for all administrative and procedural aspects of the tendering process, contracting matters and financial management including payment of project activities. The Head of CFCD will act as the Programme Authorising Officer (PAO) of the project.

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1.6 Beneficiary (including details of SPO):

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Financing:

1.7 Overall cost (VAT excluded)¹: EUR 1 800 000

1.8 EU contribution: EUR 1 620 000

1.9 Final date for contracting:

Two years from the date of the signature of the Financing Agreement.

1.10 Final date for execution of contracts:

Two years after the final date for contracting.

1.11 Final date for disbursements:

One year after the final date for execution of contract.

2. Overall Objective and Project Purpose

2.1 Overall Objective

Support to the government in improving the efficiency, competency and accountability of the institutions responsible for protection of human rights and promotion of equal opportunities for all citizens.

2.2 Project purpose:

The project purpose is to provide technical assistance to key institutions involved in the implementation of policies relevant to non-majority communities.

2.3 Link with AP/NPAA/EP/ SAA

The project will address the following **AP** priorities:

- Fully comply with the European Convention on Human Rights, the recommendations made by the Committee for the Prevention of Torture as well as the Framework Convention for the Protection of National Minorities;
- Set up effective mechanisms to identify, pursue and penalise all forms of discrimination by State and non-State bodies against individuals or groups;
- Promote access to education, justice and social welfare for members of minority groups;
- Ensure administrative capacity to implement social inclusion and social protection policies;
- Sustain effective implementation of the Ohrid Framework Agreement with a view, *inter alia*, to promoting inter-ethnic confidence-building;
- Further upgrading and implementing the strategy on equitable representation of non-majority communities, notably by providing adequate resources and imposing effective sanctions for failure to meet targets;
- Complete the necessary legislative framework to implement the decentralisation process and ensuring that municipalities have the necessary means to implement their new competences.
- Adopt and begin to implement a medium-term strategic plan for equitable representation of minorities in the public administration (including in the judiciary) and public enterprises.

¹ The total cost of the project should be net of VAT and/or other taxes. Should this not be the case, the amount of VAT and the reasons why it should be considered eligible should be clearly indicated.

The **National Plan for Adoption of Acquis** with regard to proposed project components intends to continue with consistent and effective implementation of all activities related to improved inclusion of Roma population, through Implementation of Roma Strategy and Decade and Action Plans. Also further and successful implementation of all elements of the Ohrid Framework Agreement continues to be priority in the process of country's accession to EU. The Law on Promotion and Protection of the Rights of the Representatives of the Communities constituting less than 20% of the population in the country was adopted in 2008. The Law governs the procedure for monitoring the realisation, promotion, and protection of the rights of the representatives of the communities that are less than 20% of the population in the country, the supervision of the implementation of the provisions referred to in the law determining those rights and the establishment of a special agency.

Antidiscrimination as such has been part of the country's Constitution and a number of other laws, but these did not tackle all forms of discrimination and do not fully satisfy the EU standards in combating antidiscrimination. The Law on Antidiscrimination is a necessity in the process of alignment of national with EU legislation, and the work on this law started in 2008. Adoption of the law is governmental priority for 2009, and already mechanisms for its implementation upon adoption are being planned.

The Project will contribute towards the implementation of the **SAA** Article 2 on the respect for the democratic principles and human rights as the core principles of this Agreement.

2.4 Link with MIPD

The MIPD 2009-2011, regarding human rights and the protection of minorities (beyond the scope of the *Ohrid Framework Agreement*) stipulates need for special attention to be given to the implementation of the Roma Strategy and where appropriate, support given to access to education, justice and social welfare for members of all communities.

In fulfilment of the political criteria, it remains important to improve equitable representation in the public administration, in line with the constitutional and legal provisions deriving from the *Ohrid Framework Agreement*.

2.5 Link with National Development Plan

N/A

2.6 Link with national/ sectoral investment plans

- National Roma Strategy and Decade;
- National Action plans for Implementation of the Roma Strategy and Decade;
- Memorandum for cooperation with the municipalities;
- Strategy for equitable representation 2007;
- Action plan for the implementation of the Ohrid Framework Agreement;
- Strategic plan of the Secretariat for implementation of the Ohrid framework agreement (SIOFA).

3. Description of project

3.1 Background and justification:

Background

Core elements of the country's governmental policies are constant promotion of equal opportunities for all its citizens in all the areas of human living, protection of human rights, promotion of good services for its citizens and enabling quality life. The Government is

promoting and improving inclusion of the different ethnic non majority communities in the social system. Promotion of the multi-cultural, multi ethnic society in which human rights, quality of life and equal opportunities for all citizens, are respected, observed and incorporated in the government documents, such as the government working programme, the national employment plan, the NPAA and etc. The quality of life for all members of society is being improved through enhancing equitable representation of all communities in all state administration bodies, public service, public enterprises and local self-government.

In terms of the relevant institutional framework, some of the institutions which work in this field are: The Secretariat for Implementation of the Ohrid Framework Agreement, Ministry of Labour and Social Policy, Cabinet of the Minister without Portfolio, Agency for protection of minorities which represents less than 20% of the population and the Ombudsman. These institutions are involved in implementing government inclusive policies which will enable non majority ethnic communities to gain access to education, employment, better health services and housing.

The Ohrid Framework Agreement and its implementation is one of the main priorities of the Government. Its basic goal is to promote peaceful and harmonised development of the civil society, simultaneously respecting the ethnic identity and interests of all citizens of the country. Legal reforms have arisen as a result of this Agreement, which are being implemented by the Government in the field of decentralisation, equitable representation, special parliamentary procedures for protection of non-majority communities, education, language and flags use, expression of community and cultural identity and measures for their implementation.

For the purpose of successful implementation of the Ohrid Framework Agreement, a Secretariat for Implementation of the Framework Agreement has been established. The SIOFA, responsible to a Deputy Prime Minister, provides support to the Government regarding the realisation of the strategic priority related to the obligations arising from the Framework Agreement, and especially provides equitable representation of the citizens belonging to all communities, in the state bodies and other institutions. The Secretariat monitors the decentralisation process of the authorities and the public administration, prepares methodology for governmental action plans regarding the preparation of projects related to the Framework Agreement and the coordination of its implementation and its monitoring. SIOFA is comprised of 4 sectors and 15 units.

The Strategy of Equitable Representation was adopted in January 2007. One of the main priorities of this Strategy is to further implement the principle of Equitable Representation without increasing the overall number of staff in the public sector. The Strategy recommends a number of measures and activities that state administration bodies should implement in order to enhance the equitable representation of all communities in all state administration bodies, public service, public enterprises and local self-government. The number of civil servants from the non-majority ethnic communities increased to 26% at central level by September 2009. A single data collection system for the entire public sector is under preparation. In light of this, the Secretariat for the Implementation of the Ohrid Framework Agreement in cooperation with the Ministry of Information Society prepared a proposal which was adopted at a Government session. It is expected that in a 9-month period there will be a functional single data collection system for the entire public sector.

The Ministry of Labour and Social Policy together with the Cabinet of the Minister without portfolio jointly implement the Roma Strategy and Decade and contribute in activities for improving social and economical status of Roma. The National Action plans which result from the Roma Strategy and Decade are focusing on improving the living conditions of Roma population and are based on four priority areas: Health; Education; Housing and Employment.

The Memorandum for cooperation signed between the Government and the local self-government is a document which sets the provisions of implementation of the Local Action Plans and defines the cooperation between the central and local authorities in Implementation of Roma Strategy and Decade. This cooperation defines the obligations and responsibilities of the local self-government units in developing Local Action Plans based on priority actions defined within Roma Strategy and Decade.

National Coordinative Body has been established and is in charge of providing better coordination among state institutions and civil organisations, has an advisory role, performs monitoring over proper and timely implementation of planned activities in National Action Plan for implementation of Roma Strategy and Decade and exchange of information for issues related to Roma community. This Body consists of representatives from relevant ministries, agencies and civil sector, who play active role in the functioning and accomplishment of its goals and objectives.

Further in 2008 an Agency for protection of communities which represent less than 20% of the population was established. The Agency has the role to ensure coordination of state administrative bodies and responsible to implement policies relevant to the communities which represent less than 20% of the population including the OFA. The Agency will support the Government in implementation of its action plans. Presently the Agency is in its initial establishment phase and has 4 employees.

In terms of the relevant legislative framework, the Government is in process of preparation of antidiscrimination law. The Law is prepared in a transparent manner and in consultation with all relevant stakeholders including the NGOs and international community. In general, the law forbids discrimination on any ground including on ethnic background. The law will be transposing the EU relevant antidiscrimination directives 43 and 78. The law foresees different types of sanctions in case of committed discrimination. One of the bodies responsible for the implementation of the law is the Ministry of Labor and Social Policy within which exists a Unit for prevention and protection from all kinds of violence and discrimination

Justification

Even though the Government has set a number of mechanisms for improving the situation of the minorities in the country, there is constant need for strengthening stakeholders' capacity for better implementation, enforcement and monitoring of the relevant laws, directives and strategies. The relevant institutions are undergoing constant development, which still needs continued support that will enable sustainable and effective performance of their core functions. Given the variety of institutions, the institutional coordination and cooperation remains a challenge, and as such has been recognised and noted in the EC progress report, for 2009, which stated that the cooperation and coordination of all stakeholders on vertical and horizontal level remains a concern. As a result, further enhancement and strengthening the mechanisms for cooperation and coordination of the state bodies responsible for improvement of the situation of non-majority communities is needed.

Although there is a noticeable progress in every area of the implementation of the OFA (inter-ethnic relations, legislative, decentralisation, equitable representation, education and culture, the use of languages) additional and firm efforts are needed in these specific areas for completing the obligations and responsibilities that arise from the Ohrid Framework Agreement. Likewise, there is a constant need for continuous review and implementation of the Strategy for Equitable Representation.

The law on civil servants places an obligation on public bodies to comply with their annual recruitment targets for non-majority ethnic communities. According to the 2009 EC Progress Report, these targets have not yet been fully met and no sanctions have been provided for by the regulatory framework for not meeting the targets. Moreover, strategic human resources planning to ensure gradual fulfilment of the recruitment targets for non-majority ethnic communities is still to be produced. In this respect, a number of civil servants were recruited irrespective of the needs of the state administrative bodies, others were not provided with offices or necessary equipment. Members of non majority ethnic communities are still underrepresented in the public administration, especially Roma and Turks

The Progress Report gives comprehensive overview of the situation of Roma population in the country and points out that the representation of the Roma community, the Local self-government units and Roma non-governmental sector need to be additionally bolstered in order to enhance their role in the process of social inclusion of Roma in the society. In line with this and despite the serious actions already undertaken in this field, the situation of Roma has not substantially improved, partly due to the slow implementation of the Action plans. The inter-ministerial coordination working group on implementation of the Roma strategy was not operational for a prolonged period, while the commitment of line ministries and municipalities is still insufficient. In addition, adequate financial resources for implementation of the action plans are still lacking and the administrative capacity of the office of the Minister without portfolio and of the unit for implementation of the Roma strategy and the 2005-2015 Decade of Roma Inclusion needs to be significantly strengthened. There is hence a palpable need to further strengthen the capacities of all relevant stakeholders for Implementation of the Roma Decade and Strategy.

Given the fact that the Agency for protection of minorities which represent less than 20% of the population is a newly established body and its capacities are still not sufficiently developed, the project will contribute towards strengthening of its capacities and expertise base.

As pinpointed by EC Progress Report, there is still a lack of noticeable progress in the area of anti-discrimination policy and the challenge of establishment of the required mechanisms to identify, pursue and penalise all forms of discrimination by State and non-State bodies against individuals or groups remains to be addressed. In the light of the persistence of various forms of discrimination, including on the basis of ethnic origin, and the impending need for adoption of the framework law on anti-discrimination, the project aims to bring forth a qualitative advancement in the enforcement of genuine inclusive policies relevant to the non-majority communities.

Finally, the project aspires to successfully build upon the assistance already provided under previous IPA component I projects which aimed to support the capacities of SIOFA and the implementation of the Roma Strategy.

3.2 Assessment of project impact, catalytic effect, sustainability and cross border impact

This project aims at strengthening the institutional capacities of the country responsible for implementing policies in favour of non majority communities. The expertise gained through this project will be fundamental in designing and implementing policies which have as an objective the reduction of the existing socio-economical gap among different communities, promotion of inclusion, alleviation of discrimination, tackling unemployment and increasing the social cohesion among the members of non-majority ethnic communities, within the country both on national and local level.

Through an extensive program of training, coaching, exchanging experiences and practices in this area the relevant staff of the competent institutions should enable greater sustainability of the project activities and the achieved results. The staff from the relevant institutions, on national and local level, involved in the project activities will have the responsibility to practice, in their daily activities, all the knowledge and skills gained through the provided trainings and other capacity building activities. These personnel will also have to transfer the knowledge to all newly employed staff through on the job trainings, providing them with the training materials and assistance whenever possible and needed. The Government is taking actions to become less donor dependent and has set as short term priority to provide budget for strengthening the capacities of the state administration which will enable continuous and more efficient and effective functioning of the structures working in the area of protection of rights of members of non majority communities. Governmental plans and programs will also include activities and financial resources for implementation of the policies in favour of non majority communities.

3.3 Results and measurable indicators:

Component 1: Capacity building and coordination of the institutions in charge of the non-majority ethnic communities

Results and measurable indicators in relation with Activity 1: Support to the SIOFA

Results:

- Implemented training plan for capacity building;
- Enhanced capacities of the SIOFA for the implementation of the Ohrid framework agreement through trainings, study tour, internship and enhanced regional networking activities;
- Reviewed and improved organisational structure of the SIOFA;
- Reviewed, updated and implemented Strategy for equitable representation of the non-majority communities;
- Implemented Annual National employment plan for equitable representation of the non-majority communities, updated annual action plans for equitable representation of the non-majority communities and prepared annual reports for equal representation of the non-majority – communities (2012 – 2014);
- Organised and realised public debates;
- Efficient implementation of employment plan and achieved employment targets;
- Prepared policy papers.

Measurable indicators:

- Training plan for capacity building, developed;
- Number of received trainings and number of people trained from SIOFA;
- Upgraded Strategy for equitable representation of the non-majority ethnic communities adopted by the Government;
- Operational Annual National employment plan for equal representation of the non-majority communities, the annual action plans and annual reports (2012 – 2014);
- Number of organised and realised public debates;
- Established employment plan and employment targets;
- Number of policy papers approved by Government.

Results and measurable indicators in relation with Activity 2: Support to the implementation of the Roma Strategy**Results:**

- Implemented training plan for capacity building for the implementation of the Roma Strategy and Decade;
- Enhanced capacity for all relevant stakeholders for implementation of Roma Strategy and Decade and memorandum for cooperation with the municipalities;
- National actions plans for Roma implemented (2012-2015);
- Gained experience and best practices.

Measurable indicators:

- Developed training need assessment and training plan;
- Number of received trainings and number of people trained from all relevant stakeholders.
- Two round tables per year organised;
- Revised and adopted national actions plans for Roma (2012-2015);
- One study visit to a Decade country.

Results and measurable indicators in relation with Activity 3: Support to Agency for protection of minorities which represents less than 20% of the population**Results:**

- Implemented training plan for capacity building;
- Enhanced capacities of the Agency for protection of minorities which represent less than 20% of the population for implementing its mandate in accordance to the law;
- Prepared policy papers.

Measurable indicators:

- Developed training need assessment and training plan;
- Number of trained people in the Agency for protection of minorities which represent less than 20% of the population;
- Number of policy papers approved by Government.

Results and measurable indicators in relation with Activity 4: Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities.**Results:**

- Operational and efficient mechanisms for cooperation and coordination of the state bodies responsible for improvement of the relation of non-majority ethnic communities.

Measurable indicators:

- Established mechanisms for cooperation and coordination of the state bodies responsible for improvement of the relation of non-majority ethnic communities.

Component 2: Support to implementation of measures aiming at combating discrimination on ethnic ground

Results:

- Implemented training plan for capacity building;
- Enhanced capacities of the relevant bodies responsible for protection against discrimination;
- Operational and functional organisational structure responsible for implementation of the antidiscrimination law (local and national level);
- Designed and implemented awareness campaign.

Measurable indicators:

- Trainings plan for capacity building, developed;
- Number of received trainings for the relevant bodies responsible for protection against discrimination;
- Number of trained people working in the area of promoting antidiscrimination;
- Number of designed and implemented campaigns.

3.4 Activities:

Component 1: Support to the capacities and coordination of the institutions in charge of non majority communities.

Activity 1: Support to the SIOFA

- Training needs assessment, training plan development, training implementation:
 - Further analysis of the capacity, definition of priorities of the sectors in the Secretariat and implementation of the plan for building capacities for the SIOFA employees;
 - Work process analysis, proposal improvements, implementation plan improvements;
 - Seminars, workshops, mentoring, possible study visits etc.;
 - Policy advice;
- Revision of the Strategy for equitable representation of the non-majority communities:
 - Set up processes and procedures for preparation of the Annual National Plan for employment of the non-majority ethnic communities including Preparation of the action plan and annual reports for equitable representation (2012 – 2014);
 - Public debates with stakeholders for upgrading the Strategy for equitable representation of non-majority communities;
 - Preparation of employment plan with employment targets;
 - Implementation of priority measures arising from the Strategy for equitable representation and SIOFA strategic plan.

Activity 2: Support to the implementation of the Roma Strategy

- Further training needs assessment, training plan development and training implementation for the coordination structures at both national level and selected municipalities;
- Workshops, seminars in order to assess Action plans related to the National Strategy for Roma and the Decade;
- Support to the implementation of prioritised actions, with focus on the local action plans (including resource mobilization actions):
 - Organised trainings based on training needs assessments for the employees in the MLSP, cabinet of Minister without portfolio, National Coordinative body municipalities, Regional centres for equal development and Roma Information Centres with reference to the respective policy documents and laws; wherever deemed necessary local NGOs and Roma university students might be included in the training programme;
 - Possible support to municipalities in revision of Roma local action plans;
 - Organising round tables for promotion and public awareness of implementation Roma Strategy and Decade in front of international community;
 - Revision of National action plans 2012-2015 and/or the Roma strategy;
 - Study visit for exchanging the experience and best practices in the Decade countries;
- Implementation of priority measures from Local Action Plans and Roma Strategy.

Activity 3: Support to Agency for protection of minorities which represents less than 20% of the population

- Training needs assessment, training plan development, training implementation:
 - Analysis of the capacity, definition of priorities of the sectors in the Agency and implementation of the plan for building capacities for the Agency employees;
 - Work process analysis, proposal improvements, implementation plan improvements;
 - Seminars, workshops, mentoring, possible study visits;
 - Policy advice
- Support the Agency in implementing its mandate in accordance to the law for protection of minorities which represents less than 20% of the population:
 - Round tables and workshops with local and central administration, other interested parties, facilitated by international experts;
 - Support to the programme;
 - Follow up of legislation;
 - Policy advice and support the monitoring roll of the Agency.

Activity 4: Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities.

- Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities;
- Review and proposals for establishment of effective cooperation and coordination mechanisms of state institutions (national and local level);
- Implementation of the proposals.

Component 2: Support to antidiscrimination measures on basis of ethnic grounds

- Training needs assessment, training plan development, training implementation to the body responsible for protection against discrimination and possible similar support to all relevant bodies in charge of implementation of the anti discrimination law (local and national level);
- Policy advice and support to the relevant above stated stakeholders;
- Design and implementation of and Awareness campaign, including focus on special target groups;
- Possible implementation of priority measures on identified target groups which needs protection from discrimination on ethnic grounds;
- Support to cooperation and coordination activities between actors concerned.

Management and contracting arrangements:

One project steering committee will be established to oversee the implementation process of the project activities. The contract to support the project will contain next to a team leader additional expertise to assist in key tasks, in line with the components and all different activities. Some of these experts will address the cross-cutting issues.

The team leader will be responsible for the overall management, representation (co-ordination with the EU and other international bodies) as well as reporting. The co-ordination of activity development in the different components of the activity is significantly important. The team leader is responsible for an appropriate management of resources. During the inception phase of the project, a detailed deployment plan will be developed under the coordination of a Steering Committee in which each co-operating national institution will be represented to ensure appropriate inclusion.

The expected contracting arrangements are as follows:

- **One Service contract** for all listed components. The expected contract implementation period is 24 months. The contract value will be approximately EUR 1 800 000. The IPA contribution will be EUR 1 620 000 and national co-financing will be EUR 180 000.

3.5 Conditionality and sequencing:

The projects should further include the following conditionalities in the preparation phase:

- Full equipped and operational Agency for protection of minorities;
- Available sufficient funds and administrative staff of all institutions involved in the project;
- Endorsement by all key stakeholders of the Terms of Reference, specifications for the individual contracts to be engaged;
- Appointment of counterpart personnel by the beneficiary before the launch of the tender process;
- Allocation of working space and facilities by the beneficiary for technical assistance project before the launch of the tender process;
- Participation by the beneficiary in the tender process as per EU regulations;
- Organisation, selection and appointment of members of working groups, steering and coordination committees, seminars by the beneficiary as per work plan of the project;
- Appointing the relevant staff by the beneficiaries to participate in training activities as per work plan;
- Sufficient fund for implementation of strategies;
- Sufficient staff;

- Relevant laws adopted.

If the conditionalities are not met, suspension or cancellation of projects will be considered.

3.6 Linked activities

In the past years assistance has been provided for the Sector for the Ohrid framework Agreement for the implementation of the OFA, including the implementation of the Strategy for equitable representation, strengthening capacities of public administration for the implementation of the OFA and to support the equitable representation of non - majority communities in the public sector.

Past CARDS Assistance

The project “Equitable representation of non-majority ethnic communities in the civil service – Public Administration Certificate Training Programme” (PACE I) took place from November 2003 to January 2005. 600 selected candidates from non-majority communities attended 9-month certificate course which allowed them to be employed as civil servants.

The project “Training for category II Civil Servants –Translators and Minority groups” (PACE II) further supported the implementation of the Ohrid Framework Agreement by training 250 new expert civil servants (category II) from non-majority ethnic communities and 100 translators of Albanian and Macedonian languages, which were employed as expert civil servants.

The project “Technical Assistance for the Sector for the Implementation of the Ohrid Framework Agreement and training of Category I civil servants” (PACE III) aimed to strengthen the capacity of the public administration, in line with the provisions of the Ohrid Framework Agreement.

IPA 2007 project provides further assistance to the Sector for implementation of the Ohrid Framework Agreement with the overall implementation of the Strategy for Equitable Representation.

Linked activities through the national budget

The Secretariat for the Implementation of the Ohrid Framework Agreement manages a special K5 budget programme which has as main goal to improve the equitable representation of the non majority community in the country. The K5 budget programme foresees annual financial resources for the employment of members of non majority ethnic communities.

Through a separate budget line - K2, the Government financially supports the development and the strengthening of civil servants professional knowledge and skills in order to improve the process of policy implementation. The activities planned under this project regarding Roma issues are linked to the OP under the IPA component IV- Human Resources Development. In this regard, the measure 3.2 foreseen with the OP HRD 2007 – 2013 will facilitate integration of women from non-majority communities excluded from the labour market through enhancement and strengthening of their employment skills, and by providing trainings adapted to their individual needs. The operation will be implemented through two sub-operations.

The *first sub-operation*, expected to start July 2011, will aim to strengthen the capacities of NGOs and other providers of social services for integration of women from minority groups in the labour market.

The *second sub-operation*, expected to start in March 2011, will be implemented through a grant scheme that will focus on NGO type of support for strengthening and enabling women from minority groups to improve their employment skills through specialised trainings tailored to their needs.

As regards **Roma social inclusion**, the active implementation of the Roma Strategy and the Action Plans, in accordance with the Roma Inclusion Decade 2005-2015 will be pursued. It is planned to prepare Action Plans for Roma inclusion in specific areas such as protection of human rights and political participation, promotion of Roma culture, social inclusion, etc. The IPA 2008 project will facilitate the coordination and implementation of these activities.

In 2006-2008, the **Dutch Government** supported the realisation of the project *Equal educational opportunities for Roma students* in 9 different locations. This project aimed at improving the results of Roma children at school, prolonging their participation in the educational system and fostering of active participation of teachers and parents in the process.

Multiple donors have an ongoing *Programme for education of Roma* by which means children are being prepared for enrolment in primary schools and actions are undertaken for encouraging Roma children to pursue their education.

Special attention is paid to the programmes for inclusion of Roma population in the *health protection* system and improvement of their access to health services. Activities for regular vaccination of Roma children, awareness for prevention of HIV/AIDS transmission, awareness and treatment of tuberculosis, and free gynaecological examination of Roma women etc., are being conducted. It is foreseen to open a business incubator to support Roma employment, by providing training in the area of entrepreneurship and setting up small and medium size enterprises and family businesses.

3.7 Lessons learned

Projects implemented in this field so far highlighted a number of common difficulties in project implementation, notably insufficient availability of national (counterpart) staff, inadequate budget, late approval of relevant legislation etc.

Although the progress in most of the projects was evaluated as satisfactory and the implemented CARDS interventions have had a number of important positive impacts on Government policy, institutions, private entities and individuals, a lot remains to be done and taken into account during the implementation of this particular project. In this respect, particular attention should be paid to mitigate the insufficient at times commitment of some national authorities, the inadequate allocation of human and financial resources, weak co-operation, coordination and communication between relevant stakeholders, delayed law adoption and lengthy administrative procedures. The biggest challenge identified so far consists in the need to focus on legislative and policies' enforcement and implementation, to provide additional trainings and further strengthen the beneficiary institutions so they can review, enforce, update their strategies, policies and laws in order to enhance the overall situation of non-majority communities and the inter-ethnic relations in the country.

These lessons learned have been taken into account during the project design and incorporated in the conditionalities.

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4. Indicative Budget (amounts in EUR)

			SOURCES OF FUNDING										
			TOTAL EXP.RE	TOTAL PUBLIC EXP.RE	IPA COMMUNITY CONTRIBUTION		NATIONAL PUBLIC CONTRIBUTION					PRIVATE CONTRIBUTION	
ACTIVITIES	IB (1)	INV (1)	EUR (a)=(b)+(e)	EUR (b)=(c)+(d)	EUR (c)	% (2)	Total EUR (d)=(x)+(y)+(z)	% (2)	Central EUR (x)	Regional/ Local EUR (y)	IFIs EUR (z)	EUR (e)	% (3)
Service Contract	X	-	1 800 000	1 800 000	1 620 000	90	180 000	10	180 000				-
TOTAL IB			1 800 000	1 800 000	1 620 000	90	180 000	10	180 000				
TOTAL INV													
TOTAL PROJECT			1 800 000	1 800 000	1 620 000	90	180 000	10	180 000				

NOTE: DO NOT MIX IB AND INV IN THE SAME ACTIVITY ROW. USE SEPARATE ROW

Amounts net of VAT

(1) In the Activity row use "X" to identify whether IB or INV

(2) Expressed in % of the **Public** Expenditure (column (b))

(3) Expressed in % of the **Total** Expenditure (column (a))

5. Indicative Implementation Schedule (periods broken down per quarter)

Contracts	Start of Tendering	Signature of contract	Project Completion
Contract	Q4 2011	Q3 2012	Q3 2014

6. Cross cutting issues

The cross-cutting issues will be addressed throughout the project. Up to 10% of the budget of the service contract for tender support supervision and training may be allocated to assist the different beneficiaries to comply with European standards and best practices, implement relevant existing Government strategies and develop internal measures to ensure each cross-cutting issue is appropriately mainstreamed.

Throughout the project cycle, in particular when developing project ToR, state actors specifically addressing (one of) the cross cutting issues shall be consulted.

The mainstreaming of the cross cutting issues is regarded on two different levels: (a) Ensuring that the internal policies, structure or operating procedures of the beneficiary agency will conform to and promote the relevant principles outlined per section below and (b) ensuring that the products, outputs produced by the beneficiaries (e.g. laws, regulations, policies, and strategies) will conform to and promote the relevant principles outlined per section below.

6.1 Equal Opportunity and non- discrimination

Equal opportunity principles and practices in ensuring equal gender participation in the Project will be guaranteed. The institutions involved in the project execution will observe equal opportunity of men and women in the human resources development. The second component of this project which will support the antidiscrimination measures will ensure equal access of men and women to the project activities and results and all other forms of discrimination on any ground including on ethnic background will be eliminated.

6.2 Environmental considerations

The European Community has a longstanding commitment to address environmental concerns in its assistance programmes. The support to the institutions will include a specific component to assist the beneficiary to implement an 'internal environment assessment' to identify areas where it could improve its internal performance vis-à-vis environmental aspects.

6.3 Support to minorities and vulnerable groups

The ultimate aim of the whole project is to promote equal representation and to provide equal treatment of the vulnerable, or groups at risk. Through the project's first component, which will aim to support the capacities and coordination of the institutions in charge of non majority communities, and through the implementation of all the relevant policies relevant for the vulnerable groups, they will attain better access to employment, education, health and housing and the quality of life and the services provided will be improved.

6.4 Civil Society development and dialogue

Civil society in the country plays very important role in the process of empowerment and protection of human rights. This project will give support and enable active participation of the all interested and relevant NGOs working in the area covered by the project through strengthening their capacities for their further implementation of the determined goals for promotion and support to the vulnerable and groups at risk.

6.5 Good governance, with particular attention to fight against corruption

There is strong determination and actions taken by the government, both on central and local level for inclusion of all groups in the society in all aspects of social, political and economical life. Through transparent decision making policies, and dialogue with all relevant stakeholders the views of the most vulnerable are heard and implemented in the laws and strategies. The accountability and responsiveness of the government towards its citizens is directed towards sustainable human development in which all the people will feel secure and dignified.

ANNEX I - Log frame in standard format

LOGFRAME PLANNING MATRIX FOR Project Fiche: Support to institutions in implementation of policies relevant to non-majority communities		Programme name and number: National Programme for the former Yugoslav Republic of Macedonia under the IPA Transition Assistance and Institution Building Component for 2010 CRIS number :	
		Contracting period expires two years from the date of the conclusion of the Financing Agreement	Execution period expires two years from the final date for contracting Disbursement period expires one year from the final date for execution of contracts.
		Total budget: EUR 1 800 000	IPA budget: EUR 1 620 000
Overall objective	Objectively verifiable indicators –	Sources of Verification	
Support to the government in provision of equal opportunities to all citizens in all areas of human living, protection of human rights, promotion of good services for its citizens and enabling quality life	Enhanced capacities for provision and institutional mainstreaming of equal opportunities to all the citizens in all areas of human living	EC Progress Reports; Regular National Reports; Report from the Employment; Service Agency; State Statistical Office; Annual Work Reports from all the relevant institutions	
Project purpose	Objectively verifiable indicators	Sources of Verification	Assumptions
The project purpose is to provide technical assistance to key institutions involved in the implementation of policies relevant to non-majority communities.	- Number of people trained within all relevant institutions; - Revised National action plans and relevant Strategies for the involved institutions	- Reports for trainings conducted from Units for human resources; - Monthly monitoring progress report from SPO to CFCO; - New National Action Plans, annual action plans and annual reports; - Monthly progress report; - Annual/Final progress report; - Monitoring reports.	Administrative capacities of institutions implementing policies on social inclusion, promotion and protection of human and minority rights and combating discrimination successfully reinforced.
Results	Objectively verifiable indicators	Sources of Verification –	Assumptions – to be fulfilled
Component 1: Capacity building and coordination of the institutions in	Component 1 Indicators for Activity 1 - Support to the	Component 1 Activity 1	- People are willing and participating in their trainings;

<p>charge of the non-majority ethnic communities</p> <p>Results and measurable indicators in relation with Activity 1: Support to the SIOFA</p> <ul style="list-style-type: none"> - Implemented training plan for capacity building; - Enhanced capacities of the SIOFA for the implementation of the Ohrid framework agreement through trainings, study tour, internship and enhanced regional networking activities; - Reviewed and improved organisational structure of the SIOFA; - Reviewed, updated and implemented Strategy for equitable representation of the non-majority communities; - Implemented Annual National employment plan for equitable representation of the non-majority communities, updated annual action plans for equitable representation of the non-majority communities and prepared annual reports for equal representation of the non-majority – communities (2012 – 2014); - Organised and realised public debates; - Efficient implementation of employment plan and achieved employment targets; - Prepared policy papers. 	<p>SIOFA</p> <ul style="list-style-type: none"> - Training plan for capacity building, developed; - Number of received trainings and number of people trained from SIOFA; - Upgraded Strategy for equitable representation of the non-majority ethnic communities adopted by the Government; - Operational Annual National employment plan for equal representation of the non-majority communities, the annual action plans and annual reports (2012 – 2014); - Number of organised and realised public debates; - Established employment plan and employment targets; - Number of policy papers approved by Government. 	<ul style="list-style-type: none"> - Hard copy and electronic version of the training plan provided; - List of participants; - Quartile and annual reports for the SIOFA employee performance. - Strategy for equal representation of the non-majority ethnic communities and Annual National employment plan for equitable representation of the non-majority ethnic communities, as well as annual action plans and annual reports; - Minutes of public debates; - Existing Employment plan with employment targets; - Interim and final reports. <p><u>Sources of verification for Activity 2</u></p> <ul style="list-style-type: none"> - Hard copy and electronic version of the training plan provided; - Attendance list; - Training register with agenda's; - Monthly and quarterly reports for trainings provided; - New national action plans; - plans and programmes for activities in RIC; - Report from perform study tour; - Interim and final reports. <p><u>Sources of verification for Activity 3</u></p> <ul style="list-style-type: none"> - Hard copy and electronic version of the training plan provided; - Monthly and quarterly reports for trainings provided; 	<ul style="list-style-type: none"> - Good cooperation with the local self governments; - Good coordination between main beneficiary; - Support provided by international – community.
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<p>Results and measurable indicators in relation with Activity 2: Support to the implementation of the Roma Strategy</p> <p>Results:</p> <ul style="list-style-type: none"> - Implemented training plan for capacity building for the implementation of the Roma Strategy and Decade; - Enhanced capacity for all relevant stakeholders for implementation of Roma Strategy and Decade and memorandum for cooperation with the municipalities; - National actions plans for Roma implemented (2012-2015); - Gained experience and best practices. 	<p>Indicators for Activity 2 - Support to the implementation of the Roma Strategy</p> <ul style="list-style-type: none"> - Developed training need assessment and training plan; - Number of received trainings and number of people trained from all relevant stakeholders. - Two round tables per year organised; - Revised and adopted national actions plans for Roma (2012-2015); - One study visit to a Decade country; 	<ul style="list-style-type: none"> - List of persons that attended the planned trainings, seminars, conferences and study visits; - Report from perform study tour; - Interim and final reports. <p><u>Sources of verification for Activity 4</u></p> <ul style="list-style-type: none"> - Memorandum for cooperation; - Minutes of meetings <p><u>Component 2</u></p> <p>Sources of verification</p> <ul style="list-style-type: none"> - Hard copy and electronic version of the training plan provided; - List of persons that attended the planned trainings, seminars, conferences and study visits; - Quartile and annual reports for the employee performance; - Interim and final reports 	
<p>Results and measurable indicators in relation with Activity 3: Support to Agency for protection of minorities which represents less than 20% of the population</p> <p>Results:</p> <ul style="list-style-type: none"> - Implemented training plan for capacity building; - Enhanced capacities of the Agency for protection of minorities which represent less than 20% of the population for implementing its mandate in accordance to the law; - Prepared policy papers 	<p>Indicators for Activity 3 - Support to Agency for protection of minorities which represents less than 20% of the population</p> <ul style="list-style-type: none"> - Developed training need assessment and training plan; - Number of trained people in the Agency for protection of minorities which represent less than 20% of the population; - Number of policy papers approved by Government 		

<p>Results and measurable indicators in relation with Activity 4: Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities</p> <ul style="list-style-type: none"> - Implemented training plan for capacity building; - Enhanced capacities of the relevant bodies responsible for protection against discrimination; - Operational and functional organisational structure responsible for implementation of the antidiscrimination law (local and national level); - Designed and implemented awareness campaign. <p>Component 2 Support to implementation of measures aiming at combating discrimination on ethnic ground</p> <p>Results:</p> <ul style="list-style-type: none"> - Implemented training plan for capacity building; - Enhanced capacities of the relevant bodies responsible for protection against discrimination; - Operational and functional organisational structure responsible for implementation of the antidiscrimination law (local and national level); 	<p>Indicators for Activity 4 - Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities.</p> <ul style="list-style-type: none"> - Established mechanisms for cooperation and coordination of the state bodies responsible for improvement of the relation of non-majority ethnic communities. <p>Component 2 Support to implementation of measures aiming at combating discrimination on ethnic ground</p> <p>Indicators:</p> <ul style="list-style-type: none"> - Training plan for capacity building, developed; - Number of received trainings for the relevant bodies responsible for protection against discrimination; - Number of trained people; - Number of designed and implemented campaigns. 		
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<ul style="list-style-type: none"> - Designed and implemented awareness campaign 			
Activities	Means	Costs	Assumptions
<p>Activity 1: Support to the SIOFA</p> <ul style="list-style-type: none"> - Training needs assessment, training plan development, training implementation: <ul style="list-style-type: none"> • Further analysis of the capacity, definition of priorities of the sectors in the Secretariat and implementation of the plan for building capacities for the SIOFA employees; • Work process analysis, proposal improvements, implementation plan improvements • Seminars, workshops, mentoring, possible study visits etc.; • Policy advice; - Revision of the Strategy for equitable representation of the non-majority communities: <ul style="list-style-type: none"> • Set up processes and procedures for preparation of the Annual National Plan for employment of the non-majority ethnic communities including Preparation of the action plan and annual reports for equitable representation (2012 – 2014); • Public debates with stakeholders for upgrading the Strategy for equitable representation of non-majority communities; • Preparation of employment plan with employment targets; • Implementation of priority measures arising from the Strategy for equitable representation and SIOFA 	<p>1 Service Contract</p>	<p>Total EUR 1 800 000 (EUR 1 620 000 IPA funds and EUR 180 000 national contribution)</p>	

<p>strategic plan.</p> <p>Activity 2: Support to the implementation of the Roma Strategy</p> <ul style="list-style-type: none"> - Further training needs assessment, training plan development and training implementation for the coordination structures at both national level and selected municipalities; - Workshops, seminars in order to assess Action plans related to the National Strategy for Roma and the Decade; - Support to the implementation of prioritised actions, with focus on the local action plans (including resource mobilization actions): <ul style="list-style-type: none"> • Organised trainings based on training needs assessments for the employees in the MLSP, cabinet of Minister without portfolio, National Coordinative body municipalities, Regional centres for equal development and Roma Information Centres with reference to the respective policy documents and laws; wherever deemed necessary local NGOs and Roma university students might be included in the training programme; • Possible support to municipalities in revision of Roma local action plans; • Organising round tables for promotion and public awareness of implementation Roma Strategy and Decade in front of international community; • Revision of National action 			
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<p>plans 2012-2015 and/or the Roma strategy;</p> <ul style="list-style-type: none"> • Study visit for exchanging the experience and best practices in the Decade countries; – Implementation of priority measures from Local Action Plans and Roma Strategy. <p>Activity 3: Support to Agency for protection of minorities which represents less than 20% of the population</p> <ul style="list-style-type: none"> – Training needs assessment, training plan development, training implementation: <ul style="list-style-type: none"> • Analysis of the capacity, definition of priorities of the sectors in the Agency and implementation of the plan for building capacities for the Agency employees; • Work process analysis, proposal improvements, implementation plan improvements; • Seminars, workshops, mentoring, possible study visits; • Policy advice – Support the Agency in implementing its mandate in accordance to the law for protection of minorities which represents less than 20% of the population: <ul style="list-style-type: none"> • Round tables and workshops with local and central administration, other interested parties, facilitated by international experts; • Support to the programme; • Follow up of legislation; 			
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<ul style="list-style-type: none"> • Policy advice and support the monitoring roll of the Agency. <p>Activity 4: Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities.</p> <ul style="list-style-type: none"> - Establish efficient coordination and cooperation mechanisms of the state bodies responsible for improvement of the relation of non-majority ethnic communities; - Review and proposals for establishment of effective cooperation and coordination mechanisms of state institutions (national and local level); - Implementation of the proposals. <p>Component 2: Support to antidiscrimination measures on basis of ethnic grounds</p> <ul style="list-style-type: none"> - Training needs assessment, training plan development, training implementation to the body responsible for protection against discrimination and possible similar support to all relevant bodies in charge of implementation of the anti discrimination law (local and national level); - Policy advice and support to the relevant above stated stakeholders; - Design and implementation of and Awareness campaign, including focus on special target groups; - Possible implementation of priority measures on identified target 			
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groups which needs protection from discrimination on ethnic grounds; – Support to cooperation and coordination activities between actors concerned. -			
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Preconditions:

The projects should further include the following conditionalities in the preparation phase:

- Full equipped and operational Agency for protection of minorities;
- Available sufficient funds and administrative staff of all institutions involved in the project;
- Endorsement by all key stakeholders of the Terms of Reference, specifications for the individual contracts to be engaged;
- Appointment of counterpart personnel by the beneficiary before the launch of the tender process;
- Allocation of working space and facilities by the beneficiary for technical assistance project before the launch of the tender process;
- Participation by the beneficiary in the tender process as per EU regulations;
- Organisation, selection and appointment of members of working groups, steering and coordination committees, seminars by the beneficiary as per work plan of the project;
- Appointing the relevant staff by the beneficiaries to participate in training activities as per work plan;
- Sufficient fund for implementation of strategies;
- Sufficient staff;
- Relevant laws adopted.

If the conditionalities are not met, suspension or cancellation of projects will be considered.

ANNEX II - Amounts (in EUR) contracted and Distributed per Quarter over the full duration of Programme

Contracted	2012				2013				2014			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Service Contract			1 800 000									
Cumulated			1 800 000									
Disbursed												
Service Contract			540 000			540 000		540 000			180 000	
Cumulated			540 000			1 080 000		1 620 000			1 800 000	

ANNEX III - Description of Institutional Framework

1. Secretariat for Implementation of Ohrid Framework Agreement

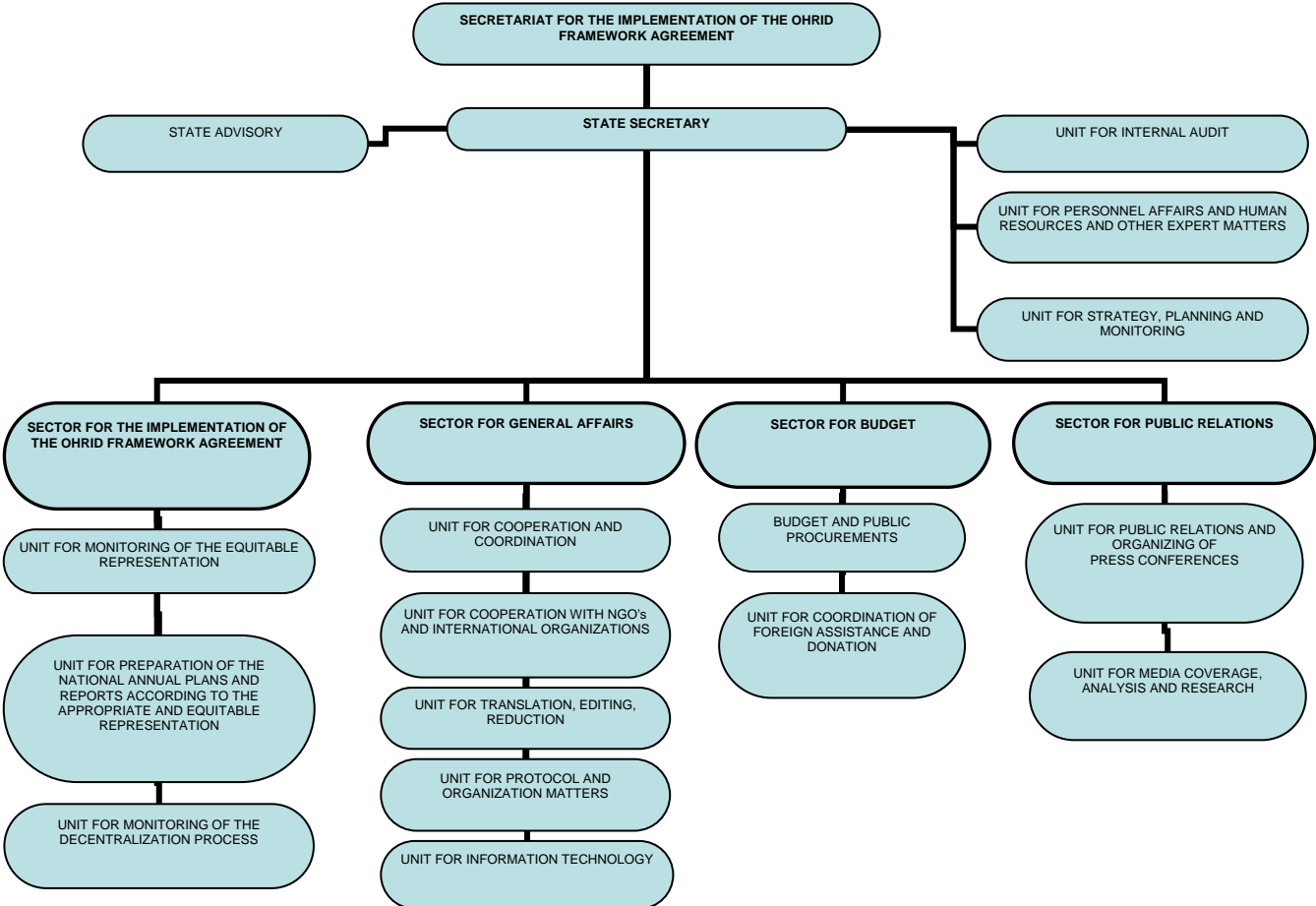
In the organisational structure of the Secretariat for the implementation of the Ohrid Framework Agreement the following sectors were formed:

- Sector for the implementation of the Ohrid Framework Agreement;
- Sector for General Affairs;
- Sector for Budget;
- Sector for Public Affairs.

Each of these sectors has specific tasks and activities within the units that are established in it. The current number of SIOFA employees is 35 and by 2012 that number will be increased to approximately 100 employees. The staffing will be achieved gradually.

The help that SIOFA requires with the present project, will further support the Secretariat for the Implementation of the Ohrid Framework Agreement in its main roll, implementation of the OFA, as well as support in Secretariat’s new obligations and responsibilities accrue from its new structure.

Help will be provided through various activities as are: upgrading and implementation of the Strategy for Equitable Representation, by reviewing Strategy measures and activities that should be taken in order to increase the equitable representation of all non majority communities, building capacities for the employees in the SIOFA by assessment and analyse of their training needs for further managing and monitoring the overall process of OFA implementation in order to strengthen the Secretariat institutional capacity for efficiently and effectively performing its functions, necessity that arises from the new systematisation of working places and structure of the Secretariat.



2. Ministry of Labour and Social Policy

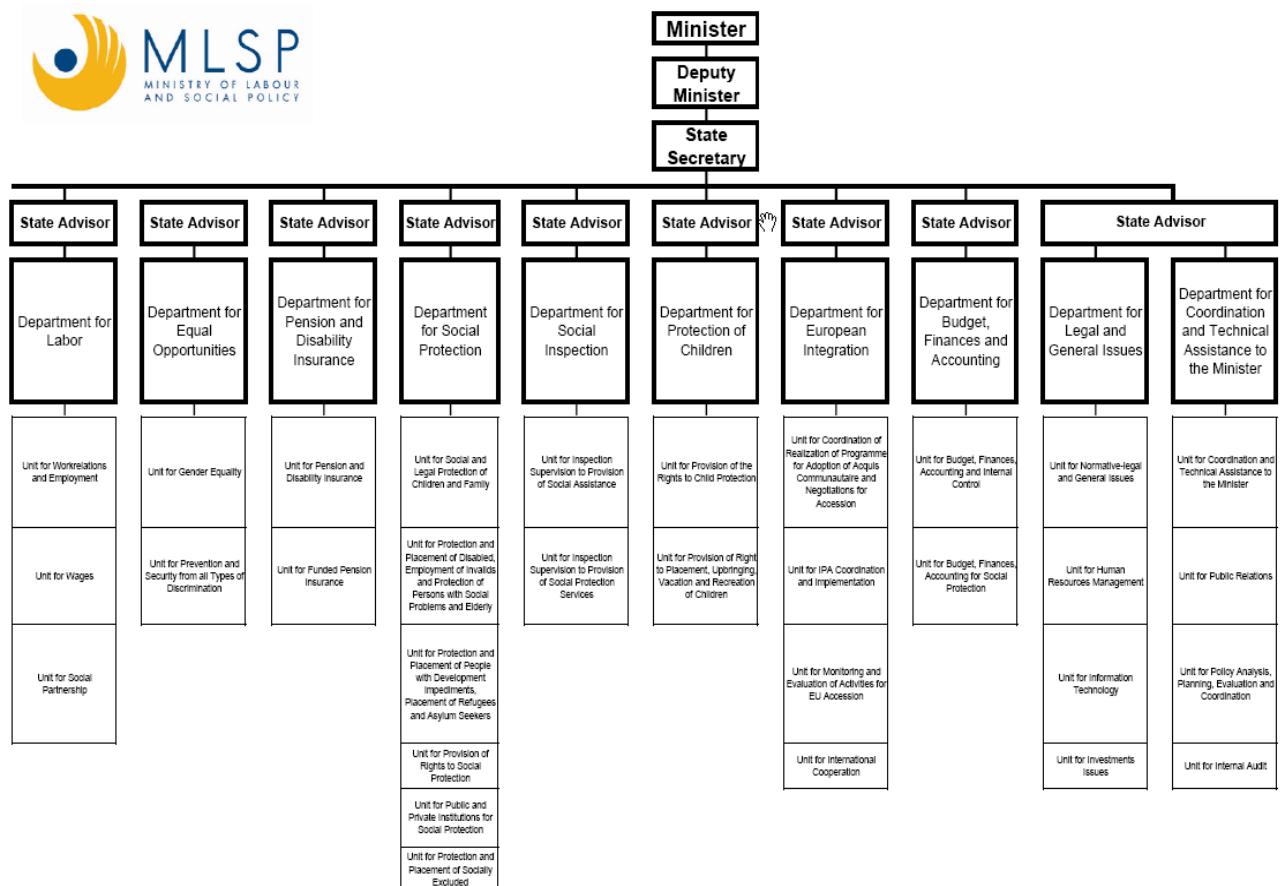
Within the Sector for coordination and technical assistance of the Minister there is a **Unit for Implementation Roma Strategy and Decade**. In accordance with the systematisation, 5 working positions have been foreseen: Head, two advisors and two junior associates.

In accordance with the new systematisation of the working positions in the Ministry of labour and social policy, starting from August 2008, within the Sector for coordination and technical assistance of the Minister, a new organisational Unit for implementation of Roma Strategy and Decade” has been formed. The reason for forming this new organisational unit is the reflection of the Government determination and as well of the Ministry of labour and social policy, as a coordinator of all activities of the line ministries that are undertaken in direction of realising the goals of the National Action Plans, to improve the coordination of the activities between the line ministries for the projects and programmes, which they implement, informing of the National coordinator and the Government coordination body, cooperation with the Local self-government units and the Roma NGOs.

So far, two persons have been employed at the working positions Advisor and junior associate, and there is an ongoing procedure for employment of one other person, which should be done in the following 2 months, one person has been hired as a volunteer, and there is one more person working as project assistant. . In accordance with NPAA, employment of 2 more persons is foreseen for this unit.

Centres for regional development are responsible for implementation of regional policies in close cooperation with the central and local authorities. The aim of the regional development is to strengthen the competition and attractiveness of the region, through building capacities for development planning and implementation of projects financed by state budget and other sources. Role of the Centres is to implement strategic documents through sustainable development.

Organizational Structure of MLSP

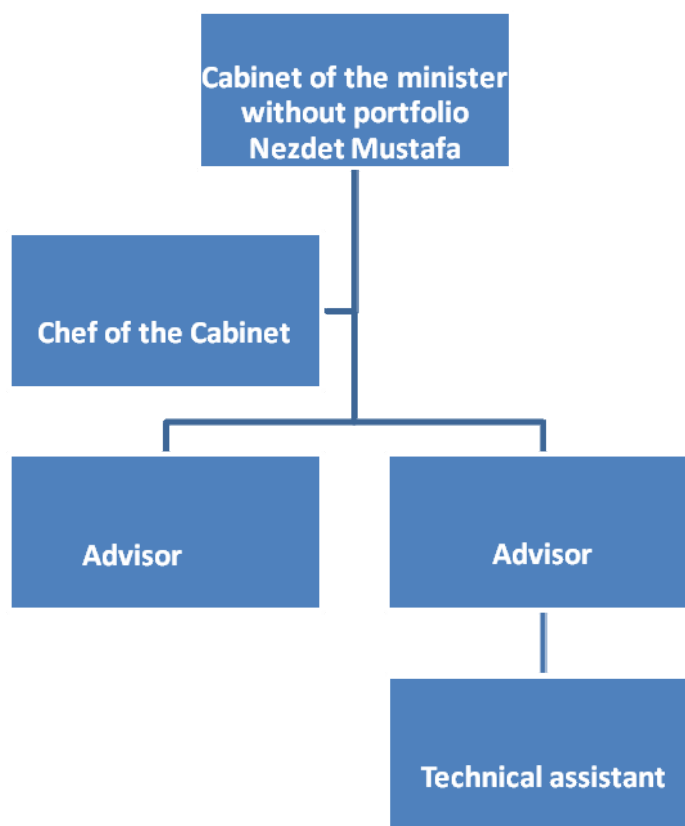


1.2 Cabinet of the Minister without portfolio

Mr. Nezet Mustafa is designated for Minister without portfolio and National Coordinator of the “Decade for Roma inclusion 2005-2015” and “*Strategy for Roma in the former Yugoslav Republic of Macedonia*” on July 2008. At the same time the Cabinet of the minister without portfolio have been formed in the General Secretariat in the Government.

In the Cabinet work one Chef of the Cabinet, two advisors and one technical assistant.

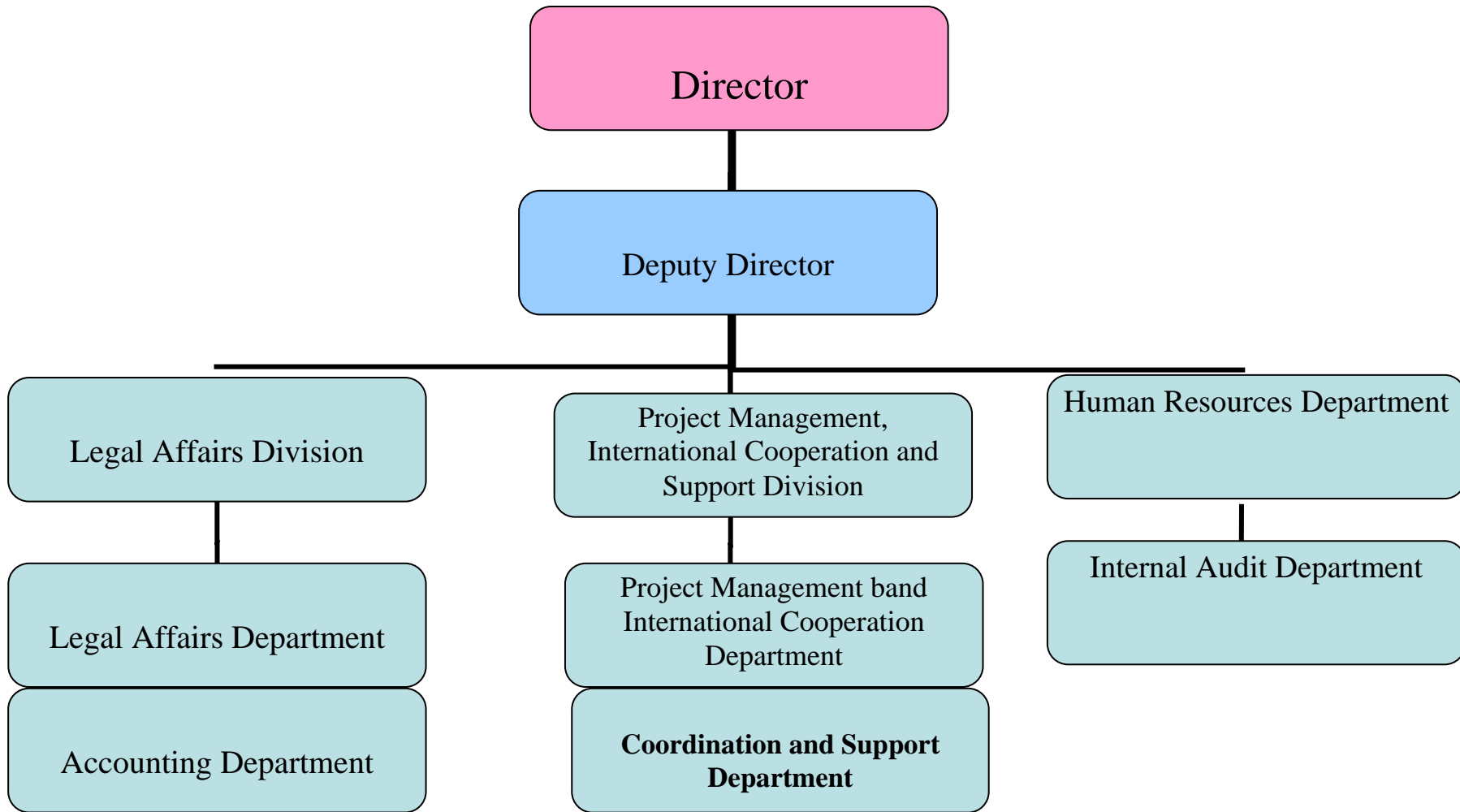
The Cabinet works on coordination, public presentation and policy making in line of the Roma Strategy and Decade.



Agency for protection of minorities which represent less than 20% of the population

The Agency for protection of minorities which represent less than 20% of the population is established on the base of the Law for enhancement and protection of the rights of the communities which represent less than 20% of the population in the country (Official gazette 92/2008).

The Agency is managed by Director appointed by the Government for period of 4 years. The Director has its Deputy Director, also appointed by the Government.



ANNEX IV - Reference to laws, regulations and strategic documents:

Reference list of relevant laws and regulations

- Law for civil servants, 2005;
- Law for the organisation and work of the bodies of the state administration, 2005;
- Code of ethics for Civil servants, 2004;
- Law on Primary education, 2005;
- Ohrid Framework Agreement, 2001;
- Law for social protection, 2009;
- Law on secondary education, 2005;
- Law for health protection, 2008;
- Law for local self government, 2002;
- Law for public enterprises;
- Law on ombudsman, 2003;
- NAP for education;
- NAP for health;
- NAP for employment;
- NAP for housing;
- Operation plan for education;
- Operation plan for health;
- Operation plan for employment;
- Operation plan for housing;
- Action plan for Roma woman;
- Logic framework for Action plan for Roma woman;
- Operation plan for the year 2008;
- Operation plan for the year 2009;
- Operation plan for the year 2010;
- *Report on the implementation of the Roma Decade in the former Yugoslav Republic of Macedonia (Decade Watch)*;
- Revision of the National Action Plans from the “Decade of Roma Inclusion 2005-2015” and the *Strategy of Roma population in the former Yugoslav Republic of Macedonia for the period of 2009-2011*.

Reference to AP /NPAA/EP/SAA

The project will address the following **AP** priorities:

- Fully comply with the European Convention on Human Rights, the recommendations made by the Committee for the Prevention of Torture as well as the Framework Convention for the Protection of National Minorities;
- Set up effective mechanisms to identify, pursue and penalise all forms of discrimination by State and non-State bodies against individuals or groups;
- Promote access to education, justice and social welfare for members of minority groups;
- Ensure administrative capacity to implement social inclusion and social protection policies;
- Sustain effective implementation of the Ohrid Framework Agreement with a view, *inter alia*, to promoting inter-ethnic confidence-building;
- Further upgrading and implementing the strategy on equitable representation of non-majority communities, notably by providing adequate resources and imposing effective sanctions for failure to meet targets;

- Complete the necessary legislative framework to implement the decentralisation process and ensuring that municipalities have the necessary means to implement their new competences;
- Adopt and begin to implement a medium-term strategic plan for equitable representation of minorities in the public administration (including in the judiciary) and public enterprises.

The **National Plan for Adoption of Acquis** with regard to proposed project components intends to continue with consistent and effective implementation of all activities related to improved inclusion of Roma population, through Implementation of Roma Strategy and Decade and Action Plans. Also further and successful implementation of all elements of the Ohrid Framework Agreement continues to be priority in the process of country's accession to EU.

The Law on Promotion and Protection of the Rights of the Representatives of the Communities constituting less than 20% of the population in the country was adopted in 2008. The Law governs the procedure for monitoring the realisation, promotion, and protection of the rights of the representatives of the communities that are less than 20% of the population in the country, the supervision of the implementation of the provisions referred to in the law determining those rights and the establishment of a special agency.

Antidiscrimination as such has been part of the country's Constitution and few other laws, but these did not tackle all forms of discrimination and doesn't satisfy the EU standards in combating antidiscrimination. Law on Antidiscrimination is a necessity in the process of alignment of national with EU legislation, and the work on this law started in 2008. Adoption of the law is governmental priority for 2009, and already mechanisms for it's implementation upon adoption are being planned.

The Project will contribute towards the implementation of the **SAA** Article 2 on the respect for the democratic principles and human rights as the core principles of this Agreement.

Reference to MIPD

The MIPD 2009-2011, regarding human rights and the protection of minorities (beyond the scope of the *Ohrid Framework Agreement*) stipulates need for special attention being given to the implementation of the Roma Strategy and where appropriate, support given to access to education, justice and social welfare for members of all communities.

In fulfilment of the political criteria, still remains important to improve equitable representation in the public administration in line with the constitutional and legal provisions deriving from the *Ohrid Framework Agreement*.

Reference to national / sector investment plans

- National Roma Strategy and Decade;
- National Action plans for Implementation of the Roma Strategy and Decade;
- Memorandum for cooperation with the municipalities;
- Strategy for equitable representation 2007;
- Action plan for the implementation of the Ohrid Framework Agreement;
- Strategic plan for SIOFA.

Reference to the Progress Report 2009

The latest EC Progress Report for the country, in the area of human rights indicates that there is progress made in ratification of human rights instruments and that the legal and institutional framework for protection of human rights and minorities is broadly in place. Even though the

main stakeholders get regular training still there is evidently limited progress from the aspect of promotion and enforcement of human rights.

Little progress is reported in the area of providing equal opportunities for men and women and in the area of antidiscrimination policy. There is need for strengthening the capacities for effective implementation of the Law for equal opportunities. Discrimination on basis of sex, ethnic origin, disability and sexual orientation exists in political, social and cultural life. There are some steps taken in strengthening social and economic rights, still further actions especially in the antidiscrimination policies are required.

Regarding cultural rights, there is progress in implementation of the Law on Use of Languages spoken by at least 20% of the citizens, especially for the use of Albanian language, whereas small progress can be registered for the use of the languages spoken by the smaller communities.

Ohrid Framework Agreement continues to be main guarantee of the rights of non-majority communities in the country. It is recommended that the capacities of SIOFA are further strengthened in order to provide effective implementation of the policies. Progress is made in implementation of the Strategy for equitable representation of ethnic communities in public sector. Targets are not yet meet and the representation of Roma and Turkish communities is underrepresented.

It is positive that the Agency for protection of communities which are less than 20% has been established, but the problem arises with the lack of sufficient staff and funds so it becomes operational.

Little progress is also reported in implementation of the Roma Strategy and Decade of Roma Inclusion, where lack of commitment and coordination among relevant stakeholders is evident and need to be improved.

Effective implementation of: Ohrid Framework Agreement and policies for smaller ethnic communities, is necessary.

ANNEX V - Details per EU funded contract

Management and contracting arrangements:

One project steering committee will be established to oversee the implementation process of the project activities. The contract to support the project will contain next to a team leader additional expertise to assist in key tasks, in line with the components and all different activities. Some of these experts will address the cross-cutting issues.

The team leader will be responsible for the overall management, representation (co-ordination with the EU and other international bodies) as well as reporting. The co-ordination of activity development in the different components of the activity is significantly important. The team leader is responsible for an appropriate management of resources. During the inception phase of the project, a detailed deployment plan will be developed under the coordination of a Steering Committee in which each co-operating national institution will be represented to ensure appropriate inclusion.

The expected contracting arrangements are as follows:

- **One Service contract** for all listed components. The expected contract implementation period is 24 months. The contract value will be approximately EUR 1 800 000. The IPA contribution will be EUR 1 620 000 and national co-financing will be EUR 180 000.