

# Project experience

## human european consultancy

### **Preparation “Social Policy Development” Programme**

Support for the Ministry of Social Welfare (PHARE) in preparing a programme aimed at developing welfare policy and local welfare services. Effecting a consensus between central and local authorities and institutes in the field of welfare for the management, steering and choice of projects which can be implemented with EC funds. This has led to the PHARE programme entitled "Social Policy Development".

### **Developing regional training infrastructure for public administration**

Support for the Ministry of Interior (bilateral aid) in developing a regional training infrastructure for central and local government (90,000 civil servants), funded on a bilateral basis by the Dutch government:

- Establishment of an administrative model for the infrastructure.
- Development of criteria for the selection of centres.
- Research into the necessary upgrading of the selected centres.
- Advice on the drafting of contracts between Ministry and centres.

### **Tender evaluation PHC and health financing project**

Supporting the Ministry of Health in tender evaluation (choice of external agency) for the EU programme focusing on the Lithuanian Health Reform Process (financing of healthcare, strengthening of primary healthcare and devolution of powers to regional authorities).

### **Development primary health care system**

Supporting the Ministry of Social Welfare (PHARE) in developing primary healthcare by conducting an organisational review, developing policy and a management plan for the sector and establishing an innovation fund. The organisational review consisted of an analysis of strengths, weaknesses, opportunities and threats, followed by policy development and the introduction of a new division of responsibilities. The management plan is designed to give the various players in the sector an opportunity to influence the necessary changes at various levels.

Hungary (1992)

Hungary (1993)

Lithuania (1994)

Hungary (1994-1997)

Romania (1994-1997)

**Policy and legislative framework for childhood protection**

Commission for Child Protection (PHARE). As a follow-up to a three-year period of providing humanitarian aid to children's homes in Romania, an international consortium of organisations is currently implementing a programme designed to heighten the awareness of the Romanian authorities with regard to child protection and youth work, with the ultimate aim of producing a radical reform of this sector.

The role of MEDE European Consultancy in this was to provide support in policy development, changes in legislation and regulations and the division of responsibilities within government. This involves co-operation with the International Association of Juvenile and Family Court Magistrates.

12 Central and Eastern European countries (1995-1998)

**Programme management agency multi-country social protection programme Consensus**

(PHARE) MEDE European Consultancy was responsible for the Programme Management Agency (PMA) for the Consensus programme. The Programme has been developed to facilitate policy development in Phare countries and to support the social protection reform process and will support contributions towards reform in the areas of social insurance, family allowances and universal non-contributory social benefits, social assistance, health benefits delivery and social protection funding.

The PMA was primary responsible to organise projects, to support the Reform Commissions in the countries, networking between east-west and east-east and to delivery policy advice to Commission. To facilitate these activities the PMA has managed a project fund of 7.6 MECU (Million Euro) and a pool of experts.

Slovak Republic (1996)

**Assisting PMU social security programmes**

Assisting the Programme Management Unit of the Ministry of Labour, Social Affairs and Family (PHARE) with the preparation of projects within the programmes : GTAF III (SR9305-03) and COP 95 (SR9518) Social Protection Social Security and COP 95 (SR9518) Social Protection. The aims and objectives of both the Phare programmes continue to focus on the reform and modernisation of the social security system.



### **Analyses and recommendations health care system**

TACIS European Expertise Service. Supporting the Ministry of Health in preparing a status report on the current situation in Moldova, provision of information on the structure, management and financing of health systems in EU member states, doctor exchange programmes and hospital twinning programmes and a study of national health statistics.

### **Emergency social assistance programme**

European Commission (PHARE). Provision of the necessary technical assistance needed for optimal supervision, guidance and monitoring of the emergency programme and managing the procurement of additional services by a special fund (monitoring, evaluation, financial audit). Monitoring and evaluation of the payment systems. Assistance to the MLSW in interpreting Phare procedures

### **Fact finding mission early intervention of disabled**

Initiative Group Assessment and Early Intervention Centre. Analysis of the strengths, weaknesses, opportunities and threats of the current system of care for disabled children. Description of the needs for an Early Intervention programme in the perspective of a broader development of services for disabled children in Oman. Proposal for a pilot project Early Intervention (management, staffing, funding and implementation) has been worked out in the context of the OMANI Health and Social sector.

### **Study visits "Decentralised Care"**

Ministry of Labour, Social Affairs and Family (PHARE). Organising of two study visits to the Netherlands in the context the Phare project Decentralisation of Social Services. The Advisory Task Force of the project (21 persons) did visit the Netherlands to access models of local authority and NGO involvement in social services delivery and alternative funding mechanisms that apply. Representatives of 11 regional pilot projects, covering new services for the target groups of elderly, children and youth and disabled did visit a variety of social services in the Netherlands. The participants will use the experiences of models and practice, obtained during the study visits in the shaping and monitoring of the pilot projects in the regions which will take place after the study visit and in further development of this sector.

Moldova (1996)

Bulgaria (1997)

Oman (1998)

Slovak Republic  
(1998-1999)

Selected candidate member states (1998-1999)

### **Evaluation public administration programmes in selected candidate member states**

European Commission, Phare Evaluation Unit. Objective of the evaluation in to improve the design and enhance the performance of Public Administration Reform programmes in the context of the preparation of candidate member states for accession. Evaluation of programmes producing legal and organisational reform proposals, training of civil servants and provision of IT and other equipment. The programmes to be evaluated have been implemented in Estonia, Latvia Lithuania, Poland and Slovak Republic.

Slovak Republic (1999-2000)

### **Financing / primary health care**

The project did support the Ministry of Health (PHARE) in preserving and improving the quality, the availability and the cost effectiveness of health care services with a view to harmonisation with European Union standards:

- Funding of Health Care Providers - to introduce new financial mechanisms which will provide new incentives to increase the efficiency of the system.
- Strategic Financial Management - to strengthen the capability of the Ministry of Health and other organisations to plan the use of human and other resources.
- Hospital Budgetary Control - to introduce a basic system of cost accounting and performance monitoring measures throughout the country.
- Quality and Accreditation - to introduce an accreditation and certification process into the health care system.
- Health Promotion - to strengthen health promotion and primary health care through a skills development programme and developments to the infrastructure.

Slovak Republic (1999-2000)

### **Health management**

The project did support the Ministry of Health (PHARE) in preserving and improving the quality, the availability and the cost effectiveness of health care services with a view to harmonisation with European Union standards:

- Implementation of a management strategy including training and development of staff working at regional and district level.
- Improvement of efficiency, effectiveness and quality care processes at health provider level.
- Organisational development programme in two hospitals to create a critical mass of trained managers. Development of management information systems.
- Harmonisation of human resources and legal requirements including Health and Safety at work, Chemical Safety and medicine control to help with European Integration.



### **Improvement of Roma situation**

European Commission. Review of existing policies and programmes concerning the Roma minority. Analyses and recommendations for legislation, attitude studies and opinion polls. Support to the government in drafting a White paper and Government programme. Management and monitoring of a fund to support partnership project at the regional and local level. Awareness raising and European conference on lessons learned. In co-operation with Minority Rights Group International

### **Framework contract "Development of the social sector"**

MEDE European Consultancy, in a consortium lead by IBF, Belgium, did implement the Framework Contract "Development of the Social Sector" (LOT 8) of the European Commission. The consortium did provide short term services for third countries (Central and Eastern Europe, New Independent States, Latin America, Asia, the Mediterranean, Africa, the Caribbean, Pacific, etc) benefiting from Community co-operation policy. The following sectors were supported: Health, Education and Training, Research, Drugs and other Social Sector.

### **Support to NGO sector Slovenia**

Dutch Ministry of Foreign Affairs, Matra programme. Support to a sustainable development of NGOs and their networks and help in strengthening the dialogue between the Government and the civil society. Enhancement of the capacity of NGO support structures, such as an NGO Centre. Development of a Regulatory Framework for the NGO sector, NGO networks and funding mechanisms.

### **Framework for human rights impact assessment**

Assessment of the impact of activities in the field of the promotion and protection of human rights and democratic development is increasingly becoming an issue. The project will provide expertise and facilitate the exchange of experience for developing model(s), instruments and techniques for assessment of human rights activities at county level. The framework will be tested by conducting an institutional evaluation and an evaluation of activities of development aid organisation Cordaid's local partners in Georgia

Romania (2000-2002)

Third countries  
(2000-2003)

Slovenia (2001-2004)

(2002)

13 Candidate countries  
(2002-2003)

**Multi-country “Study report on measures to combat discrimination in the 13 candidate countries”**

The European Commission wished to improve its knowledge and understanding of the situation in the 13 candidate countries concerning discrimination on the grounds of race and ethnic origin, religion or belief, disability, age and sexual orientation. The expected output of this contract was a report examining on a country-by-country basis the legal framework and other measures to combat discrimination in each of the candidate countries, including examples of good practice. The report does highlight the principal steps that need to be taken by the candidate countries in order to transpose and implement effectively Directives 2000/43/EC and 2000/78/EC. Summaries of the country reports and a comparative analyses have been published by the European Commission in the report ‘Equality, diversity and enlargement’.

Worldwide (third countries)  
(2003 - 2005)

**Evaluation of projects European initiative for democracy and human rights**

Leading a consortium with the Danish Institute for Human Rights and the Humanist Committee on Human Rights (NL). The contract should provide the European Commission with a flexible tool to evaluate projects and programmes, focusing on direct impact on participants in/ beneficiaries of the project activities, and wider impact on the situation from which the problems that the project addresses originated. The whole spectrum of types of evaluations may be required: *ex ante* (preparatory and feasibility studies, appraisals); mid-term (during the implementation of the project); end term (at the completion of the project); *ex post* (some time after completion).

Worldwide (selected countries)  
(2003)

**Review technical cooperation programme OHCHR**

UN Office of the High Commissioner for Human Rights (OHCHR). Partner in a consortium lead by the Netherlands Institute of Human Rights (SIM). A synthesis report has been produced based on country studies analysing the Technical Cooperation Activities in the following countries: Mongolia, Russia, Bosnia and Herzegovina, Malawi and Guatemala. The review did also include 4 thematic studies: Administration of Justice, Human Rights Education, National Human Rights Action Plans and National Human Rights Institutes.



### **Striking Deals: Trade union involvement in vocational education and training**

The project, funded by the Dutch Ministry of Foreign Affairs, Matra programme, supports trade unions in Hungary and Romania in developing a strategy in the area of vocational education and training (VET). The support should lead to collective agreements with employers organisations with VET provisions and a common funding structure for VET. The areas covered are the agricultural sector and the metal-working sector. The project is implemented in partnership with the Dutch trade union FNV Bondgenoten.

### **Improvement of capacity planning and cost effectiveness of capital investments in health care**

The project does support the Ministry of Health (bilateral) in developing building standards for the hospital functions operating room complex, general nursing department, outpatient department, emergency department and intensive care units. A methodology for the estimation of building-costs will be developed as well as standards on planning of expensive equipment. Working groups on functional and technical building standards and on planning and legislative aspects with representatives of the major stakeholders will play a key role in the development. The standards developed will be piloted in two hospitals.

### **European network of legal experts in the non-discrimination field**

In partnership with the [Migration Policy Group](#) a network of independent legal experts has been established to provide the European Commission with information and advice on the implementation and application of the article 13 anti-discrimination Directives. The network does cover discrimination on grounds of race and ethnicity, disability, age, sexual orientation and religion and belief in all 25 EU countries (the three candidate countries Croatia, FYR of Macedonia and Turkey will be involved in the Network from 2010). The network does publish the European Anti-discrimination Law Review and prepares thematic reports published by the European Commission.

information on the Network and its products is available on the Network website:

[www.non-discrimination.net](http://www.non-discrimination.net)

Hungary and Romania  
(2003-2005)

Czech Republic  
(2003-2004)

European Union  
(2004 – 2011)

European Union (2004-2005)	<p><b>Capacity building civil society dealing with anti-discrimination</b></p> <p>Developing a training programme to support civil society in the new member states, Romania, Bulgaria and Turkey in building capacity and improving NGOs knowledge on EU policies and civil societies role related to the anti-discrimination directives and its national implementation. Mapping of civil society capacity in the recipient countries. Developing training manual and providing a 'train the trainers' seminar for 6 trainers in each of the countries. Organising a national training seminar for 50 participants in each of the 13 countries. In partnership with the Migration Policy Group.</p>
Russia (2005)	<p><b>Evaluation Russia EC/CoE joint programmes</b></p> <p>Evaluation of the following programmes:</p> <ul style="list-style-type: none"> <li>• North Caucasus Joint Programme to strengthen democratic stability</li> <li>• Russia V Strengthening the rule of law and the protection of HR</li> <li>• Russia VI Strengthening federalism, regional and local democracy and regional HR protection mechanisms</li> </ul>
European Union (2005 - 2007)	<p><b>Studies on the implementation of Labour Law Directives - Lot 3</b></p> <p>Production of reports on the implementation of the following Directive in the EU Member States::</p> <ul style="list-style-type: none"> <li>• Directive 91/383/EEC supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-term relationship or a temporary employment relationship.</li> <li>• Directive 97/81/EC concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC, including Directive 98/23/EC which applied to the United Kingdom only</li> <li>• Directive 99/70/EC concerning the Framework Agreement on fixed-term work concluded by UNICE, CEEP and ETUC</li> <li>• Directive 96/71/EC concerning posting of workers in the framework of the provision of services.</li> <li>• Directive 2001/23/EC on the approximation of Laws of the Member States relating to the safeguard of employees'rights in the event of transfers of undertakings, businesses or part of businesses.</li> <li>• Directive 80/987/EEC amended by Directive 2002/74/EC on the approximation of Laws of the Member States relating to the safeguard of employees'rights in the event of insolvency of their employer.</li> </ul>



### Mapping study on existing national legislative measures

The purpose of the contract is to provide the European Commission with independent and authoritative information on national measures to combat discrimination in fields where Community legislation has not been introduced such as: social protection (including social security), social services and advantages, education, and access to and supply of goods and services.

It will also look at the application and impact of existing anti-discrimination legislation.

The study will cover the 25 EU member states, Romania, Bulgaria, United States, Canada, Australia, New Zealand and South Africa.

### Anti-discrimination and Diversity Training

Human European Consultancy, in partnership with with the [Migration Policy Group](#) and the [International Society for Diversity Management \(IDM\)](#) did carry out trainings and seminars in 31 European countries (EU Member States, Iceland, Norway and Turkey).

Training seminars on the role of NGOs and trade unions in fighting discrimination (organised per country) attracted more than 1100 participants from NGOs and nearly 300 participants from trade unions. More than 1000 companies and other interested groups attended the national Diversity Management workshops.

### Fralex

Following a tender procedure of the Fundamental Rights Agency (FRA) Human European Consultancy was awarded contracts to report on specific human rights topics for 20 out of the 27 EU Member States. We were also awarded the contract to report at the EU/international level and to write the synthesis reports of the national and EU/international level reporting .

Our international and national expert teams form part of [FRALEX](#), the legal experts group of FRA Until November 2009 reports were assigned on:

- Homophobia and Discrimination on Grounds of Sexual Orientation
- National Human Rights Institutions and Human Rights Organisations
- Child Trafficking
- Data Protection Measures and Relevant Institutions
- Impact of the Racial Equality Directive
- Rights of Irregular Immigrants in Voluntary and Involuntary Return Procedures
- Access to Justice in Civil Cases in the European Union
- Mental Health and Fundamental Rights

European Union  
(2005 - 2006)

European Union, Iceland,  
Norway and Turkey  
(2007 - 2008)

European Union  
(2007 - 2011)

European Union, Iceland  
and Norway  
(2007 – 2011)

Our reports provide FRA data, information and legal analysis, which constitutes the essential background material for its analysis of a variety of human rights issues across the European Union. It contributes to the performance of the the Agency's assignment to develop evidence based and appropriately contextualised conclusions and opinions for the EU institutions and EU Member States.

#### **Academic Network of European Disability experts**

The aim is to maintain a pan-European academic network in the disability field that will support policy development by National governments and the European Commission. The Network is managed in cooperation with the [Centre for Disability Studies](#) of the University of Leeds.

The tasks of the Network are yearly agreed with the Commission and did so far include the following area's:

- Review of European disability law and policy
- Recommendations on monitoring the implementation of the UN Convention on the Rights of People with Disabilities
- Review of existing statistical resources and preparing a list of indicators in relation to the Disability Action Plan and the UN Convention
- Implementation of the EU Employment Strategy, affecting disabled people and the mainstreaming of disability in national policies
- Implementation of EU social strategies for social protection/inclusion, affecting disabled people and the mainstreaming of disability in national policies
- Reporting on support from independent living in European countries

Information on the Network, its tasks and reports is available on the Network website: [www.disability-europe.net](http://www.disability-europe.net)

European Union  
(2008 – 2012)

#### **Establishment of a Network of socio-economic experts in the antidiscrimination field**

Contracted by the European Commission, Human European Consultancy has established a network of socio-economic experts in the field of anti-discrimination. The objective of the network is to provide the Commission with independent expertise and advice. First through informed analysis of national situations and policy developments with regard to discrimination on the grounds of age, disability, ethnic or racial origin, sexual orientation, religion or belief and multiple grounds. Second through a series of exchanges of good practices between EU Member States' representatives on non-discrimination policies and practices with a view to facilitate the exchange of information on non-discrimination issues and transferability of good practices between countries. The good practices exchange seminars are coordinated by our consortium partner [ÖSB](#).

### Evaluation Dutch Human Rights Facility China

The Netherlands' Embassy in Beijing has commissioned to Human European Consultancy an evaluation of its Human Rights funding facility. The main objective is to assess how and to what extent the Netherlands Embassy in Beijing contributes to the implementation of the human rights strategy for the Dutch Foreign Policy (elaborated in *Human Dignity for All*) by means of financing a program of concrete projects under two project strands: Sino Dutch Program on Legal Cooperation; Sino Dutch Program on the Preservation of Tibetan Culture.

### Indicators and methods for assessing results in the area democracy and human rights

The Swedish International Development Cooperation Agency (Sida) has embarked on a process to develop tools and methods to measure and report in the area of democracy and human rights. To support this process Human European Consultancy prepares in partnership with the Danish Institute for Human Rights (DIHR) for Sida an overview of what *indicators* and *methods* are available for assessing and reporting on results in this area. As next step we will advise Sida how the indicators identified can be used in the design and management of the result oriented country strategies in the area of democracy and human rights.

### Feasibility study to assess the possibilities, opportunities and needs to standardise national legislation on gender violence and violence against children

The study explores the need for, possibility of and potential hurdles involved in standardising Member States' national legislation on gender violence and violence against children. The study involves writing 27 EU Member States reports by national experts, a comparative analysis and writing recommendations on the feasibility of harmonisation.

The study is carried out in a consortium with Osnabrück University (UniOS), Germany; London Metropolitan University/Child and Woman Abuse Unit (CWASU), United Kingdom and Tilburg University/International Victimology Institute (INTERVICT), the Netherlands.

### Study on Equality Bodies set up under Directives 200/43/EC, 2004/113/EC and 2006/54/EC

The study aims to provide the Commission with an objective basis for the assessment of the level of compliance of national legislation and practice with the Directives in the field of setting up Equality Bodies. It will a complete and exhaustive overview of each body created under Directives 2000/43/EC, 2004/113/EC or 2006/54/EC, including on competences, independence, resources, visibility, etc.

The study is carried out in a consortium with the Ludwig Boltzmann Institute of Human Rights

China (2009)

Sweden (2009 – 2010)

European Union (2010)

European Union (2009-2010)



**human european consultancy**

Maliestraat 7

3581 SH Utrecht

The Netherlands

Tel +31 30 6341422

Fax +31 30 6352139

[office@humanconsultancy.com](mailto:office@humanconsultancy.com)

[www.humanconsultancy.com](http://www.humanconsultancy.com)

Until 1 october 2004 our name was MEDE European Consultancy.

