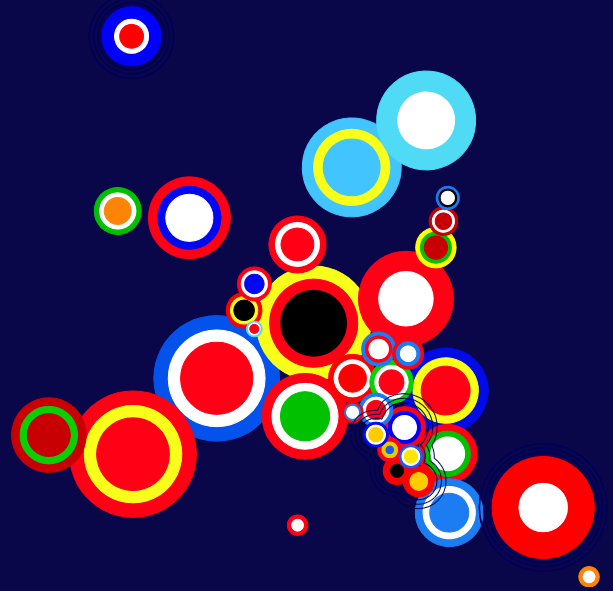




## INSTRUMENT FOR PRE-ACCESSION ASSISTANCE (IPA II) 2014-2020

### ALBANIA

Economic and Social  
Empowerment for Roma and  
Egyptians - a booster for social  
inclusion (ESERE)



#### **Action Summary**

*This action will promote the economic and social empowerment of Roma and Egyptian communities by increasing employment and vocational training opportunities, improving access to basic social services, strengthening institutional capacity, and establishing supportive mechanisms for those who live under severe circumstances. In the long term, this aims to lift many of the Roma and Egyptian families out of poverty and support their sustainable inclusion in the Albanian society and labour market.*

<b>Action Identification</b>	
<b>Programme Title</b>	IPA 2014 Action Programme for Albania
<b>Action Title</b>	Economic and Social Empowerment for Roma and Egyptians - a booster for social inclusion (ESERE)
<b>Action Reference</b>	IPA2014/032813.06/AL/ Economic and Social Empowerment for Roma and Egyptians
<b>Sector Information</b>	
<b>ELARG Sectors</b>	Fundamental Rights Employment, Vocational Education and Training, Social Inclusion
<b>DAC Sector</b>	11330 – Vocational Training
<b>Total cost (VAT excluded)<sup>1</sup></b>	EUR 4,000,000
<b>EU contribution</b>	EUR 4,000,000
<b>Management and Implementation</b>	
<b>Method of implementation</b>	Indirect Management
<b>Implementing Agency</b>	United Nations Development Programme (UNDP) UNDP office in Albania Country Director: Ms. Yesim M. Oruc Kaya Email: <a href="mailto:yesim.oruc@undp.org">yesim.oruc@undp.org</a>
<b>Implementation responsibilities</b>	Ministry of Social Welfare and Youth (MoSWY) Senior Programming Officer (SPO): Ms. Alida Mici Email: <a href="mailto:alida.mici@sociale.gov.al">alida.mici@sociale.gov.al</a>
<b>Location</b>	
<b>Zone benefiting from the action</b>	Albania
<b>Specific implementation area(s)</b>	Tirana (Shkoza, Shish Tufina, Liqeni i thate), Durres (Nishtulla), Shkodra (Iliria and surroundings), Gjirokastra (Zinxhiraj)
<b>Timeline 2015- 2018</b>	
<b>Deadline for conclusion of the Financing Agreement</b>	At the latest by 31 December 2015
<b>Contracting deadline</b>	3 years following the date of conclusion of the Financing Agreement, with the exception of the cases listed under Article 189(2) Financial Regulation
<b>End of operational implementation period</b>	6 years following the date of conclusion of the Financing Agreement.

<sup>1</sup> The total action cost should be net of VAT and/or of other taxes. Should this not be the case, clearly indicate the amount of VAT and the reasons why it is considered eligible.

## 1. RATIONALE

Roma and Egyptian communities in Albania continue to live at the edge of marginalization, exclusion, discrimination and facing constant violations of human rights. These communities make up more than 5% of the population of the country, with estimated population growth of about 3 % higher than that of non-Roma/Egyptian in Albania (OSCE 2003; World Bank 2005), and are more than twice as likely to live in poverty than non-Roma/Egyptian in Albania (UNDP/WB/EC Survey 2011).

Despite the lack of detailed statistics, it is evident that poverty for these communities is multi-dimensional. Although the reasons for these groups disproportionate levels of poverty are unclear, these groups face more challenges than others in accessing secure housing and land, in obtaining reliable and adequately paid forms of income, and in accessing overall government services, including health and education<sup>2</sup>. The majority of the population views them as second-class citizens mainly due to their low levels of education, of their poverty. Public services provided by the government have not adequately responded to the diverse needs of these communities. As a result, the level of poverty in these communities is estimated to be four times higher than that of other parts of the population.

Based on the 2012 Living Standards Measurement Survey (LSMS)<sup>3</sup>, 14.3% of Albanians lived below the poverty line of approximately 50 USD (4,900 Albanian Lek) per capita per month. Despite the lack of specific data indicating the percentage of Roma population living in absolute or extreme poverty, various research have shown that their poverty levels are almost twice higher than the majority Albanians. Amongst the 2,500 children identified in street situation, 75% come from Roma and Egyptian communities. Almost 90% of REfamilies live in absolute poverty and are out of the economic aid assistance system or crucially lack access to other basic services such as health, education, civic registration<sup>4</sup>.

Moreover, 42% of the Roma are unemployed and only 6% have a profession, and over 80% of the Roma and Egyptian families live in material deprivation.<sup>5</sup> The main incomes of Roma families usually come from employment in low-skilled jobs, most often in the non-formal sector, such as the trade of used clothes and the collection of recyclable waste. Over 21% of Roma and 11% of Egyptian families live in shacks. Often, they lack access to potable water, toilet and sewage (UNDP, 2012)<sup>6</sup>. These situations of discrimination, social exclusion, and marginalization, are largely intertwined, impacting on low education levels, and illiteracy leading to intergenerational vicious circles of exclusion.

While the engagement in the informal sector helps them survive, it does not ensure access to social services or other forms of governmental support. In addition, it reinforces the belief that Roma and Egyptians are different from the mainstream society and they can only do 'inferior' jobs. Facing limited opportunities to engage in the formal labor market and benefit from educational and vocational training programs, R&E individuals cannot develop their potential and have access to wider and better social and economic living conditions to sustainably lift out of poverty. These situations also directly impact their internal migration processes in search of better opportunities<sup>7</sup>. It directly impacts their education, health and economic security<sup>8</sup>. Acknowledging the immense engagement from the government to face the R&E situation, the draft National Strategy of Development and Integration 2014-2020, Roma and Egyptian communities have been mentioned as one of the priorities for the Government of Albania.

The Ministry of Social Welfare and Youth (MoSWY), serves as the main governmental authority, responsible to coordinate development and cross-sectoral implementation of policies for Roma community and monitor progress and impact of those policies at local and national level. Key policy areas affecting directly the daily life of Roma and Egyptian communities include social protection, education, birth registration, health, housing,

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<sup>2</sup>World Bank Group. (2013). ALBANIA: Policy Briefs. Macroeconomics policies.

<sup>3</sup>INSTAT (2012). Living Standards Measurement Survey

<sup>4</sup>Study on "The situation of children in street situation in Albania" (UNICEF, SCH, ARSIS).

<sup>5</sup>OSFA (2013). Roma Decade and Situation of Roma in Albania. Centre for Economic and Social Studies.

<sup>6</sup>UNDP (2012). A Needs Assessment Study on Roma and Egyptian Communities in Albania, 2012

<sup>7</sup>Nelaj D. Kaçiu, E. Dundo, J. and Dervishi, Z. 2012. "Factors Affecting the Integration of Roma in Albania". Tirana: OSFA & IDRA

<sup>8</sup>Study on "The situation of children in street situation in Albania" (UNICEF, SCH, ARSIS).

vocational education and employment. MoSWY is committed and will continue to promote direct participation of Roma and Egyptian communities and civil society organizations in the process of strategic planning, its implementation, and evaluation. Through the development of long-term partnership it aims to develop approaches that focus on the R&E youth and ensure their participation in the policy design dialogue. MoSWY is engaged in the consolidation and promotion a cross-sectoral systemic response to tackle issues of exclusion.

However considering that the issue of inclusion of this community is quite complex and requires joint and well-coordinated systemic interventions, addressing the situation of the Roma community in Albania, is completed by the intervention of other relevant ministries and local government bodies, For example, the Ministry of Education and Sports has initiated in 2013 the development of the model "School as the community center - a friendly school for all" in the context of its priorities for improving the quality of teaching and strengthen linkages between parents, children and teachers in the context of a community. This is a promotional and developmental initiative to turn the school into the place where the built-school-family partnership and community cooperate to develop the full potential of children. Such model could serve to Roma and Egyptian children and parents as a way to build more inclusion and a friendly environment within the school.

## **PROBLEM AND STAKEHOLDER ANALYSIS**

Problems related to the inclusion of Roma and Egyptian communities in Albania should avoid to be treated separately and must deal with a two-fold challenge:

- 1) avoid successful but fragmented actions and methods for integration, which do not reach the critical mass to influence national or local ,policies/programming and which are not appropriately disseminated/transferred; and
- 2) avoid national/regional policies that do not take into account bottom-up R&E community initiatives, and fail to create synergies with the R&E communities, civil society and other stakeholders in planning and policy design, implementation, monitoring and impact assessment.

This calls for an intervention that will be, on one hand, comprehensive enough to tackle the different issues identified as main obstacles for a successful empowerment of R&E communities, and on the other hand, inclusive enough to involve the relevant actors, both at the central and local administration levels, and from State institutions and civil society organizations, combining different efforts, interests and capacities for creating synergies, ownership and the required conditions for sustainability.

This action was designed through an inclusive and participatory approach consisting of various fact-finding research, consultations and meetings with several R&E communities all over Albania, with key organizations working with Roma and Egyptian populations such as UNDP, SOROS, TdH, ARSIS, NPF, Save the Children. The initial ideas were thoroughly consulted directly with representatives from the main Roma organizations such as the Roma Federation, Romani Baxt, Romano Khan, Roma for Integration and the Roma youth activist group. In addition, preliminary discussions were held with representatives from local governments in Tirana, Durrës and Gjirokastra, the Ministry of Education and Sports, the State Social Services, and the Agency for the Protection of Children's Rights. A rapid assessment was conducted in the selected areas of interventions in collaboration with community representatives and local organizations in each area (see description in Annex).

## **RELEVANCE WITH THE IPA II STRATEGY PAPER AND OTHER KEY REFERENCES**

Based on the Opinion of the European Commission for Albania<sup>9</sup>, one of the key priorities is that Albania takes concrete steps to reinforce the protection of human rights, notably for women, children and persons

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<sup>9</sup>[http://ec.europa.eu/enlargement/pdf/key\\_documents/2010/package/al\\_opinion\\_2010\\_en.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2010/package/al_opinion_2010_en.pdf)

belonging to minorities, and to effectively implement anti-discrimination policies. The aim is to prevent social exclusion and to develop social inclusion policies/measures for the most vulnerable, notably the Roma population, inter alia, and other minorities.

The EC Progress Report 2013 for Albania stated that there has been uneven progress in the area of social inclusion and there has been some progress in poverty reduction; however, pockets of persistent poverty remain in some areas. Little progress has been made in the concrete implementation of the Strategy for the improvement of the living conditions of the Roma minority and the action plan of “Decade of Roma Inclusion”.

Draft Country Strategic Paper for Albania 2014-2020 states that: “The EU will assist Albania with the objective to increase the impact of the employment and social inclusion policies in terms of both the participation in the labor market and the opportunities for the socially and economically disadvantaged and vulnerable members of society. The area of social inclusion requires, in addition to technical assistance, more substantial support in order to improve the living conditions of marginalized and disadvantaged population in line with European standards, in particular for the Roma and Egyptian minorities. In that respect, the EU might support infrastructure development for improved social services and social housing.”<sup>10</sup>

## **SECTOR APPROACH ASSESSMENT**

The Action Plan for Roma and Egyptian communities 2012 and the new draft strategy on the Social Inclusion and Social Protection (SI&SP Strategy) will serve as a basis for developing a new Action Plan for Roma and Egyptian communities (2014-2020) planned to be finalized by September 2014. In addition, the reform on social assistance will aim at improving equity of social assistance programs by revamping the targeting and eligibility systems to prioritize the poor and truly disabled.

The new National Strategy for Employment and Skills 2014-2020 emphasizes as one of the main pillar the priority on promoting social inclusion and territorial cohesion, throughout employment and vocational educational policies. In particular, Roma and Egyptian communities require a specific tailored policy approach that considers carefully their needs, realities, skills and capacities in terms of educational needs, vocational qualifications, and employment<sup>11</sup>. In addition, the mid-term approach would be to start linking social assistance programs with employment support services to promote employability, increase self-reliance, and reduce dependency on benefits.

In this context, looking forward to a midterm reflection and renewing actions toward Roma and Egyptian communities, MoSWY in cooperation with the European Commission organized a two days seminar on “Inclusion of Roma and Egyptian communities -New challenges in social development of Albania” on 20-21 February 2014. Following the seminar, a number of recommendations have been drafted in consultation with several stakeholders contributing to the advancement of the Roma issues.

These Recommendations are being delineated in a concrete updated Action Plan, followed by new measures, activities, and the respective budgeting. A monitoring framework will be clearly defined completed with the responsibilities allocated to the different authorities and institutions acting in the field of social inclusion of Roma communities. The plan will adopt a holistic and integrated interventions approach to in effectively tackle social exclusion affecting Roma and Egyptians populations. Interventions will be established on the principles of: a) availability; b) accessibility; and c) affordability.

Key areas identified by key stakeholders during the February 2014 seminar discussions were: (i) strengthening of public policies impacting R&E empowerment, (ii) supporting & enhancing national

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<sup>10</sup> Draft Country Strategy Paper, Albania, version 20.02.2014

<sup>11</sup>National Strategy for Employment and Skills 2014-2020: (Sub-Objective C1.4)

[http://www.sociale.gov.al/files/documents\\_files/Strategjia\\_per\\_Punesim\\_dhe\\_Aftesim\\_2014-2020.pdf](http://www.sociale.gov.al/files/documents_files/Strategjia_per_Punesim_dhe_Aftesim_2014-2020.pdf)

structures, regional and local capacities on social inclusion and social intervention plans, (iii) defining a clear monitoring and evaluation framework, (iv) strengthening statistics and evidence-based policy capacities, and (iv) providing adapted budgeting/funding resources. Alongside MoSWY vowed to keep a special attention to these communities through targeted actions that are of well-defined duration (and especially at the local and national level) to overcome situations of discrimination and achieve a better social inclusion of these communities

Particular attention will be paid to the dissemination of information and on building a stronger rights-based culture and awareness with reference to issues of gender equality, the risks of early marriage, the benefits of longer years of education and vocational training as well as protection mechanisms against child labor, or domestic and gender-based violence. During the formulation of conclusions and discussions of seminar recommendations with civil society, Roma and Egyptian local organizations, and international organizations, clearly showed that there is a need to continue working with the most vulnerable communities in some hot spots areas where they risk evictions and with the communities that have already developed some good potentials and opportunities towards social and economic inclusion.

In the political level, the international community has been very active in the R&E empowerment field. “United Nations Support to Social Inclusion in Albania” aims at assisting in the effective elaboration and implementation of the Government of Albania's new Strategy for Social Inclusion and Social Protection. Main emphases is put on building capacities of institutions at central and local levels and enhance participation of civil society and citizens as rights holders in the national social inclusion processes. The programme encourages the further development of local initiatives to reduce inequalities and promote social and economic inclusion for Roma and Egyptian communities and people with disabilities as very vulnerable groups. In addition, Swiss Cooperation is supporting MoSWY through UNICEF on the Reform of Social Care Services, where a special focus is on Roma inclusion to social services models. OSFA's education and training programs, as part of Roma and Education program, assist some of the excluded and marginalized groups and supports Roma self-organization and advocacy as a means of empowerment aiming to reshape the landscape for Roma civic activism by steadily building the policy advocacy skills of two groups of Roma advocates. UNICEF, Terre des Hommes and Save the Children have a special focus on interventions aiming at linking implementation of child protection/rights mechanisms, informal education within the broader community development work. Other organizations such as OSCE/ODHIR, ARSIS, Romani Baxt, the Roma Federation, AmaroDrom, IRCA, Sfiniski are active partners in the implementation of programs at the community level in the area of access to social, education, community mobilization and empowerment, advocacy and activism.

#### **LESSONS LEARNED AND LINK TO PREVIOUS FINANCIAL ASSISTANCE**

Roma communities have been a direct beneficiary of support schemes implemented by United Nations, and co-funded by the EC and other donors. Worth to be mentioned is the project “Empowering the Vulnerable Minority Communities of Albania” (EVLC) that counts to USD 2.75 million, funded by United Nations Human Security Trust Fund. This project intervened in Roma and Egyptian inhabited areas in four regions (Tirana, Durres, Fier and Elbasan) and supported inclusion of the Roma and Egyptian priorities into the local community development plans.

Synergies will be created with other ongoing EU-funded projects in support of Roma and Egyptians, including regional programmes (Regional Support to Inclusive Education and Promoting Human Rights Protection of Minorities, both implemented by the Council of Europe). The project will also build on the lessons learnt provided by the project "Best Practices for Roma Integration" implemented by OSCE/ODIHR (<http://bpri-odihr.org/home.html>).

UNDP Albania is acting as implementing body for the IPA 2011 EU funded project "Supporting Social Inclusion of Roma and Egyptian Communities" (SSIREC). This project with a budget of Euro 1.5 million, is aiming at enhancing social inclusion of these vulnerable communities living in three regions (Berat, Korca and Vlora) over the period July 2012-Dec. 2014. The project has been very successful in building models and practices on social inclusion at local level; such model will serve as a basis for further leverage and strengthening of the work toward sustainable integration.

The Swiss Cooperation Office in Albania is also active in promoting Roma inclusion and empowerment. With a new commitment of Euro 1.5 million, Switzerland is implementing, during the last three years the “Alternated Education and Vocational Training (Cefa)” project, that will contribute to further enhancement of the social inclusion of Roma minority through education, empowering the community and promoting the Roma minority rights.

The seminar in February 2014, already drew a number of key lesson regarding good practices and challenges in implementing programs in the area of social inclusion with Roma and Egyptian communities in Albania, where the most relevant are:

- Working simultaneously with central and local governments has built a common understanding of both levels on the R&E social inclusion priorities, leading to better designed, coordinated and implemented actions having a better impact on the target communities and on the sustainability of the results.
- The findings of the Employment and Entrepreneurship Assessment Report stresses that the registration in the business registry of R&E owned income-generation activities will put them in a competitive environment through the “surfacing” of fixed costs and the applicability of different taxes. As a result of the increase of the cost base, those businesses may not survive the competition, while threatening the R&E (small traders and artisans) with cutting of social welfare that they perceived when they were “invisible” to the tax system. This report recommends orienting the assistance in increasing the self-employment and income-generation efficiency, before assisting formal registration of businesses run by R&E individuals.
- An exclusive focus on R&E vulnerability and non-discrimination should be put on the existing stigma and marginalization phenomenon of these communities. Programs should be focused more on the promotion of positive models and appreciation of cultural values of R&E, which fight against the stereotypes and create more acceptance and inclusion. For example, portraying another image for R&E through the organization of Roma values week, as well as broadcasting of the documentary with R&E role models has contributed to a broader positive acceptance of R&E in the society.
- The involvement of qualified R&E individuals in public administration and vesting them with the status of service providers instead of being always the targeted group, has proved to lead to greater self-esteem thus reflecting another dimension of social inclusion. A new generation of young well-educated Roma and Egyptian activists is emerging. These groups of young activists possess the requisite skills to engage and lead grassroots campaigning and community works well as be active agents in the national policy making level. MoSWY will continue to promote and develop approaches to focus on the youth groups, to ensure their participation in policy dialogue.



## 2. INTERVENTION LOGIC

### LOGICAL FRAMEWORK MATRIX

OVERALL OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	
Contribute to the economic and social empowerment of Roma and Egyptians communities.	<ul style="list-style-type: none"> <li>– Positive assessment of progress made by the GoA and the EC for protecting and advancing minority rights and fostering its social inclusion.</li> <li>– Positive assessments made by CSO's and relevant local and international organizations of the progress made by the GoA and the EC for protecting and advancing minority rights and fostering its social inclusion</li> </ul>	<ul style="list-style-type: none"> <li>– Commission's opinion on Albania's status in the EU Progress Report.</li> <li>– Results of the subcommittee meeting on human rights and minorities, inter alia.</li> <li>– Road map on human rights.</li> <li>– Roma Strategy progress report</li> <li>– Analyses and reports published by state agencies (ex. INSTAT), and other relevant human rights activists and organizations;</li> </ul>	
SPECIFIC OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
<p>Improvement of sustainable integration of Roma and Egyptian communities by:</p> <ul style="list-style-type: none"> <li>a) increasing available employment and VET opportunities,</li> <li>b) improving access to basic social services,</li> <li>c) Strengthening institutional capacities and establishing supportive mechanisms for those at risk from eviction.</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant increase in the rate of inclusion of the R&amp;E individuals in the labor market, by age and gender, compared to the total number of the Roma population with working ability</li> <li>• Rate of inclusion of the R&amp;E population in the labor market, by age and gender, compared to the rate of inclusion of the non-R&amp;E population in the labor market</li> <li>• No. of active labor market measures (ALMMs) designed tailored to the needs of R&amp;E population, and the number of R&amp;E beneficiaries</li> <li>• No. of jobs placement of R&amp;E jobseekers with low qualifications made through ALMMs specially designed and targeted</li> <li>• No. of families accessing public services through community centers.</li> <li>• No. of Local Government Units establishing active policies in support of R&amp;E empowerment;</li> </ul>	<ul style="list-style-type: none"> <li>-Quarterly labor force survey, INSTAT</li> <li>- EU progress reports/Commission Opinion on Albania progress</li> <li>- Regular reports from the relevant Ministries, Business Registry with reference to the new businesses registered in R&amp;E areas, Tax Office data, Local Government data;</li> <li>- Action beneficiaries' Reports at beginning and end of Action;</li> <li>- Annual Action Implementation Reports</li> <li>- Central and/or local Government new / existing policies and actions pertinent to the achievement of the specific objective respectively adopted/improved</li> </ul>	<ul style="list-style-type: none"> <li>– Surveys to measure changes in poverty rate of the target population, will be conducted before and after the intervention. A comprehensive approach will be applied in order to achieve the integration of Roma and Egyptian families into the society.</li> <li>– Economic integration will be gradually conducting to social acceptance and inclusion.</li> <li>– There will be sufficient long-term incentives for Roma and Egyptian communities to mobilize and actively advocate for their rights.</li> <li>– Budgetary provisions for the achievement of the specific objective are duly allocated.</li> </ul>
RESULTS	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCE OF VERIFICATION	ASSUMPTIONS
<p><b>Result 1:</b> Increased opportunities offered to R&amp;E citizens related to active employment measures and vocational training programmes through active labor market measures and vocational training to reduce the gap between R&amp;E minorities and the majority of the population in the labor market</p>	<p><b>OVI related to Result 1</b></p> <ul style="list-style-type: none"> <li>• Detailed mapping of the working age of R&amp;E citizens conducted in each Action implementation site, distinguishing between the long-term unemployed, youth, women, and those with additional vulnerabilities.</li> <li>• At least 4 active labor market measures (labor market orientation and general employability training, public works, on-the-job and/or classroom training combined with subsidized employment, self-employment training / support, and internship schemes for recent graduates) designed and delivered tailored to the needs of the R&amp;E communities</li> <li>• No. of R&amp;E citizens capable of work that are empowered and motivated to enter the labor</li> </ul>	<ul style="list-style-type: none"> <li>– Study on the mapping of working age of unemployed R&amp;E</li> <li>– Operational guidelines for ALMM implementation</li> <li>– Annual Action Implementation Reports and general Action records (trainings reports, minutes of meeting, list of participation, etc).</li> <li>– NES ALMM Monitoring reports.</li> </ul>	<ul style="list-style-type: none"> <li>– The program will be well designed to meet the needs and interests of community members and market demand.</li> <li>– There will be a great interest from community members to participate in vocational training. Community members will not face significant barriers to complete the program.</li> <li>– There will be strong collaboration</li> </ul>



<p><b>Result 2:</b> Improved access to basic services and increased participation of R&amp;E in local planning processes</p> <p><b>Result 3:</b> Enhanced institutional capacities at the central and local level to address social inclusion of R&amp;E.</p>	<p>market through the provision of training aimed at enhancing general labor market skills</p> <ul style="list-style-type: none"> <li>No. of long term R&amp;E unemployed jobseekers that 1) participate in municipal and nationwide public-works programmes 2) receive on-the-job training combined with wage subsidies, and those that remain employed at least 6 months after the programme 3) participate in the self-employment ALMM</li> </ul> <p><b>OVI related to Result 2:</b></p> <ul style="list-style-type: none"> <li>No. of children and parents attending <b>parenting and social care</b> programs in community based services established in each community and/or through the model of schools as community centers.</li> <li>No. of R&amp;E community groups and local NGOs involved in <b>participatory processes in local decision-making</b> processes/ budgeting/identification of local priorities.</li> <li>No. of <b>intercultural community centers established and supplied</b> serving in R&amp;E neighborhoods.</li> <li>12 community development projects implemented in the Action areas</li> </ul> <p><b>OVI related to Result 3</b></p> <ul style="list-style-type: none"> <li>Established procedures, models, tools and guidelines to implement the integrated approach to social/health and education outreach programs.</li> <li>Established curricula and a core team of trainers on the model of Communication for Behavior Change.</li> <li>Identified training needs for efficient performance and developed a training programme that is tailored to local needs.</li> <li>No. of inclusive policies/actions adopted by line Ministries responding to R&amp;E needs.</li> <li>No. of inclusive policies/actions adopted by LGUs responding to R&amp;E needs</li> <li></li> </ul>		<p>between the MoSWY, local governments, community organizations and leaders. Community members will participate in designing and implementing development plans. Participation in the vocational program will be followed by a smooth transition to the job market.</p> <p>Civil society organizations will be committed and support the integration of community members in Roma and Egyptian settlements.</p> <p>The establishment of the data collection and monitoring system will allow tracking the impact of the intervention over time.</p> <p>Municipal and nationwide public-works programmes will be open and involve R&amp;E community members.</p> <p>Willingness of Local authorities to sustain the initiatives.</p>
<p><b>ACTIVITIES</b></p>	<p><b>MEANS</b></p>	<p><b>OVERALL COST:</b></p>	<p><b>ASSUMPTIONS</b></p>
<p><u><b>Activities related to R1</b></u></p> <p>1.1 Conduct a skills needs/gaps study of the working age R&amp;E citizens in each Action site, disaggregated by age, gender, employment / self-employment / unemployment / long-term, etc. status.</p> <p>1.2 Design 4 ALMMs tailored to the needs of the R&amp;E communities (public work programmes for long-term R&amp;E unemployed, on-the-job / VT training combined with subsidized employment, self-employment programme / support for informally self-employed and/or unemployed R&amp;E).</p> <p>1.3 Operational guidelines for ALMM implementation, monitoring and evaluation.</p> <p>1.4 Capacity building to the NES and/or other implementing partners for ALMM implementation.</p>	<p>Delegation agreement between the EU Delegation to Albania and the United Nations Development Programme (UNDP) under indirect management, following the provisions of the Financial and Administrative Framework Agreement (FAFA) between the European Union and the United Nations.</p>	<p><b>4 million Euro</b></p>	<p>Local government will sustain the proposed initiative.</p> <p>Local governments and communities will work in partnership.</p> <p>Communities will discuss their concerns with local government officials who will take the necessary steps to address them.</p> <p>The formalization of small businesses will be profitable for the entrepreneurs.</p>

<p>1.5 Complement skills training with general employability training if/ and when necessary.</p> <p>1.6 Employment of mediators/coachers identified, trained and placed within the NES offices in the targeted regions.</p> <p>1.7 Implementation, monitoring and evaluation of the ALMMs.</p> <p><b><u>Activities related to R2</u></b></p> <p>2.1 Support the early inclusion and Parenting program featured to Roma and Egyptian communities by tailoring models.</p> <p>2.2 Conduct health outreach services and educational programs tailored to needs of communities.</p> <p>2.3 Support MoE initiative on Schools as Community Centre in 6-9 schools and sharing of learning at regional and national level.</p> <p>2.4 Capacity building to R&amp;E local NGOs to strengthen their role in the community and increase community-based interventions.</p> <p>2.5 Support through grant schemes 5 local initiatives of R&amp;E NGOs in each of 6 Action areas.</p> <p>2.6 Support community empowerment initiatives by mobilizing communities to get self-organized and undertake self-help actions.</p> <p>2.7 Support the participatory development of 6 Local Community Development Plans in line with National Roma Action Plan</p> <p>2.8 Implement 12 community-upgrading projects identified as priority actions in the 6 Community Development Plans.</p> <p>2.9 Support R&amp;E communities to benefit from the legalization process undertaken in implementation of the new law ‘On legalization’.</p> <p>2.10 Support the mainstreaming of Roma inclusion into the existing and new legislation and raise the capacities of national and local authorities regarding its implementation.</p>			<p>Business development support will be appropriate to entrepreneurial circumstances.</p> <p>The central and local government will be committed to the social inclusion and integration of Roma and Egyptian communities. The Ministry of Social Welfare and Youth will implement the Action in cooperation with line Ministries, local governments, and the civil society.</p>
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<p><b><u>Activities related to R3</u></b></p> <p>3.1 Develop capacities, tools, and methodologies to strengthen community-based services through social work programs (support through MoSWY and Faculty of Social Sciences)</p> <p>3.2 Develop tools/campaigns on communication for behavior change model to influence attitudes and behaviors of public servants at national and local level (using as well social media and media tools)</p> <p>3.3 Raise the capacities of MSWY and its dependent structures to coordinate, monitor and evaluate the implementation of the National R&amp;E Action Plan on a national scale.</p> <p>3.4 Support the capacities of line ministries to design inclusive policy responses and implement the actions of the National R&amp;E Action Plan and review the existing legal framework on minority groups to ensure the respect of international standards.</p> <p>3.5 Develop capacity building training to local and central government officials in order to effectively deal with specific issues of Roma inclusion in line with territorial and social care reforms (targeting at least 15 new LGUs in areas with the biggest number of R&amp;E populations)</p> <p>3.6 Support the MoSWY to establish a coordinating forum on Roma issues with the participation of governmental and non-governmental organizations with the aim of increasing synergies and avoiding overlap.</p> <p>3.7 Support the networking of researchers and professionals for evidence based policy practice on Roma and Egyptian inclusion issues.</p> <p>3.8 Develop a comprehensive Monitoring and Evaluation Framework for the programme</p>			
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## **ADDITIONAL DESCRIPTION**

The Action foresees a comprehensive intervention in support of vulnerable Roma and Egyptian Communities grouped under three results. The interventions described here include also work with vulnerable Roma and Egyptian people at community level through a multi-sectorial integrated approach to ensure that Roma/Egyptian communities will be able to lead dignified lives in Albania, contributing to their social inclusion while valuing their diversity

### **Activities-R1: Support Employment and Vocational Education**

The activities aim to develop tailor made employment promotion programs for Roma & Egyptians communities that aim to activate their productive potential and to support their integration in the labor market, ultimately narrowing the employment gap between these minorities and the majority of the population. Active labor market measures (including vocational training) have significant potential to make a difference, particularly when designed to encompass various stakeholders, and a critical mass of public and private employers.

The active labor market measures will be implemented in close collaboration with public and private actors, including the National Employment Service (NES), targeted municipalities, the private sector and civil society organizations. R&E citizens will be the ultimate beneficiaries of the ALMMs, being the recipients of training and subsidized employment benefits. NES will be tasked with profiling the beneficiaries, orienting them towards the most appropriate ALMMs, and matching them with public/private sector vacancies. Private sector enterprises will be the contracted providers of on-the-job training, whereas public and private VT providers will be contracted to deliver complementary classroom training. Respective municipalities and other local government institutions will ensure the participation of R&E citizens in public works schemes.

### **Activities- R 2: Integrated systemic approach to basic services at the local level**

The activity aims to intervene through a systemic and integrated approach targeting R&E communities to enable them to demand and access inclusive qualitative and integrated services, particularly social care, education and health at the local level.

R&E civil society organizations will be supported to raise their capacities as well as to strengthen their presence and voice in the community by providing them with small grants to implement local initiatives benefitting directly R&E communities.

After participatory development of local community plans, LGUs will be supported to implement community upgrading actions in each Action area as prioritized by R&E communities. The local government units of beneficiary communities will contribute in the preparation of technical designs and will take over the responsibility of operating and maintaining all the completed community upgrading actions prioritized in consultation with local R&E communities.

### **Activities -R 3: Enhance institutional capacities at the central and local level**

The institutional partnership approach is crucial to achieve the enhancement of the human capacities both at national and local level. The programme will provide an institutional partnership platform involving all relevant local and national structures, academic bodies, representative CSOs and community members.

The activity will consist in investing in capacities required for designing inclusive policy responses and delivering social care services for the R&E community. The programme will also support the establishment of a specialized dialogue forum on Roma issues and the research based initiatives and networks that provide added value to the R&E relevant policy making process. In addition, in view of

the upcoming territorial reform, which will reduce the no. of LGUs in the territory, the programme shall provide capacity building actions to the existing and new LGUs to design and deliver inclusive services to the R&E community.

### **3. IMPLEMENTATION ARRANGEMENTS**

#### **ROLES AND RESPONSIBILITIES**

In the management and implementation of this action many stakeholders will be involved as below:

1. The Ministry of Social Welfare and Youth (MoSWY), which will be the leading institution in conjunction with the United Nations Development Programme;
2. The Ministry of Education and Sport related to the education activities;
3. The Ministry of Urban Development related to the housing/legalization issues;
4. The local government bodies in the selected areas, respectively Tirana, Durrës, Shkodra and Gjirokastra;
5. Roma/Egyptian civil society organizations;
6. National Employment Service;
7. State Social Service;
8. Faculty of Social Science in Tirana.

A Steering Committee chaired by the MoSWY will be established to manage the implementation of the Action.

#### **IMPLEMENTATION METHOD(S) AND TYPE(S) OF FINANCING**

The Action will be implemented by a delegation agreement between the EU Delegation to Albania and the United Nations Development Programme (UNDP) under indirect management, following the provisions of the Financial and Administrative Framework Agreement (FAFA) between the European Union and the United Nations.

### **4. PERFORMANCE MEASUREMENT**

#### **METHODOLOGY FOR MONITORING (AND EVALUATION)**

The responsible structures for monitoring will be the followings: (i) at Programme level: Ministry of European Integration/Directorate for Monitoring of EU Assistance Projects; (ii) at Action level: the SPO at the Ministry of Social Welfare and Youth; (iii) at Contract level: the EU Delegation to Albania.

According to the IPA II regulation and the Manual for monitoring and evaluation, the terms of reference for the evaluators will be prepared by the Directorate for Monitoring of EU Assistance Projects. The evaluation of this Action will be part of the annual plan for evaluation approved by the NIPAC.

The Steering Committee chaired by the MoSWY will perform, inter alia, monitoring duties of the Action implementation.

## INDICATOR MEASUREMENT

<b>Indicator</b>	<b>Description</b>	<b>Baseline</b>	<b>Milestone 2017</b>	<b>Target 2020</b>	<b>Source of information</b>
<i>Action outcome indicator:</i>	<i>Number of Roma and Egyptians participating in VET programmes and benefiting from Employment promotion programmes (EPPs)</i>	<i>175 Roma and Egyptians in VET and 164 in EPPs</i>	<i>Increase of 30 new participants for both VET and EPPs</i>	<i>Increase of 90 new participants for both VET and EPPs</i>	<i>Ministry of Social Welfare and Youth/ National Employment Service</i>
<i>Action outcome indicator:</i>	<i>Number of Roma and Egyptians participating in VET programmes and benefiting from Employment promotion programmes (EPPs) who are later employed</i>	<i>N/A</i>	<i>At least 40% of the participants employed</i>	<i>At least 80% of the participants employed</i>	<i>Ministry of Social Welfare and Youth/ National Employment Service</i>
<i>Action output indicator</i>	<i>Number of officials of National Employment Service trained on the implementation and monitoring of EPPs targeting R/E citizens</i>	<i>N/A</i>	<i>100 officials trained</i>	<i>150 officials trained with financing from the Government</i>	<i>Ministry of Social Welfare and Youth/ National Employment Service</i>
<i>Action output indicator</i>	<i>Number of Community Upgrading Projects (CUP) with an average value of EUR 75,000 per project</i>	<i>N/A</i>	<i>At least 12 CUPs set up and implemented in the selected areas</i>	<i>Additional 12 CUPs set up and implemented in the selected areas with financing from the Government</i>	<i>Ministry of Social Welfare and Youth/ National Employment Service</i>

## 5. CROSS-CUTTING ISSUES

### ENVIRONMENT AND CLIMATE CHANGE (AND IF RELEVANT DISASTER RESILIENCE)

Envisaged Action activities do not require any environmental considerations.

### ENGAGEMENT WITH CIVIL SOCIETY (AND IF RELEVANT OTHER NON-STATE STAKEHOLDERS)

Civil Society Organizations (CSOs) (R&E and non R&E) will be key partners in implementing several Action interventions under the three activities. They will be the targeted beneficiaries of several capacity building interventions of the Action included in the activity 2 and will be involved in the implementation

of projects coming out from the call for grant proposals. Civil society organizations will also be involved in the implementation of several other interventions under activity 1 and 3.

### **EQUAL OPPORTUNITIES AND GENDER MAINSTREAMING**

Equal participation of women and men will be secured through appropriate information and publicity material in the design of Actions and access to the opportunities they offer. An appropriate men/women balance will be sought on all the managing bodies and activities of the programme and its Actions. Some of the Activities under the Action will increase the capacities for gender mainstreaming as per EU quality assurance, and particularly pursuant to CoM Decision no. 465 (2012) on gender mainstreaming in the medium-term budgetary programme. Special attention will be paid to the linkages between gender-responsive sector priorities and the MTBP.

### **MINORITIES AND VULNERABLE GROUPS**

The Action will no way harm the rights of any individuals, including minorities and vulnerable groups; on the contrary, it will support vulnerable communities of Roma and Egyptians. It will promote the economic and social empowerment of Roma and Egyptian communities by increasing employment and vocational training opportunities, improving access to basic social services, strengthening institutional capacity, and establishing supportive mechanisms for those who live under severe circumstances. In the long term, this aims to lift many of the Roma and Egyptian families out of poverty and support their sustainable inclusion in the Albanian society and labour market.

## **6. SUSTAINABILITY**

Sustainability of Action activities will also be ensured through the involvement of local and regional authorities in activity implementation and monitoring. Civil society will also be encouraged to continue their work to the benefit of vulnerable communities, support local and regional authorities in this regard, but also make them accountable for their undertakings. Mechanisms established by the Action are expected to last beyond the Action's duration.

## **7. COMMUNICATION AND VISIBILITY**

The activities under this action also include a public information component aiming at informing the R&E communities on their rights and duties in the society as well about the roles they themselves should take as beneficiaries of the Action.

A detailed communication plan will be developed in the first 6 months of the Action implementation focusing both on internal and external communication for the Action.

A broad public awareness and educational programmes that will be undertaken during the implementation of all three activities will target not only R&E communities but the whole Albanian society advocating for respect of equal rights and non-discriminatory and inclusive policies and practices.

The UNDP will ensure full visibility for the EU as the financing donor of the action. In partnership with EU Information Centers and other related networks and national and local media, activities under the action will reach a broad audience highlighting the EU contribution in the context of this action and more generally in the development agenda of the country, in line with EU visibility guidelines.

The web-site of the Ministry of Social Welfare and Youth ([www.sociale.gov.al](http://www.sociale.gov.al)) will also be used as a platform to share relevant information about the activities.



## LIST OF ANNEXES

(to be shared between Beneficiary Countries and the EC/EU Delegation only)

*Indicative list of documents to be annexed to the Action Document:*

1. Annex 1: **Detailed Action budget breakdown and planning for contracting procedures** (see attached) – *note : for EC internal use only*
2. Annex 2: Detailed Action Description
3. Annex 3: Additional description of the activities
4. Annex 4: Rapid Assessment of six targeted areas
5. Annex 5: Detailed budget of the Action

## ANNEX 1

**Indicative Action budget breakdown and planning for contracting procedures** (for EC internal use only)

IMPLEMENTATION MODALITIES	BUDGET (€)		TIMELINE <sup>12</sup>	
	Total	EU contribution	Launch of procedure	Contract signature <sup>13</sup>
GRANT				
DELEGATION AGREEMENT BETWEEN THE EU DELEGATION TO ALBANIA AND THE UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP) UNDER INDIRECT MANAGEMENT, FOLLOWING THE PROVISIONS OF THE FINANCIAL AND ADMINISTRATIVE FRAMEWORK AGREEMENT (FAFA) BETWEEN THE EUROPEAN UNION AND THE UNITED NATIONS.	<b>4,000.000</b>	<b>4,000,000</b>	<b>Q2 2015</b>	<b>Q2 2015</b>
<b>TOTAL</b>	<b>4,000.000</b>	<b>4,000,000</b>		

<sup>12</sup>Timeline: QUARTER (Q1, Q2, Q3, Q4) YEAR

<sup>13</sup>Contract signature date: if relevant; i.e. for Direct Grants mainly

## **ANNEX 2: Detailed Action Description**

**Action areas targeted:** Tirana (Shish Tufine, Shkoza, Liqeni i Thate); Shkodra (Iliria/ Ura); Durres (Nishtulla) and Gjirokastra (Zinxhiraj).

**Beneficiaries:** Approx. 1800 families (Roma and Egyptian communities).

Positive practices shared during the seminar showed that combating discrimination has been often pursued through positive discrimination measures in national employment policies targeting disadvantaged groups of the population, and in particularly the Roma, as one of the most vulnerable groups. Such interventions must be drawn on some of the most successful programs already conducted in Albania and other countries with similar situations, to empower Roma and Egyptian communities, as well as other marginalized groups. These include life and social skills mentoring programs, combination of literacy programmes and targeted vocational education, entrepreneurship and civil society engagement actions, employment of Roma mediators in employment offices etc. The proposed action will ensure an integrated approach to interventions and combination of technical assistance and direct interventions in the proposed areas.

By combining increased opportunities for employment with vocational education and training targeted actions, entrepreneurship programmes, income generation activities and improved access to basic social services, sustained improved outcomes for the participation of Roma and Egyptians in the formal economy can be expected. Besides, discrimination and racism in employment are already indirectly addressed by the MoSWY who has adopted proactive employment policies. These are some of the very few measures addressing directly racism against Roma in the employment sector. Such approaches will not only improve the living conditions of these communities (social and economic empowerment), but will also works as a booster for a better social inclusion in the mainstream society.

Another essential component of this intervention will be to focus on the strengthening of institutional capacities of central and local-level institutions – local governments, civil society, community groups and leaders – so that they can in turn better support the integration of Roma and Egyptian populations. Roma cultural diversity should be valued, encouraged and promoted at national and local levels.

It needs to be stressed that by focusing largely but not exclusively on marginalized Roma and Egyptian community members, the action will ensure that adequate information and assistance is provided to the most discriminated populations in the country. This will ensure equal treatment for all through the systemic approach linked with the development of processes and competences, and the reinforcement of institutional and non-formal structures and mechanisms for guaranteeing the fundamental rights to access basic services such as education, legal assistance, health, social services.

The action will aim to intervene through a systemic and integrated approach in order to avoid fragmentation of basic service provision and will work through a holistic model in partnership with families and communities to respond to the complex and multi-level problems experienced by the Roma and Egyptian communities in the selected areas.

Interventions on access to basic services will combine both the establishment and strengthening of social services with education and health care services maintaining a focus on the family as a whole and ensuring outreach work to excluded families. Existing community centres established in the identified areas will be supported through capacity development, mentoring and coaching programs to offer more qualitative services to families. Such approach will combine the provision of economic aid, with educational programs for children, family-strengthening and parenting programs, early childhood development, health education and care, as well as facilitating the link to access other services required by the family (such as employment, birth registration, vocational education, housing etc). Such approach will be established through strengthening of community based social work practice. Various lessons learned and good practices suggest that, in urban and peri-urban communities where major differences and gaps in social inclusion and high levels of marginalization exist, it is even more important to establish strong community practices to create a positive community environment. Such practice could

be strengthened by establishing the role of community social workers as part of social services and re-orientation of other service providers towards more community outreach work.

On the other hand, there is also a need to influence on a continuous basis, attitudes and behaviours of service providers toward Roma and Egyptian communities. The development of public service providers' capacities through approaches like the communication for behaviour changes, using media tools such as flash mobs/movies and other social media campaigns could yield positive results in this aspect. Indeed establishing such capacity would enable the government to encourage or enable employees to act more positively towards Roma and Egyptian communities when offering public services such as social services, legal or health services etc.

The need for developing a preventative emergency response system for those who are at risk of evictions and face homelessness is also going to be sensitively considered. However, these efforts will not be limited to capacity building but as well to prevention of evictions through a cross- sectoral and institutional dialogue led by MoSWY. Specific support will continue in the existing established emergency centre where around 300 Roma people have been placed, in ShishTufina.

The support will be targeted to socio-economic integration through employment and access to services. In addition, two community centres in two areas which have been very little targeted so far are planned to be established in response to the high needs for establishing basic services or making them effective and reachable for these communities (Shkodra, Shkozet (Tirana) and Gjirokastra). These interventions will be associated with technical support to development of further measurements to social housing, legislation review, support to the new law on the planning of territory.

The challenges faced by Roma and Egyptian communities can only be solved in an institutional and sustainable way by ensuring an intentional participatory process also including both local and central government. While there are some positive practices established in some municipalities, there is a need to leverage on such good practices and strengthen the dialogue between Roma and Egyptian communities and local government, as well as with central government. The action will aim to establish these participatory processes from the beginning of the action. Already the action has been developed through a close discussion with several Roma and Egyptian organizations, youth groups, NGOs and wider civil society working in those areas. Such process will aim to promote open interaction, build ownership from all parties and ensure that the community has a strong saying in each stage of the process. As a result local community plans and actions are aimed to be established that will serve directly to the needs of the Roma and Egyptian families.

Bringing together state institutions, civil society organizations, and community leaders, to work towards promoting the economic and social empowerment of Roma and Egyptians, will foster long term collaboration and sustainable change. This model of collaborative action will be timely and will inform the new multi-sectorial strategy of decentralization, reform on social care services and approaches to social inclusion. In addition, it aims to develop new tools for monitoring and evaluation of such interventions. This will allow understanding to what extent the proposed intervention will be effective in the target regions and use this evidence to scale up the intervention in other regions of the country.

## ANNEX 3: Additional description of the activities

### Activity 1: Support Employment and Vocational Education

This action aims to develop tailor made employment promotion programs for Roma/Egyptians communities that aim to activate their productive potential and to support their integration in the labour market, ultimately narrowing the employment gap between these minorities and the majority of the population. Active labour market measures (including vocational training) have significant potential to make a difference, particularly when designed to encompass various stakeholders, and a critical mass of public and private employers. The following interventions are envisioned in the selected areas:

#### Activities- R1

- 1.1 Detailed mapping of the working age Roma and Egyptians conducted in each action implementation site, distinguishing between the long-term unemployed, youth, women and those with additional vulnerabilities. The study will reflect the employment needs / aspirations / areas of immediate support of the selected communities.
- 1.2 Design 3 active labor market measures tailored to the needs of the R&E communities. Specifically the following ALMMs have been envisioned:
  - 1.2.1 **Public works programme** targeting long-term unemployed from the R&E communities – This measure will be applied to enhance the employment of low-skilled R&E individuals that have been unemployed for a long period of time, and have limited opportunities to otherwise enter the labor market. The programme beneficiaries will receive a one-time regular employment contract for a fixed period not exceeding one year.
  - 1.2.2 **On-the-job and/or classroom training combined with subsidized employment** – The provision of on-the-job and/or classroom training will be guided by the occupational profiles at highest demand in and around the vicinities of the action communities. International evidence on the effectiveness of ALMMs indicates that trainings organized in the framework of ALMMs significantly increase the employability of the R&E individuals. As such, the action will ensure that the trainings are planned and organized in close cooperation with local companies and in line with local labour market demand. The measure will largely target new entrants (often youth) in the labour market with no or limited prior working experience. Programme participants will receive monthly allowances linked to training attendance, whereas employers will receive a compensation package for the training costs. The provision of wage subsidies to employers for training graduates aims to motivate them to employ the R&E beneficiaries by reducing their wage costs. Wage and/or social insurance subsidies provide an opportunity for employers to “try-out” individuals belonging to the target group at minimal costs, as well as to abandon stereotypes often attributed to the group.
  - 1.2.3 **Self-employment programme** targeting both unemployed R&E and those engaging in informal self-employment – This measure targets the promotion and creation of conditions for the self-employment of R&E individuals. It will include training on self-employment and starting a business. Support will be provided in the forms of small grants for the purchase of necessary start-up equipment and/or financing of the minimum wage for a specified time-frame. Particular focus will be given to ensuring female and people with disabilities participation in training and additional BDS support.
  - 1.2.4 **Internship schemes targeting recent university graduates** – Aside from ALMMs that address the employability of those with limited educational attainment and no occupational skills, this measure targets recent university graduates that can gain initial working experience (through paid internships) in public institutions.
- 1.3 **Operational guidelines** for the implementation, monitoring and evaluation of the ALMMs will be designed, outlining the roles and responsibilities of all actors involved, and the beneficiary selection criteria/procedures.

- 1.4 **Capacity support to the National Employment Service** and/or other actors (e.g. local NGOs) for the implementation, monitoring and evaluation of the ALMMs is envisioned, with a clear vision of improving the access and quality of R&E individuals to their services.
- 1.5 **Provision of general employability training** (including basic literacy when necessary) to empower and motivate R&E citizens to enter the labour market. Recognizing that the unemployed lack not only professional/occupational skills, but also essential skills for job searching and applying, the aim of this training is to enhance general skills such as how to look for a job, how to apply for job vacancies, how to communicate, how to prepare for and behave during an interview, etc.). This type of training will be interconnected with and complimentary to the three active labour market measures.
- 1.6 Provided the reluctance / lack of trust of employers toward Roma and Egyptians and vice versa, **employment mediators/mentors** will be identified (possibly within R&E NGOs) and trained to liaise between the unemployed in the targeted communities and the National Employment Service as well as facilitate the implementation of the active labour market measures.
- 1.7 The ALMMs piloted in the frame of this intervention, ultimately aim to inform national policy responses towards closing the gap in the labour market of the R&E individual vis-à-vis the majority of the population. The establishment of a **monitoring and evaluation framework**, exclusively for the ALMMs will allow for subsequent identification.

## **Activities- R 2: Integrated systemic approach to basic services at the local level**

The activity aims to intervene through a systemic and integrated approach in order to avoid fragmentation of service provision and working through a holistic model with families and communities by responding to the complexity of problems experienced by R/E communities in selected areas by introducing accessible, qualitative and integrated services, particularly social care, education and health at the local level.

**2.1 Focus on social care/community based social care.** Support the early inclusion and parenting program featured to Roma and Egyptian communities by tailoring models of community based crèches and extends capacities and inclusion of R/E children. Develop child friendly programs in a participatory manner, where children of the R/E families can be provided with a safe environment, where integrated programming including play, recreation, education, health, and psychosocial support can be delivered and/or information about services/supports provided. The activity will embrace elements of cultural mediation and create an environment for children to protect them from violence, exploitation and abuse; develop protective capacities and a place to identify high-risk children.

**2.2 Focus on health outreach programs.** Support community outreach health education and service provision by carrying out health education activities related to prevention measures and health check-ups to promote healthy behaviors. Local health professionals will be supported to be able to reach R/E families in every neighborhood or settlement in order to make the community members benefit from the mainstream services provided for the wider population. Various community outreach methodologies/approaches will be adopted aiming at prevention, healthy lifestyles and early treatment.

**2.3 Focus on education through schools as community centers.** Support Ministry of Education initiative on Schools as Community Center (in 6-8 schools) and sharing of learning at regional and national level. Specifically supporting those schools to be open to the community and provide additional services by creating functional mechanisms, such as optional modules, consulting services for students (social welfare services-physical-emotional-health) activities that promote the participation of community to sports, arts, computer and/or foreign languages learning, etc); review and re-adjust “second chance model” to become more integrated within the public system and not create segregation.

**2.4 Focus on NGO’s community interventions.** Capacity Support for R/E local NGO’s to strengthen their role in the community and increase community -based interventions. This will be achieved through supporting various activities of local Roma and Egyptian NGOs and collaborating for

implementation of the R/E plan of action and documenting promising practice will serve as a good basis for improving lives of families and as well feeding policy making at local and national level.

**2.5 -4 Local initiatives from R/E NGO-s** will be supported through grant schemes. These activities will contribute also to other program results as they will increase awareness, capacity and life skills of the participants. At the same time these activities would encourage the feelings of community belonging and the value of volunteering to support community priorities.

**2.6 Support community mobilization initiatives.** R/E community groups and individuals in the target areas will be empowered to get self-organized and support solving their community needs. Apart from identification of community needs and participatory prioritization, community mobilization will promote self-help activities, involving local human resources on a voluntary basis to the benefit of living condition of the community.

**2.7 Support the participatory development of 6 Local Community Development Plans (LCDP)** in line with National Roma Action Plan. The National Roma Action that is being developed by MSWY will identify the due policy actions to be undertaken by national and local authorities in order to comply with the GoA commitment on social inclusion of R/E communities. The Local Community Development Plans will be developed by local authorities through a consultative approach with the participation of civil society organizations, community groups, and youth activist. The process of developing the LCDPs will strengthen participatory local planning processes, promote open interaction of government officials with R/E representatives, build ownership from all parties and ensure that the community has a say in the identification of local priorities and their further monitoring.

**2.8 Implement 12 community-upgrading actions** identified as priority actions in the 6 Community Development Plans. Based on the Local Community Development Plans and the agreement reached for priority interventions in the different target areas, 12 infrastructure actions with an average of 80,000 Euro each will be identified for implementation at the action intervention areas in partnership with the LGUs. These actions may include both hard and social infrastructure including neighborhood rehabilitation, bridge reconstruction and river systematization, sewage system and the construction of community centers with kindergarten/creches and health facilities. Infrastructure interventions will to involve both civil works and refurbishment when relevant in order to make them fully operational. The LGUs will be responsible or making them operational and providing for the necessary maintenance, running and staff costs.

**2.9 Support R/E communities to benefit from the legalization process** undertaken in implementation of the new law ‘On legalization’ (the right title of the law to be included). Roma/Egyptian communities living in the urban or suburb areas will be supported to complete the due applications for benefitting from the new legalization legislation. Specific support will be provided to local legalization offices to get trained on inclusive and non-discriminatory approaches as well as to prepare public information material in simple language.

**2.10 Support the mainstreaming of Roma inclusion into the existing and new legislation** and raise the capacities of national and local authorities regarding its implementation. Technical expertise will be provided to the line ministries to ensure that new legislation is considerate of R/E specific needs and abides to HR principles. Also under this activity MSWY will continue to coordinate and advocate with responsible institutions at national level to improve legislation on preventing forced evictions of Roma and Egyptian communities. In addition it will work closely with the National Agency on Territory Planning for establishing a legal framework for local government to properly plan territory for housing or temporary placement of vulnerable communities in risk for forced eviction.

### **Activities -R 3: Enhance institutional capacities at the central and local level**

3.1 **Assess and develop capacities, tools, and methodologies to strengthen community- based services and human capacities** in service provision through community based social work program as part of social care services provided by local government. This will be developed in close collaboration with the State social services, Faculty of social sciences and Ministry. Conduct a baseline assessment on the need to establish capacities of public servant.

3.2 Establish the program on **communication for behavior change model** to influence attitudes and behaviors of public servants at national and local level. With the aim of influencing attitudes of public officials and service providers towards R/E communities, communication for behavior change will be adopted through introducing a methodology and capacity building program, national curricula, social media campaigns and media tools, capacity building as well as mentoring and on the job coaching.

3.3 **Raise the capacities of MSWY and its dependent structures** to coordinate, monitor and evaluate the implementation of the National R/E Action Plan on a national scale. The interventions here will aim at creating a pool of professional civil servants with relevant expertise to be able to plan, coordinate, mainstream and monitor the implementation of the National Action Plan on R/E all other sector related policies whose nature should be inclusive of R/E different disadvantaged groups and should produce inclusive impacts.

3.4 **Support the capacities of line ministries** to design inclusive policy responses and implement the actions of the National R/E Action Plan. The capacity support reinforces the role that MSWY plays to provide leadership across all government units in the design and implementation of socially inclusive policy responses. The civil servants of several line Ministries will be trained in to make their policies responsive to the needs of various vulnerable groups as well as to plan, prioritize, budget and finance specific programmes that benefit a broad range of citizens.

3.5 **Develop capacities among local and central government officials** in order to effectively deal with specific issues of Roma inclusion in line with territorial and social care reforms (targeting at least 15 new LGUs in areas with the biggest number of R/E populations). The ongoing territorial reform and local government elections of 2015 will cause significant changes in the set-up of LGUs. The social care reform will identify the due roles and responsibilities of the LGUs and de-concentrated office of central government (education, health, social services, employment) at the local level regarding delivery of inclusive services to different vulnerable groups. In this context, capacity building support will be provided to the existing and new structures.

3.6 Support the MSWY to establish a **coordinating forum on Roma issues** with the participation of **governmental and non-governmental organizations**, with the aim of increasing synergies and avoiding overlap. MSWY will take a proactive role in mapping and coordinating the work of several partners working in the area of R/E support to be able to target bigger number of R/E beneficiaries, to create synergies in the development results as well as to avoid overlapping.

3.7 Support the **networking of researchers and professionals for evidence based policy practice** on Roma and Egyptian inclusion issues. While professionals in this area will be supported to network and provide peer support, in partnership with MSWY a forum of dialogue will be established to discuss new studies and research with the aim of encouraging better evidence based policy

3.8 Develop a **comprehensive Monitoring and Evaluation Framework** for the programme. Establish a baseline prior to the action start up and as well a monitoring framework that will be instrumental in reviewing progress on regular basis and undertake necessarily changes and improvement.



#### **ANNEX 4: - Rapid Assessment of six targeted areas**

Below is a brief description of selected areas of intervention for this action. The information is collected through a rapid assessment with representatives of Roma Federation, Egyptian key representatives, youth activists working in those areas and other civil society organizations (UNDP, SOROS, Save the Children, World Vision) already working in these areas and local government representatives. Suggestions on potential interventions are initial ideas developed during consultations, however, there will be conducted more in depth consultations in each targeted area with all key stakeholders from institutions, civil society and community.

##### **1. Community of Nishtulla (Durrës)**

There are around 127 Roma families living in Nishtulla area in Durrës region. These families are established in the area over the last 60 years. The poorest families come from FusheKruja area. Around 40% of families live on the economic aid, while the rest of families survive collecting cans, recycling materials, selling second hand clothes and begging. Most of children attend school, however there are around 10-15% who do not frequent the school; instead they beg with their parents. There is a community centre in the area (supported by UNDP) and managed by Durrës municipality and two local Roma organizations such as, Ushten and Alba Rom. They provide support and services to the community in the area. Terre des hommes provides support through the child protection service established in Durrës municipality and supports to vulnerable children and families through direct assistance, support to school registration, child care practices etc. Durrës municipality has undertaken some infrastructure rehabilitation in the area however there is a need to focus further on housing, improvement of infrastructure, employment and vocational training and access to services (social, education, health). A key focus in this area would be establishing opportunities for employment (as there is a good basis for establishing it because the community seems to be in a more stable situation and people have lived together for the last 60 years). A combination of vocational education, life skills development, illiterate classes and negotiation with the labour market associated with mentoring and coaching for the first six months of employment would be a good approach to employment program.

##### **2. Community of Shkoza (Tirana)**

Shkoza is one of the most oppressed suburban areas of Tirana, where there are concentrated a considerable number of Roma families and children, migrated over 10 years ago, mainly from the suburbs of Elbasan, Peqin, Kavaja. There are around 60 families in Shkoza area. The main source of income for families is collection of recycling materials and selling of second hand clothes and begging. The situation of children is very difficult in this area as most of them do not attend school, are not vaccinated, some of them not registered and also they beg in the street. The overall rate of civil registration in Shkoze stands at approximately 50 %. None of the families is benefiting from economic assistance. Main local Roma organizations working in Shkoza are “Romani Kham” and “Romani Baxt”. Save the Children address issues of access to quality Early Childhood and Care Development (ECCD). Romani children and their families in Shkoze benefit from supportive family and community child care practices, quality early learning opportunities and increased protection from risk. However, the community in Shkoza area is more stable and settled. The request from the community is to use the land and not own it so they could build their houses that could be safe. In addition, there will be a need for infrastructure upgrade and establishing a model of employment of the community combining life skill education, vocational education, job creation and mentoring.

##### **3. Community of LiqenitHate (Tirane)**

The community in this area is established in the last two years as a result of three evictions in Tirana, Elbasan and Fier areas. There are around 50 families living and more families are joining every day the area. Families live in very small land across the national street to Elbasan and as a result being at risk of automobilist accidents. There is no infrastructure facility, neither any health or education

service. Main source of income is from collection of recycling materials and begging. Children do not attend the school, kindergarten, are not vaccinated, lack clothing and food. There is little and ad hoc support from different organizations such as, Alo 116, People's Ombudsman. Some families could be turned back to their hometown and supported through employment, access to education and housing.

#### **4. Community of Shkodra**

There are two extremely marginalized communities in Shkodra area, Roma and Egyptian. There are around 300 families living in four main areas in Shkodra (Iliria neighbourhood, at the way out from the town, across Buna river and across the bridge of Buna river). Part of the community is old in the town and part of it is newly established, coming mainly from Fushe Kruja and Elbasan. UNICEF reports that out of 102 children aged 8-18 years, 81% are illiterate and more than 93% do not attend school. Reasons include, but are not limited to, economic hardships which prevent parents to provide children with adequate clothing, books and school materials. Children who attend school may encounter linguistic difficulties or be forced to travel for long distances, while social stigma and discriminatory attitudes of non-Roma fuels this vicious cycle. R&E children also contribute to the fragile family income by working as street children, in the informal sector or becoming potential victims of child trafficking. Most of families do not benefit any economic assistance, health care and education service. Main source of income is collection of recycling materials and begging. There are two Roma organizations working with these communities "Roma for Integration" and "Integration of Roma from North Albania". Save the Children has established a drop-in centre for children and families in the area. Children are provided with a safe environment where they can receive educational and psychosocial support and they can be referred to available service providers to deal with all the variety of social problems that can affect their life (i.e. domestic violence, alcohol abuse, teenage pregnancy, economic difficulties, etc).

#### **5. Community of Zinxhiraj (Gjirokastra)**

There are around 150 Roma and Egyptian families living in Zinxhiraj neighbourhood in Gjirokastra. Families are settled there since 1967. The main sources of incomes for families come from emigration, selling second hand clothes and begging. Main issues faced by the community are related to lack of houses, water sanitation, lack of civic registration, lack of school, health and social care services. There are around 50-70 children not registered because they were born in Greece and families cannot afford to pay for legal aid. Save the Children and Terre des hommes work mainly with children to ensure school enrolment and attendance and to provide children from different ethnic groups the opportunity to interact and socialize, learn about each other, improving inter-ethnic relations and interaction among children in school and in the wider community. There are around 188 children's participating in the catch up classes of which 76 Roma and 58 Egyptian. Terre des hommes has established the child protection unit service in the municipality offering support to high-risk cases of children. However, there is a huge need for more integrated interventions in regard to housing, infrastructure upgrading, employment and access to social services. The territory where families live is appropriate to be upgraded with infrastructure and developed as an integrated community space. A community-based centre would serve to offer basic services such as health, education, social etc. The local development plan of the municipality has identified as an opportunity for employment of roma families, the business of twigs because there is a long tradition in the area. Supporting families to grow twigs would help employment of families and establishment of a local business.

#### **6. Community of ShishTufina (Emergency Transitory Centre ) in Tirana**

The Roma community in Shish Tufine Emergency Centre in Tirana is living there since September 2013. 52 Roma families, a total of 250 Albanian citizens, amongst which 90 children, living in

informal settlements in an urban area of Tirana capital, who got forcefully evicted following a municipality decision to give the land out for construction. The centre is located in “Tufina area/neighbourhood” (in a former military building) in the periphery of Tirana and the infrastructure is adapted in the form of small apartments appropriate for independent family living. The Emergency Centre is managed and supervised by the State Social Services institution and provides temporary housing facilities, while facilitating health, psycho-social, education services for families and children, free legal assistance, vocational education and employment placement. Terre des Hommes has set up the psychosocial services in the centre.

The psychosocial staff is supported by TdH (social worker and the psychologist). Roman Baxt organization offer kindergarten and preparation of children for school. All other children attend school on regular basis. 23 families benefit economic aid, 6 families are supported with micro credit, 37 families have applied for housing benefit bonus, 67 persons are registered as job seeker; 40 families make incomes through recycling and selling of second hand clothes, 20 persons are attending vocational training courses.

Two critical problems to be addressed through the re integration program is housing and sustainable employment for all families. There are negotiations already happening with Tirana municipality for including some families in social housing program as they are ready to move. However, the dialogue will continue with Tirana Municipality and Ministry of Urban Development and Tourism on alternative housing for families. In the meantime, a strong focus is set to vocational education, employment and children’s education so families could be strengthen and be ready to move to a different level of integration and ready to move out from the centre

### Budget - IPA 2014 - Period: 2015- 2018

ACTIVITIES	Indicative cost EUR	Contracts (NGOs, Individuals, companies)*	Grants for NGOs	Procurement-Constructi on works	Procurement-supplies for new centres
<b>1. Employment and Vocational Education</b>					
1.1 Conduct a study mapping the working age R&E citizens in each project site, disaggregated by age, gender, employment / self-employment / unemployment / long-term, etc. status. The study will also reflect the employment needs / aspirations / areas of immediate support in the field of employment.	20,000.00	1			
1.2 Design 4 ALMMs tailored to the needs of the R&E communities (public work programmes for long-term R&E unemployed, on-the-job / VT training combined with subsidized employment, self-employment programme / support for informally self-employed and/or unemployed R&E).	23,000.00	1			
1.3 Operational guidelines for ALMM implementation, monitoring and evaluation.	20,000.00	1			
1.4 Capacity support to the National Employment Service and/or other implementing partners for ALMM implementation.	50,000.00	3			
1.5 Provision of general employability training (including basic literacy/ life skills) to empower and motivate R&E citizens to enter the labour market.	65,000.00	5			
1.6 Employment mediators/coaches identified, trained and placed within the NES offices in the targeted regions.	50,000.00	7			
1.7 Implementation, monitoring and evaluation of the ALMMs					
Public works scheme	240,000.00	3			
On the job/ VT training + wage subsidies scheme	400,000.00	50			

Infrastructural rehabilitation linked to VT training provision	200,000.00			3	
Support to self-employment	180,000.00	3			
Internships for recent Roma graduates	82,000.00	40			
<b>Subtotal 1:</b>	<b>1,330,000.00</b>				
<b>2. Participatory local planning and access to basic services</b>					
2.1 Support the early inclusion and Parenting program featured to Roma and Egyptian communities by tailoring models.	60,000.00	2			
2.3 Conduct health outreach services and educational programs tailored to needs of communities.	80,000.00	2			
2.4 Support MoE initiative on Schools as Community Centre in 6-9 schools and sharing of learning at regional and national level.	150,000.00	6			
2.5 Capacity support for R/E local NGOs to strengthen their role in the community and increase community -based interventions.	70,000.00	1			
2.6 Support through grant schemes 5 local initiatives of R/E NGOs in each of 6 project areas.	300,000.00		30		
2.7 Support community empowerment initiatives by mobilizing communities to get self-organized and undertake self-help actions.	80,000.00	10			
2.8 Support the participatory development of 6 Local Community Development Plans in line with National Roma Action Plan.	180,000.00	3			
2.9 Implement 12 community-upgrading projects identified as priority actions in the 6 Community Development Plans.	1,230,000.00			15	5
2.10 Support R/E communities to benefit from the legalization process undertaken in implementation of the new law ‘On legalization’ (the right title of the law to be included).	90,000.00	4			
2.11 Support the mainstreaming of Roma inclusion into the existing and new legislation and raise the capacities of national and local authorities regarding its implementation.	50,000.00	6			
<b>Subtotal 2:</b>	<b>2,290,000.00</b>				

<b>3. Technical Assistance to Inst. Capacity Building 700 000 Euro</b>					
3.1 Develop capacities, tools, and methodologies to strengthen community- based services through community based social work programs (support through MSWY and Faculty of Social Sciences)	20,000.00	3			
3.2 Develop tools/campaigns on communication for behaviour change model (CBC) to influence attitudes and behaviours of public servants at national and local level.(using as well social media and media tools)	80,000.00	4			
3.3 Raise the capacities of MSWY and its dependent structures to coordinate, monitor and evaluate the implementation of the National R/E Action Plan on a national scale.	50,000.00	5			
3.4 Support the capacities of line ministries to design inclusive policy responses and implement the actions of the National R/E Action Plan	70,000.00	2			
3.5 Develop capacities among local and central government officials in order to effectively deal with specific issues of Roma inclusion in line with territorial and social care reforms (targeting at least 15 new LGUs in areas with the biggest number of R/E populations)	95,000.00	6			
3.6 Support the MSWY to establish a coordinating forum on Roma issues with the participation of governmental and non-governmental organizations with the aim of increasing synergies and avoiding overlap.	20,000.00	1			
3.7 Support the networking of researchers and professionals for evidence based policy practice on Roma and Egyptian inclusion issues.	15,000.00	1			
3.8 Develop a comprehensive Monitoring and Evaluation Framework for the programme	20,000.00	2			
<b>Subtotal 3:</b>	<b>380,000.00</b>				
<b>TOTAL</b>	<b>4,000,000.00</b>	<b>172</b>	<b>30</b>	<b>18</b>	<b>5</b>