

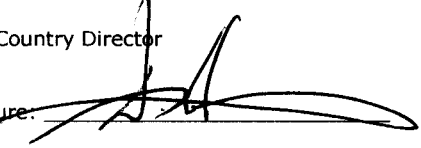
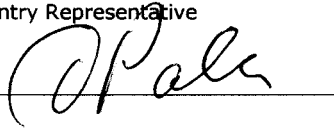
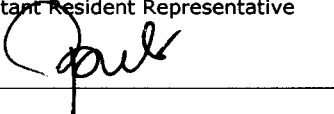


Empowering Vulnerable Local Communities of Albania

One UN Outcome: Greater inclusive participation in public policy and decision-making

<p>Programme Title: <i>Empowering Vulnerable Local Communities in Albania</i></p> <p>Programme/project Duration: 36 months (Start/end dates): 15 April 2010- 14 April 2013 Reference number: UDP-EE-08-070 Fund Management Option(s): Parallel Donor: UN Trust Fund for Human Security Lead Agency: UNDP Executing Agencies: UNDP, UNICEF and UNFPA National Lead Partner: Ministry of Labour, Social Affairs and Equal Opportunities</p>	<p>Total estimated programme budget: \$2,749,600.40</p> <p>Source of funds: UN Trust Fund for Human Security</p>
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UN Organizations	National Partner
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Empowering Vulnerable Local Communities of Albania

Section 1. Basic Data/Summary

Benefiting Country	Albania
Location	Tirana, Elbasan, Fier and Durres regions
Title of the Project	Empowering Vulnerable Local Communities of Albania (EVLC)
Duration of project	(36 months)
UN organization responsible for project management	UNDP as Administrative Agent of the One United Nations Programme in Albania
Executing organizations	UNDP, UNV, UNFPA and UNICEF
Non-UN executing partners	Ministry of Labour, Social Affairs and Equal Opportunities
Total project cost (including programme support cost)	2,749,600.40 USD

Executive Summary

Section II. Introduction and rationale for funding from the UNTFHS

Background information

Albania has achieved high economic growth and has enjoyed macroeconomic stability over the past few years with average real GDP growth rates of approximately 6% – the highest in South-Eastern Europe – underpinned by rising exports (albeit from a low base), and continuing improvements in productivity. However, maintaining this performance will be increasingly difficult, as Albania will need to increase public, private and foreign investment. Above all, the country will need to build human and physical capital, and improve governance structures to maintain its impressive progress to date. However, institutional capacity at both central and local levels remains one of the key challenges. Albania has begun to decentralize government functions, but the pace of devolution has been slower than expected due to political constraints and limited capacity at the municipal and local Government levels. Nonetheless, the decentralization process holds great promise to improve the delivery of services to the poorest Albanians, especially in health, education and water supply.

Although the government of Albania has been successfully implementing important political, social and economic reforms, the country is still, after several years of relative stability and considerable economic growth, among the poorest in Europe. Despite GDP per capita reaching an estimated USD 3,256 (2007), poverty, high unemployment, and wide regional disparities remain daunting challenges. Based on the 2005 Living Standards Measurement Survey (LSMS), 18.5% of Albanians live below the poverty line of approximately 50 USD (4,900 Albanian Lek) per capita per month.¹ As much as 80% of the Roma community live below this poverty line. Poverty among the Roma and Egyptian minorities is the result of exclusion and discrimination and a condition to which these vulnerable and marginalized groups have been relegated without the ability to react

Roma in Albania are recognized as a “linguistic’ minority,² a second-tier status compared to ‘national’ minorities (Greeks, Montenegrins and Macedonians).³ Unlike Roma, Egyptians have not been attributed a minority status under

¹ This poverty line figure was calculated by the Government of Albania for the LSMS survey 2005 based on the real costs of living for Albanian citizens.

² In its First Report on Framework Convention on National Minorities 2001 Albanian Government stipulates that it has given the status of national minority those communities which share common characteristics such as language, culture, religion etc with their mother land. Under such rational only Greeks, Macedonians and Montenegrins have been recognized as National Minority while Roma and Aromanians are recognized and respected as linguistic minority.

³ The Committee for the Elimination of Racial Discrimination recommends that the Albanian authorities review the criteria on which they distinguish between national and linguistic minorities, in consultation with involved groups (CERD/C/63/CO/1/Rev.1 22 August 2003). The European Commission against Racism and Intolerance urges Albanian authorities to ratify the European Charter for Regional and Minority Languages which would allow linguistic minorities to have more rights with regard to the use of their language. ECRI recommends Albanian

the rationale that they have not preserved their identity (i.e. language) and tend to identify themselves as Albanians. Regardless of their recognition as minority, Roma and Egyptians are both marginalized and socially excluded communities. The majority equally views them as inferior citizens due to their low level of education, poverty, fostered also by prejudices against non-white people. In reality there are often situations where both vulnerable Roma and Egyptians live together in poverty and it is hard to distinguish between them. Language often makes the only difference, with Roma speaking Romanes and Egyptians speaking Albanian. However, the findings of the national vulnerability study (UNDP, 2006) show that Roma face additional vulnerabilities besides prejudice and direct discrimination, such as low chance of acquiring higher education due to poorer knowledge of majority language, poorer chance on the labour market due in part to poorer educational achievements, etc. In addition, historical assimilation practices have increased the Roma community's hostility to and lack of trust in government actions and have therefore made it difficult for policy makers today to develop the right mixture of policies for Roma inclusion that still allows them to preserve their identity and culture.

In terms of political representation, neither Roma nor Egyptians have representatives in Parliament. There is one political party founded by the Greek Minority, the Union for Human Rights Party (PBDNJ), however, there is no indication that any Roma or Egyptians are members of that party. Similarly, other mainstream parties have not supported either Roma or Egyptian candidates to run in general elections. At the local level, a few Roma and Egyptians are members of the city/commune councils (in Elbasan, Fier and Tirana), although not in the capacity of Roma or Egyptian representatives. As to their participation in public administration, a few Roma and several Egyptians are employees in various institutions at central and local levels. At the central level, Roma, along with other national and linguistic minorities, are represented by the State Committee for Minorities, an advisory body to the Prime Minister's Office. In addition, the Roma Technical Secretariat at MoLSAEO has a Roma in its staff. However, there are no Roma employed in other sectorial institutions, including those at the local level dealing with education, health, police, etc. As for Egyptians, as they usually do not prefer to be identified as such but rather as Albanians, it could be concluded that they are better participating in the public administration at all levels.

Poverty among Roma and Egyptian communities has a multidimensional and chronic character. The causes of poverty and social exclusion for Roma and Egyptians in Albania are poor income and living conditions, lack of access to public goods and services such as healthcare and public education, the labour market, as well as access to civic registration and security. A 2006 UNDP study on the *Social Vulnerability of Roma in Albania* reveals that the average income of a Roma household is EURO 68, while a non-Roma household in the same vicinity has a monthly income of EURO 175. A 2005 World Bank study on *Roma and Egyptians in Albania: From Social Exclusion to Social Inclusion* reveals that of total household expenditures, food constitutes 71% for Egyptians and 64% for Roma. As Roma and Egyptians have few opportunities to engage in formal employment, they rely on casual work and informal sources of income such as second-hand clothes trade, can collection and begging.

In terms of living conditions, the 2005 World Bank study reveals that only 13% of Roma and 20% of Egyptian families have a shower or bath, which makes personal cleanliness problematic and impedes school attendance for children. These families possess fewer long-term use items than the national average. For example, 74% of Albanian families own a refrigerator, whereas only 36% of Roma and 59% of Egyptians do. Over 40% of Roma and 30% of Egyptian families do not have potable water in their homes. Approximately half of them cannot afford to pay their electricity bills. Poor housing is considered the second greatest problem after food. Housing is characterized by poor quality, overcrowding and lack of basic amenities such as sanitation, sewage and potable water. In Roma-concentrated areas, families live in shacks or in abandoned buildings previously owned by state factories. As many as 5% of Roma families live in unregulated areas with no provision of potable water or sewers compared to only 1% of non-Roma families.

Languages which would allow linguistic minorities to have more rights with regard to the use of their language. ECRI recommends Albanian authorities: ensure that the principle of discrimination is fully respected with regard to Egyptians in Albania; ensure participation of Egyptians without discrimination in state institutions which deal with minority issues; and to draft measures which consider the special needs and issues of indirect discrimination towards Egyptians (Recommendations 123, 124, 125, ECRI third report on Albania 2004).

The official health data of Roma and Egyptians is scarce but it is estimated that life expectancy for Roma is 10 years lower than that of the rest of the population. According to UNICEF, immunization rates remain at 90% and above, but there is a disturbing increase in the number of children not being vaccinated because the health system is failing to identify them. Due to continuing, uncontrolled internal migration from remote, poor, rural areas into the big cities, identification of eligible children for immunization, growth monitoring, and other basic health services is a serious challenge. Roma population groups face challenges in accessing basic child health care services. Evidence shows that, regardless of the high immunization coverage in the general population, immunization services do not reach all Roma children, for example despite the fact that country has been free from measles since January 2002, measles cases have been identified in the Roma community.

Self-assessments indicate that both Roma and Egyptians are suffering from declining health, partly because of their inability to afford health care: only 25% of Roma and 29% of Egyptians have enough money to buy medicines. Moreover, because health care services have decreased in rural areas, many Roma who live in these areas are increasingly vulnerable to declining health care. In addition, early marriage and child bearing is the norm for both groups. The average age that Roma men marry (18.2 years) is nine years lower than the national average (27.2 years). On average, Roma women marry at the youngest age (15.5 years) of all ethnic groups. The approximate ages at which Egyptians marry (17.2 years for women, and 19.4 years for men), are also far lower than the national level (27.2 for men, and 22.6 for women). The main side effects of early marriage and young child bearing ages include low education levels and high divorce rates. For Egyptians, and especially for Roma, divorce rates are higher than for Albanians. For women, divorce leads to increased poverty and social exclusion for themselves, their families, and their children. The majority of Roma and Egyptians do not receive family-planning education. Contraceptive usage is low (10% for Roma and 8% for Egyptians), either because they have little knowledge of contraceptives or the husbands refuse to use male contraceptives. One consequence of this is that average family sizes are larger, with an average size of 6.4 for Roma and 5.2 for Egyptians compared to the Albanian national average of 4.2.

With respect to education, the 2006 UNDP study on the *Social Vulnerability of Roma in Albania* reveals that 55% of Roma aged 15 and younger are illiterate compared to only 2% of the non-Roma population. The 2005 World Bank study on *Roma and Egyptians in Albania: From Social Exclusion to Social Inclusion* reveals that 64% of Roma and 24% of Egyptians aged 7–20 have never attended school; as a result, overall 62% of Roma and 24% of Egyptians are illiterate. Roma children in Albania attain on average four to five years of education, compared to 11 years for the non-minority population. In addition, Albania has the biggest gap in enrolment rates between Roma and non-Roma children in the Balkans. A recent UNICEF and Save the Children study, the *Educational situation of Roma children in Albania*,⁴ found that only 13.5% of Roma children aged 3-5 years currently attend pre-school education, while 43% of Roma children aged 15-16 years are illiterate. The biggest barriers to their education relate to the fact that families cannot afford to pay for school books, supplies, or fees, nor to feed and clothe children sufficiently for them to attend school. Moreover, many Roma children who speak Romanes exclusively at home face difficulties when they begin school as they cannot speak Albanian, the language of school tuition. The result is that some Roma children who struggle in classes during the first years of primary school eventually drop out. Another barrier to school attendance is the limited access to educational facilities. In some areas, the long distance of schools from homes prevents children from attending school.

This lack of education is one of the main factors contributing to Roma and Egyptians inability to access the formal labour market and find regular, waged employment. The 2005 World Bank study reveals an unemployment rate of 71% for Roma, and 67% for Egyptians, compared to 16% for the Albanian population. Another reason for this high unemployment rate is that many Roma and Egyptians face discrimination and social exclusion in the formal labour market; 30% of Roma and 32% of Egyptians consider ethnicity as the main reason for their unemployment. Indeed there is evidence that some private sector enterprises do not hire Roma and Egyptians, or prefer to hire Albanians instead. Facing poverty and exclusion from the formal labour market, in part due to low educational attainment and labour market discrimination, Roma and Egyptians turn to the informal labour market as a livelihood strategy: casual

⁴ Adem Tamo, Theodhori Karaj, Tirana, 2007.

work, musical performances, can and metal collection, and begging. These forms of labour provide only limited incomes for their families, and lower their chances for achieving future economic security.

Albania is an origin, transit and temporary destination country in the global trafficking of human beings trade.⁵ International migration (to Greece and Italy) is a poverty-coping mechanism that allows families to subsist in the short term, but that eventually leads to increased poverty and social exclusion. Some members of the Roma and Egyptian communities use migration, prostitution and child trafficking as coping strategies in their daily lives. Most international migrants travel illegally because they are unable to procure legal visas to host countries. The costs associated with illegal migration—such as travel to these countries and black-market visas—are high. International migrants can often only work in unskilled or semi-skilled positions that pay low wages. Most international migrants spend remittances on basic consumption items or on paying back debts to local shop owners for items bought in advance of payment. This means that, after international migration costs and basic consumption expenses, it is often the case that international migrants end up with less money than before they migrated. Children who migrate abroad do not attend school, and international migrants are not enrolled in pension programmes. With the number and size of debts increasing and unemployment in Albania remaining high, many feel forced to continue to migrate and, in consequence, poverty and social exclusion continue.

With respect to prostitution, many Roma girls and women enter into prostitution to cope with poverty, while others are forced into it. For example, women in abusive marriages who wish to separate from their husbands regard prostitution as one of the few exit strategies available to them, in terms of both life choices and economic survival. The effects of prostitution include decreased school attendance for young girls and young marriage ages for women—both connected to poverty. Thus, while often regarded as an escape from poverty, prostitution actually increases the poverty level of the women and their families, and contributes to further socioeconomic problems.

Among Roma, there are three main forms of child trafficking: children rented to other families for financial gain, usually begging; children sent by families to nearby cities and towns to work, many of whom are controlled by gang masters; and children who migrate abroad to work as informal migrant labourers. Most trafficked children who move abroad are transported to Greece⁶ where the main forms of labour that they engage in are begging, prostitution and car washing. Child trafficking provides families with a small but consistent income. Children who are rented to other families to beg in Greece can provide their families with as much as US\$75 for each month they spend abroad. About 72% of Roma community members consider poverty as the main push factor for child trafficking in the country. Members of this community think that the phenomenon of trafficking may be prevented by involving Roma people in employment or vocational training programmes.⁷ Anecdotal evidence and practitioner observations suggest that a significant number of children are being trafficked internally in Albania, for both sexual exploitation and forced labour and begging (Brownlees, 2007).

In terms of security, in some areas of Albania, Roma parents are concerned for the security of their children, particularly when commuting to school. For example, Roma children from the suburbs often become the targets of harassment from majority children during their journeys walking to and from school. This harassment encourages Roma children to abandon school, harming their education and increasing their chances of becoming victims of various forms of child abuse (i.e. child labour, begging, human trafficking etc). A recent study by the Albanian social centre 'Vatra' (2008)⁸ shows that in addition to poverty, illiteracy and low levels of education are major causes of human trafficking for Roma and Egyptian communities. There are also isolated recorded incidents of police abuse

⁵ Definition of trafficking: The UN Convention on Transnational Crime (The Palermo Convention) adopted by the UN General Assembly of 15 November 2000: "*Trafficking in persons means the recruitment, transportation, harbouring or receipt of persons either by threat or use of kidnapping, force, fraud, deception or coercion or by the giving or receiving of unlawful payments or benefits to achieve the consent of a person having control over another person for the purposes of sexual exploitation or forced labour.*"

⁶ Quarterly report of the Transnational Action against Child Trafficking project identified 728 suspected victims of trafficking, more than half of whom were in Greece, in the period December 2007 to February 2008 (2008).

⁷ *Trafficking in Human Beings in the Roma Community*, Amaro Drom, 2005

⁸ "Domestic Violence in different ethnic communities" (March 2008). A study by Vatra social centre that works interalia on human trafficking. The study involved interviews with 224 members of Roma and Egyptian communities, in Fier, Vlora, Berat and Gjirokaster.

against Roma and Egyptian community members, for example in October 2007, 9 children reported that they were the victims of abuse by the police authorities of Durres port where they were begging.⁹

In addition, Roma and Egyptian community members who lack civic registration documents do not enjoy full rights as citizens. The lack of civic registration is understood as lack of registration with Civil Registry (often referred to as a lack of personal/birth certificate, non certification of marriage, divorce, child custody or death), non transference of residence in the administrative unit of actual residence, denial of local authorities to issue personal certificates¹⁰ as a sanction for not having paid taxes. Consequently, vulnerable Roma and Egyptians cannot be legally employed, enroll in vocational training, register and graduate compulsory education, access public health care, register as unemployed or homeless (and thus becoming entitled to different social services), nor can they vote or own and alienate property and exercise other basic rights. Regardless of being registered with the civil registration office, access to services and rights mentioned above need some bureaucratic procedures which Roma and Egyptians are not aware of and not able to follow. Therefore, it is necessary that a comprehensive intervention involving all stakeholders be designed and implemented.

From a human security perspective, as a result of the multiple dimensions of their poverty and social exclusion, Roma and Egyptians do not have sustainable formal income and employment security; they lack registration and identity documents, and are unable to access public and social support services, resulting in them living in deplorable conditions. As such, they are prevented from exercising their economic, civic and social rights and their voices (and interests) are not articulated and defended well enough. As a result, Roma and Egyptians sustain their livelihoods at the edges of mainstream society, trapped in poverty and social exclusion. Effective, multi-sectoral responses are needed to address the multiple dimensions of their poverty and social exclusion, and identify the specific social, institutional, and political barriers that need to be overcome.

The proposed project is a multi-sectoral response to the multidimensionality of poverty and social exclusion of Roma and Egyptian communities in Albania. This joint UN project on empowering marginalized minorities will contribute to the social integration of vulnerable minorities while valuing their diversity. It will directly assist the poorest and most marginalized minority communities at the local level by:

- promoting participatory development planning in marginalized communities for community upgrading and access to rights;
- facilitating access to public social services through civil registration;
- community policing for personal security;
- accessing health services;
- accessing education services and protecting children;
- enhancing Roma and Egyptian employability.

Results on the ground will serve to inform the implementation of the National Roma Strategy at the local level in partnership with central and local government and civil society. This operationalisation will also take into consideration the implementation of the Decade of Roma Inclusion,¹¹ to which Albania became a signatory on July

⁹ Quarterly report of the Transnational Action against Child Trafficking project (2008).

¹⁰ Until recently in Albania there were no ID cards and whenever an ID was needed citizens had to submit a personal certificate issued by local civil registration office. In January 2009 the government started the application process for ID cards issuance, and is planning for a country-wide registration of unregistered people, this in the framework of preparation for the coming general elections in July 2009. Given the limited time until elections and the complexity of the issue, the government's initiative to register the unregistered population (including Roma) and issue them ID cards seem very ambitious. Such initiative is limited to registration with civil registry. It would not deal with other types of civic registration, i.e. transfer of residency, certification of marriages, denial of issuing personal certificates etc. mentioned above

¹¹ The Decade of Roma Inclusion 2005–2015 is an unprecedented political commitment by governments in Central and South-eastern Europe to improve the socio-economic status and social inclusion of Roma within a regional framework. The Decade is an international initiative that brings together governments, intergovernmental and nongovernmental organizations, as well as Romani civil society, to accelerate progress toward improving the welfare of Roma and to review such progress in a transparent and quantifiable way. The Decade focuses on the priority areas of education, employment, health, and housing, and commits governments to take into account the other core issues of poverty,

24, 2008. Project results will thus serve to promote policies and institutional strengthening for minority inclusion at the local and national levels.

Relevant priorities of the government

The Government of Albania has recognized the need to integrate vulnerable ethnic minorities, especially since the social and economic inclusion of minorities is a priority that aligns with Albania's aspirations to EU membership. In 2003, a National Strategy for Improving Roma Living Conditions (Strategy) was developed by 11 ministries of the Albanian Government in consultation with Roma NGOs and with OSCE support. The strategy was endorsed by the Council of Ministers as an inter-sectoral strategy addressing five broadly formulated areas such as:

- education and training;
- cultural heritage and family;
- economy, employment,
- poverty reduction and social protection;
- health and infrastructure;
- as well as public order, justice and civil administration.

While the Strategy was praised for its comprehensiveness and its sensitivity to youth and gender issues, it was nevertheless criticized for its lack of human rights-based approach, anti-discrimination focus and community empowerment measures. Furthermore, the weak design of the monitoring and evaluation components of the strategy were also noted. Additionally, it was also noted that the implementation of the Strategy fell short due to low financial commitments. In December 2007 a progress report has been adopted with support from UNDP indicating among others a low level of implementation and a need for updating the Strategy's Action Plan.

In July 2008, the Albanian Government joined the Decade for Roma Inclusion and is expected to present a Decade National Action Plan (NAP) setting out objectives and targets in four areas involving education, health, employment and housing, which are to be implemented and achieved by 2015. Since Albania has, since 2003, a Strategy and an Action Plan on Roma with broadly defined objectives including those four of the Roma Decade Initiative, it has been decided to update all objectives and align four of them with the Decade requirements. Currently responding to the request of the Government (Ministry of Labour in consultation with the Department of Strategies and Donor Coordination at Council of Ministers) the current UNDP/UNV *Empowering the Vulnerable Communities of Albania* project is providing support to updating the Strategy's Action Plan and preparing the Roma Decade National Action Plan.

The next step is to move from target-setting to implementation of concrete activities. However, the Technical Secretariat for Roma,¹² the body responsible for coordinating implementation and monitoring of the Strategy, is lacking capacity in terms of coordination, data collection and analysis, planning, reporting, monitoring and documenting actions. This lack of capacities needs to be addressed in order to ensure that the implementation of Roma Strategy and its Roma Decade National Action Plan is properly coordinated and monitored.

The Government has already expressed their need for capacity development support for operationalising the Roma Decade National Action Plan at the local (municipality/commune), regional and national levels. The proposed project will directly support this need. The project will be providing more targeted and effective actions for decreasing Roma poverty and exclusion. This strategic objective is also linked to the Governments' commitments to

discrimination, and gender mainstreaming. There are eleven countries participating in the initiative: Bulgaria, Croatia, the Czech Republic, Hungary, Macedonia, Montenegro, Romania, Serbia, and Slovakia, with Albania and Bosnia and Herzegovina the newest members, who joined the Decade in the summer of 2008. All of these countries have significant Roma minorities, and the Roma minority has been rather disadvantaged, both economically and socially. Each of these countries has developed a national Decade Action Plan that specifies the goals and indicators in the priority areas. Spain has also been invited to join the Decade and has declared its intention to become a member. A thirteenth country, Slovenia, has observer status. For more information, please visit: <http://www.romadecade.org/>

¹²Roma Technical Secretariat is the former Roma Monitoring Unit which until July 2008 has been operating under the State Social Service, an subordinate institution to the MoLSAEO. Recently the Unit has become part of the Directory of the Crosscutting Strategies at the MoLSAEO and is officially renamed as Roma Technical Secretariat.

meeting the Millennium Development Goals, the country efforts to move closer to EU membership as well as to their commitments within the Decade of Roma Inclusion.

Relevant priorities of the UN country team

In January 2007, Albania was selected to pilot the “Delivering as One UN”. The goal of the One UN Programme in Albania is to enhance development results and impact by bringing together the comparative advantages of the UN system within a single strategic programme. The response of the UN system will align and support the European integration and development goals of Albania while complementing the assistance provided by other multilateral and bilateral development partners. The ultimate aim of the UN in Albania is to contribute to making a difference in the lives of Albanians. Through the One UN Programme, in partnership with the Government and other development stakeholders in civil society and private sector, the UN system will deliver focused development assistance as a harmonized organization with unity of purpose, coherence in management and efficiency in operations.

The One UN Programme is guided by: (1) the Stabilization and Association Agreement (SAA) and the over-riding priority of the Albanian Government to join the European Union; (2) national priorities expressed in the National Strategy for Development and Integration (NSDI); the Integrated Planning System; (4) programmes of other international partners, to ensure synergies and avoid duplication, and; (5) the global reform context, particularly with respect to harmonization and increased aid effectiveness in the context of the Paris Declaration.

The One UN Programme builds on the areas of intervention¹³ of the UN Development Assistance Framework (UNDAF) 2006-2010 agreed between the Government of Albania and participating UN Agencies. The One UN Programme does not cancel commitments and agency agreements reached to date with Government.

Under the One UN, impact and development effectiveness will be improved in the following areas:

- More transparent and accountable governance
- Greater inclusive participation in public policy and decision-making
- Increased and more equitable access to quality basic services
- Regional development to reduce regional disparities
- Environmentally sustainable development

The situation of Roma and marginalized groups has been chosen as a priority area of joint collaboration under the One UN programme. The proposed project will coordinate the activities of UN agencies working with vulnerable minorities under one joint initiative within the framework of the One UN programme. Due to its multi-sectoral nature, the project will draw on the expertise and know-how of participating UN agencies to implement the specific project components in accordance with the mandate of each agency, as follows:

- UNDP will focus efforts on policy reform, institutional strengthening, community mobilization and participatory development planning, access to public benefit schemes and services, community policing and vocational training.
- UN Volunteers will promote access to services and service delivery; social inclusion and participation; and community mobilization through voluntary action.
- UNHCR will provide technical assistance to UNDP and UNICEF in the area of ‘stateless persons’ supporting registration and vital documentation for the legal recognition of marginalized communities though it will not implement direct project activities¹⁴.

¹³ i. A transparent and accountable government; ii. an enabling environment to ensure people’s participation in policy formulation; iii. increased use of quality public services, iv. regional and local development strategies implemented with participation of communities

¹⁴ Effective 1 January 2009, UNHCR’s operations in Albania will be coordinated by the UNHCR Regional Office in Rome. While this does not mean that UNHCR will end its work in the country, it will reduce its implementation capacities on the ground and representation will be at Regional Representative level.

- UNICEF will support child protection, children registration, pre-school education and psychosocial support to assist children's education, as well as access to primary healthcare services for children (through vaccination and training community health mediators on promoting vaccination for children in the communities); special consideration will be taken for the inclusion of Roma and Egyptian girls and women.
- UNFPA will support access to primary healthcare services by training community health mediators (on reproductive health, family planning, hygiene, maternal health, STI prevention) to promote healthy behaviour change in the community and also train health care providers on providing minority-friendly health care services; special consideration will be taken for the inclusion of Roma and Egyptian girls and women.

Rationale for funding from the UNTFHS

The UNDP definition of "Human security" focuses on the security of the individuals, their protection and empowerment. This conception stresses the interface between security, development and human rights¹⁵. This conception is particularly relevant for the Roma communities in Albania who suffer from interlinked human insecurity. The activities proposed by this project are also coherent with this conception.

A number of criteria have been identified for UNTFHS support, which are presented in a table below: the left column lists the criteria for HSTF funding; the right column indicates the relevance for this project (Roma in Albania).

Target people of UNTFHS	Relevance for the Roma in Albania
People exposed to physical violence, discrimination or exclusion	The relevance is high since Roma population in Albania is clearly excluded from most social services. Roma people suffer a <u>prejudice and direct discrimination of treatment</u> .
Refugees, internally displaced persons (IDP), economic migrants and others on the move	The relevance is high : as 'moving populations' Roma suffer from multiple types of insecurities. For example, social discrimination coupled with no civil registration often impeaches Roma to have access to formal employment and social services which in turn increases their economic insecurity and traps them in the vicious circle of exclusion.
People in conflict situations and in transition from war to peace.	Not relevant
People exposed to extreme poverty, sudden economic downturns and natural disasters	This is relevant as the large majority of Roma in Albania lives below poverty line: they are the poorest population of the poorest country of Europe. The average household income of Roma in Albania is less than half the average house income of a non-Roma household.
People not reached by health and other social services	Very relevant as most Roma population in Albania do not have access to health services and other social services. Reduced access to health services and poor hygiene further increase their health insecurity.
People (especially girls) with no or few educational opportunities	Enrollment rate of Roma girls is very low; most Roma do not have access to higher education

Most of the social categories above are relevant for the Roma population in Albania. Actually it can be argued that Roma population in Albania suffers from **multiple types of insecurities**: economic insecurity (due to persistent poverty and lack of formal employment), food insecurity (due to low income house hold), health insecurity (due to lack of access to health services and poor hygiene), personal insecurity (due to the presence of physical violence and

¹⁵ See "Security Now" available at <http://www.humansecurity-chs.org/finalreport/index.html>

crime in their communities and hazardous living conditions), community insecurity (due to wide spread discrimination and sometimes tensions among population groups) and political insecurity (due to their lack of political representation).

It is also worth mentioning that in a context of excluded populations, insecurity is endured primarily by the excluded population but also by the population at large. This is due to the fact that poverty and lack of access to basic services contributes to perceptions of injustice that can motivate people to enter in illegal or criminal activities. Crime and violence will be endured both by the excluded population and by the population at large. This will result in increased insecurity for both populations which sadly will further reinforce social exclusion.

The proposed project falls directly under the funding priorities of the UNTFHS since it aims to empower the marginalized Roma and Egyptian minorities in 4 regions in Albania (Tirana, Elbasan, Fier and Durres). The project will assist this vulnerable population through community-level mobilization to plan and participate in the upgrading of their communities and in accessing their rights to public and social services through civic registration, to personal security through community policing, to health and education security through community health mediators and child protection activities and to employment security through vocational training.

The project is expected to provide concrete and sustainable benefits to the Roma and Egyptian communities in these 4 regions who are threatened in their survival, livelihood and dignity. By addressing the interconnected issues of development, personal security, health, education and employability of the Roma and Egyptian communities through the expertise and mandate of participating UN agencies, the project employs an integrated and multi-sectoral approach in combating poverty and social exclusion of these communities at the local level. The project will implement this approach by promoting partnerships with community members, civil society groups, NGOs, local governments, police, health and education providers, Employment Offices and vocational training providers (public, private schools and enterprise). The human development approach and its principles are deeply imbedded in the project activities, because apart from income-based poverty reduction, the activities will contribute to the improvement of self-reliance, self-confidence and self-organization of Roma and Egyptian people. The project will thus serve as a pilot, joint UN initiative in promoting social inclusion of vulnerable marginalized minority communities, the results of which will feed directly into the development of local and national level minority policies.

Section III. Context

a) Past and current activities

The UN Programme places special emphasis on addressing social inclusion and building capacity of civil society to promote the empowerment of rights-holders – and to build the capacity of duty-bearers to meet their obligations, particularly through the effective implementation of human rights-based social policy in the country. Social inclusion provides a framework for the work of UN agencies in the country and is consistent with core mandates of different agencies such as poverty reduction, human development and the human rights-based approach. Several UN agency projects or activities have been implemented focusing on Roma and other marginalized ethnic minorities contributing to the social integration of vulnerable minorities while valuing their diversity. The work of the UN in this area is recognized by the Government and international partners as adding real value.

In 2006, UNDP supported a two-year minority rights capacity building and advocacy project on raising the awareness and building knowledge on Roma and Egyptian rights among the majority. The project supported the development of a training programme and training manual on the human rights of Roma and Egyptians for central and local government, education institutions, media and NGOs. The project trained trainers, who in turn trained government officials. The Training Institute for Public Administration has integrated the training manual in its induction programme for newly recruited civil servants. The project also supported Roma-related advocacy activities and in particular the publication of the national report *At Risk: The Social Vulnerability of Roma in Albania* on a

national, quantitative survey of the socio-economic conditions of Roma and non-Roma living in the same areas in 15 Albanian municipalities

In 2007, the **UN Country Team** supported a one-year project on monitoring the implementation and progress of the Strategy for Improving the Roma Living Conditions. Under this project, UNDP supported the preparation of a Progress Report in 2007 on the implementation of the Strategy for Improving Roma Living Conditions, which identified as a key problem the general lack of data on Roma which prevents effective policy evaluation and monitoring of achievements. The project produced a very practical manual (in both English and Albanian) with concrete guidelines to help the Roma monitoring unit to produce comparable data and socio-economic indicators measure progress of inclusion for this population.

UNICEF's past and current interventions targeting Roma children in regions of Albania include: immunisation campaigns in cooperation with the Institute of Public Health and Ministry of Health; parent education and awareness on child rearing practices; the establishment of child protection units that provide identification referral and case management of children at risk; assistance to the Roma Technical Secretariate; capacity building of Roma NGOs and local government structures; the first mapping survey of Roma children to identify the number of them in and out of school as well as the reasons for discrimination in the school; inclusion of children in education activities, birth registration; and providing youth-friendly services to enable access to primary health care for Roma youth.

UNFPA has just completed a three-year project on 'Supporting Healthy Lifestyles Education of Young People in Albania' and is currently working on an ongoing regional project that focuses on increasing young people's knowledge on Adolescent Sexual and Reproductive Health (ASRH) and prevention of HIV. These two projects have trained health care providers at national level on ASRH as a human right; developed national networks of peer educators on this subject; trained school psychologists and school social workers; and provided support to the Ministry of Tourism, Culture, Youth and Sports in implementing the national youth strategy. One particular focus of this work has been the prevention of risky behaviour and substance use/abuse among young people with a focus on vulnerable young people. Peer education has been the main way through which vulnerable groups have been reached.

Since April 2008, **UNDP and UNV** have been implementing a two-year joint project totaling 664,900 USD, *Empowering the Vulnerable Communities of Albania* (EVC project). The project provides direct assistance to the poorest and most marginalized Roma communities at the local level (villages and quarters). At the regional level, the project aims to empower vulnerable ethnic minorities to partner with relevant organizations and government institutions in facilitating access to social and economic aid programmes with the registration of marginalized communities, to assist partnership building among stakeholders to address urgent development priorities. At the central and municipal level, the project supports the government's work on social inclusion and improved governance, placing Roma issues on the national and local development agenda. The EVC project has mobilized a broad range of NGO partners operating in the country contributing to the integration of vulnerable communities in the Albanian society (See Annex 1).

Past and current work of UN agencies in the area of minority rights and support for minority vulnerable communities constitutes a fundamental basis for future interventions in this framework. The experiences and the lessons learned from different UN agencies have fed into the current proposal formulation.

- Working with minority communities is a very difficult undertaking that needs serious and steady commitments on the part of project teams. Changing attitudes and acquiring new life skills is a long term process, therefore support and assistance provided in this regard should be consistent and continue for several years.

- Community mobilization efforts need a lot of human resources capable to work with the communities on a daily basis, gaining their trust and credibility while trying to realize the development objectives and engage the communities in voluntary work to the benefit of their own lives..
- Implementation of community based approaches in development planning is quite useful when accompanied with direct investment in infrastructure, making the communities see and feel themselves the benefit of participatory planning.
- Partnership with local governments at early stages of programme formulation is crucial for its successful implementation. Besides building the bridges of communication and cooperation among the communities and local authorities, it important for the project interventions to assist in building the capacities of the local government officials as well, so that participatory development planning becomes the adopted approach of the local government units.
- In the framework of EVC project project, the registration component facilitating access of vulnerable Roma and Egyptian (children and adults) to basic social services, it was found out that in addition to birth registration (relevant for children of school age). The Roma communities need also support for other types of registration, which are similarly important in accessing public services and exercising legal rights. All such types of registration (i.e. registration of marriage, divorce, child custody, transfer of residence, etc) need to be addressed in the framework of civil registry component of the project to ensure access of vulnerable groups to basic public services and enable them to exercise the basic human rights.

The UN Human Security Trust Fund has recently accepted a concept note from UN Albania on the basis of which the present project is developed. The project will complement and strengthen the current UNDP/UNV project by increasing the number of target beneficiaries, widening the scope of support and deepening the impact for the national Roma agenda, increasing the geographic areas of coverage, and extending civic engagement. The current UNDP/UNV project is a pilot for the expanded project, methodologies and working methods are being tested in the field and, most essentially for a project working with these vulnerable communities, trust is being built with all stakeholders, including local communities and local authorities.

b) National and local government commitments

As already indicated, the Government has expressed their need for capacity development support in operationalising the Roma Strategy and its Roma Decade National Action Plan at the local (municipality/commune), regional and national levels. The proposed project will directly support this capacity development need.

Specifically, the present EVC project is providing capacity building and technical assistance to the Technical Secretariat for Roma at the Ministry of Labour, Equal Opportunities and Social Affairs on updating the Roma Strategy and designing a Roma Decade National Action Plan that is operational and monitorable. This is being conducted through identification of priorities based on real needs and causal assessment of challenges, establishment of proper monitoring arrangements (data collection) and clear division of implementation responsibilities and financing (by sources). Special efforts will be devoted in designing a comprehensive National Action Plan that addresses both the needs of the Strategy and the Decade for Roma Inclusion.

The project local (municipal and commune) results will be used in this process. A data collection mechanism for collecting Roma and Egyptian disaggregated data will be established at the local (municipal/commune), regional and national level by means of analysis of needs and training of data collectors/statisticians at sectoral, local (municipal/commune, and regional departments on how to disaggregate the data they collect.

At the local (municipal and commune) and regional levels, the participation of local and regional governments is essential for the achievement of project results.

Regional committees will be formed at the local level in Tirana, Dures, Fier and Elbasan. These committees will consist of representatives of local public service providers, local government officials and representative of local Roma and Egyptian communities. The purpose of these regional committees will be to provide a sounding board and steering at the local level in terms of implementing project activities. These regional committees will also be important links between the local and national level regarding the implementation of the strategy on Roma, and will serve to keep the project sustainable once project activities have ceased. The project support for these bodies will aim at making them permanent structures that will coordinate the implementation of the national strategy at the local level.

From the point of view of sustainability, the national authorities shall ensure the implementation of the project approach and methodologies in other parts of the country where the project is not operational.

c) Project identification and formulation

The need for a comprehensive UN inter-agency intervention on empowering vulnerable minority communities in Albania was identified in May 2007 at the time of conceptualizing the UNDP/UNV-supported project on *Empowering Vulnerable Minority Communities of Albania*. The UNDP/UNV-supported project was therefore conceptualized as a pilot two-year intervention, on which a more comprehensive, inter-sectoral joint UN inter-agency initiative will build. It is precisely for this reason that a project concept note on the initiative was developed and submitted for consideration to the UNTFHS in October 2007.

A comprehensive and multi-sectoral UN inter-agency intervention on empowering vulnerable minority communities will ensure effectiveness and impact of the project, since it will pool together the know-how and expertise of each participating UN agency in accordance with its mandate and specialized experience in the country at the local, regional and national levels.

The full project (as well as the concept note) has been the result of joint work with the participating UN agencies and the government by means of one day brainstorming workshop, as well as multiple consultations on the text. It should be noted that the Logical Framework and the specific output and activity indicators have been developed in consultation with the participating UN agencies and the government, specifically the Ministry of Labour, Social Affairs and Equal Opportunities¹⁶. The views of partner NGOs under the UNDP/UNV-supported project have been taken into consideration as well.

Minority community representatives have been consulted under the UNDP/UNV-supported project on the key problems they face in their communities and how these can be tackled. Poor living conditions, poor education and health, unemployment and personal security issues have been listed as key problems. Proposed solutions, within the parameters of the project, have been identified by the communities and interventions have been designed accordingly.

The working group established for the formulation of this proposal included in its membership, not only all agencies, but also the representative of the governmental institutions involved in issues concerning Roma. Two consultative workshops were held in end 2008 with the participation of UN organizations, the Roma Technical Secretariat, the State Committee for Minorities Consultation and local experts on Roma issues. While the local authorities of Fier, Elbasan and Tirana were consulted as partners of the current EVC project, separate consultation meetings were held with the Mayor of Dures and the Department of Social Services of Dures to identify the challenges faced by the local Roma community and the involvement of local authorities in the project implementation phases.

¹⁶ See Annex 5

d) Beneficiaries

Direct and indirect beneficiaries

The direct beneficiaries of the project are specific Roma and Egyptian communities in Tirana, Elbasan, Fier and Durres. These 4 regions have been selected on the basis of having the highest number of Roma and Egyptian populations in the country and the highest poverty rate among both the Roma and Egyptian populations.

Regarding the indexes of the population, it should be noted that data on Roma and Egyptians is disputed due to the lack of reliable data collection methods. The range of estimated population figures in the table below illustrates the lack of consistent or reliable data regarding the Roma and Egyptian population in Albania. National data in Albania is generally inconsistent and unreliable, however data on Roma and Egyptians is even more inaccurate as there is no census information on ethnicity.

Prefecture (Region)	Communes	Population	Roma Population ¹⁸	Egyptian Population ¹⁹	
Tirana	Tirana Kavaja	Tirane, Kamez, Vore, Kerrabe, Kavaje, Rrogozhin	803,909	12,000-13,000	No data, but it is the largest Egyptian concentration
Elbasani	Elbasan Peqin Gramsh Librazhd	Elbasan, Peqin, Cerrik, Gramsh, Librazhd, Perrenjas	348,465	9,000-10,000	10,000
Fieri	Fier Lushnje Mallakaster	Fier, Patos, Rroskovec, Lushnje, Divjake, Ballsh	378,288	15,000 - 17,000	400
Durresi	Durres Kruje	Durres, Shijak, Manze, Kruje, FushKruja	312,317	5,000 - 6,500	20,000
Total for the four regions:			1,842,979	41,000 - 46,500	30,400
Albania Total:			3,161,337	65,000 - 76,000	Over 200,000

For the purposes of this proposal, the figures provided by the Roma association, Amaro Drom,²⁰ and the Egyptian association, Vellazerimi,²¹ will be used. Estimations indicate that Roma and Egyptians constitute 4.1% (between 41,000 – 46,500 Roma and at least 30,400 Egyptians) of the total population living in the four regions (1,8 million). Roma and Egyptian populations in these regions are settled as follows:

1. Fier region is composed of districts of Fier, Lushnja and Mallakaster and is estimated to have between 15,000 and 17,000 Roma, and about 400 Egyptians out of a total population of 378,288 inhabitants. The Roma population in this region is concentrated mainly in the districts of Fier and Lushnja in 9 different local administrative units (commune and municipality) of which 7 are in Fier district: Levan Commune, Mbrostar Commune, Fshati Rom and Ferem Clirim (both Qender Commune), Roskovec Municipality, Sektor Seman (Seman Commune), Hoxhare Commune, Baltez, (Dermentas Commune), and the remaining 2 in Lushnja District: Grabian Commune and Saver Commune. As for the Egyptians, there is no clear indication of their

¹⁷ (*) INSTAT, Indicators by prefectures, Albania 2007

¹⁸ Data provided by Roma Union "Amaro Drom" to UNHCR Mini-Survey on the Roma community in Albania.

¹⁹ Data provided by "Vllazerimi" Egyptian Association

²⁰ The figures of Roma population in the regions are taken from population estimates of the main Roma Union 'Amaro Drom' provided to UNHCR for the purposes of conducting a mini-survey on the Roma community in Albania in the period from June to October 2007. Since these estimates are within a range, the higher range has been taken.

²¹ The figures of Egyptian population in the regions are estimations of the Vellazerimi Egyptian Association, provided to the World Bank study "Roma and Egyptians in Albania - from Social Exclusion to Social Inclusion", I. Gedeshi and others, March 2005

settlements, however, it is a fact that Egyptians live mainly in urban areas and are less concentrated than Roma.

2. Tirana region includes the districts of Tirana and Kavaja and is estimated to have 13,000 Roma, and an unknown number of Egyptians, out of a total population of 803,909 inhabitants. In Tirana district, Roma are concentrated in 6 different areas, 5 within the Municipality of Tirana including Kinostudio, Lapraka, Bregu i Lumit, Selite, and Sharre, while the other one is part of the Municipality of Kamez. In Kavaja district there are smaller communities of Roma settled in the Municipality of Rrogozhine and Commune of Gose.
3. Elbasan region consists of four districts including Elbasan, Peqin, Gramsh and Librazhd and is estimated to have between 9,000 - 10,000 Roma and 10,000 Egyptians (out of a total population of 348,465 inhabitants). The Roma population is settled in several quarters of the Municipality of Elbasan (Rrapishta, Emin Matraxhiu, Beqir Dardha, Vullnetari, and Sul Misiri) as well as in the Municipalities of Peqin, and Cerrik. With regard to the Egyptian population, they are settled in all the districts of Elbasan region with greater concentrations in the Municipalities of Peqin and Cerrik.
4. Durres Region includes the districts of Durres and Kruja and has a population of 312,317 of whom between 5000 -6,500 are Roma and 20,000 Egyptians. Roma inhabitants are settled to a greater extent in the Municipality of Durres, mostly in Nishtulla-Shkozë quarter (about 4000), while the rest (2000 - 2500) of Roma live in the Municipality of Fushe-Kruja. The number of Egyptians living in Durres Region is also indicated to be significant (20,000 inhabitants), however, there is no clear evidence of quarters/ areas where they are settled.

The project is expected to target directly 61% of the Roma and over 15% of the Egyptian populations living in Albania, or 76,900 inhabitants concentrated in the 4 regions.

A UNHCR mini-survey on the Roma community in Albania, conducted from June to October 2007 with the help of community representatives and NGOs, has found that a total of 1,665 Roma children are not registered (do not possess official documents) in the whole country. Of these, 100 are in Fier, 1,000 in Tirana, 250 in Elbasan, 20 in Durres, and 15 in Fushe-Kruje making a total of 1385 unregistered children or 83% of the total unregistered Roma children in the country. The project will target directly all unregistered children in the 4 regions.

The direct beneficiaries of the project are specific Roma and Egyptian communities in Tirana, Elbasan, Fier and Durres. These 4 regions have been selected on the basis of having the highest number of Roma and Egyptian populations in the country. Direct beneficiaries of the project are also the local (municipal/commune) and regional governments in the four regions: Tirana, Durres, Elbasan and Fier.

Indirect beneficiaries of the project are the **1,843,033 inhabitants**, the total population of the four regions, as well as the local police, health and education authorities and local governments who will be better able to work with this section of the population. The training programs provided to the government officials of local and central level will raise their capacities and make them more capable to serve to the larger communities. The local population will benefit both from stronger and more effective social service providers, and from the more responsive and strengthened local governments. The project will help the integration of the minorities into the mainstream society realizing in this way a better social cohesion the benefits of which will be extended to the whole population. On the other hand the development projects that will be prioritized and financed in the framework of the Joint programme will not be serving in an isolated way to the Roma communities. Though the main target beneficiaries will be the Roma or Balkan Egyptian population, any kind of new infrastructure will be integrated into the existing structures under the jurisdiction/management of local government serving to the whole population of the area. The support that the project will provide for several infrastructure/development priority projects will enable the local government units to allocate more funds for other development projects considered as high priority by the majority population of the region.

Recognition of joint interest in mutually acceptable solutions to problems of vulnerable populations is an obvious precondition to finding these solutions. This recognition will form the basis of any dialogue, in order to gain the support of the broadest set of constituencies and avoid the perception that development intervention is benefiting one group at the expense of the others. The JP will ensure that all advocacy and information messages related to the project and all visibility actions have deliberate communication elements intended to deliver the message that addressing the issue of Roma development opportunities is in the interest of Roma and majorities alike.

The JP specifically addresses the concern that non-Roma/Egyptian local populations may resent the targeted support directed at Roma/Egyptians by assisting and funding joint initiatives for small community projects. In this way, not only will cooperation and partnership building be encouraged, it is also envisaged that relationships between majority society and minorities at the local level will be strengthened, eventually leading to a more open and inclusive society.

Further, the Joint Programme will help to combat discrimination and promote equality for Roma which has important flow-on effects for the wider community and for the Government. Importantly, in combatting discrimination against Roma, the project will help to dismantle the discriminatory attitudes in the broader society which have excluded Roma in the past. This will help to build a society which is both more aware and more accepting of diversity and, as a result, more socially inclusive - an important requirement for the future integration of Albania into the European Union. In addition, the Government has undertaken commitments to combat discrimination against Roma through its ratification of UN and regional human rights treaties. The project will assist the Government in meeting these international commitments.

Selection Criteria

A comprehensive UN interagency feasibility study will be conducted in the first three months of the project to identify the specific community areas in each of the 4 regions where the project will intervene on the basis of selection criteria developed by participating UN agencies and the government in advance. The selection criteria will include but be not limited to the following selection criteria used under the UNDP/UNV-supported project:

- The poorest and most excluded Roma and Egyptian communities in each of the four regions, and in particular those where little interventions have taken place so far or where there is a need to complement on existing interventions in community development, civic registration, community policing, health, education and labour market.
- Settled heterogeneous communities willing to cooperate.
- Local and regional governments willing to cooperate.

The feasibility study will collect baseline disaggregated data on community development, civic registration, community policing, health, education and labour market in the four regions, in order to focus the interventions in the selected areas in accordance with identified needs and available local resources.

The feasibility study will also identify the appropriate communication channels in the communities with respect to development, civic registration, protection, health, education and employment. This will enable the project to develop the appropriate communication tools when implementing the individual components.

The feasibility study will also identify relevant stakeholders and their roles in the communities – such as local governments, police, health professionals and clinics, education professionals and schools, employment offices and vocational training centres (public, private and enterprise), local and international NGOs, other donors.

The feasibility study may combine quantitative techniques through community self-surveys and qualitative techniques through focus groups. The objective will be twofold – collect baseline data and set community-specific

targets, and bring communities together to identify their priorities in development, civic registration, protection, health, education and employment.

This activity will be implemented in close cooperation with the Technical Secretariat for Roma which will benefit from the exercise in several ways. They will learn how to conduct a survey of this scope and use the developed methodology for other parts of the country. The information and data received in this regard will support their work of monitoring the implementation of the Roma strategy and its Roma Decade National Action Plan. On the other hand, it will also be useful for other institutions of the Albanian government when deciding where/how to allocate resources for these vulnerable groups of Albanian society.

Impact on women and girls

The project will have a direct impact on girls and women as they will be encouraged to participate equally in all project activities; field staff will pay particular attention to try to ensure this. The project activities touch on many issues that are important to women and girls, for example: primary health care; maternal healthcare; education; and gender-based violence. Activities to provide vocational training and employment will address the specific needs and constraints that women face in entering the labour market. In the same way, focus groups will consider childcare arrangements and the need for women to be able to talk alone on some subject matters.

It should be noted that as well as a lack of data on the Roma and Egyptian population, there is also a lack of gender-disaggregated data. A gender analysis will be incorporated into the project's feasibility study. Roma women are often said to suffer from double discrimination, as they are on the one hand targeted by majority hostility and, on the other hand, oppressed by their own patriarchal community.²² With this in mind, the project will pay particular attention to empowering women.

The project will cooperate with other projects of the participating UN agencies working on gender and domestic violence issues and will benefit from their resources and expertise to integrate gender in all the components of project implementation. In this regards specific gender trainings will be organized for project staff and project counterparts. Gender issues will be also introduced throughout the process of community mobilization. Specific training programmes will be drafted for community groups (in line with their specific profiles) to raise awareness on gender issues and to enable them to address some gender concerns in their community mobilization efforts.

Impact on men and boys

The project will have a direct impact on men and boys since it will encourage men and boys to address sensitive and important taboo subjects, such as: HIV/AIDS; contraception; gender-based violence; and primary health care. Many of the project activities will have relevance to the lives of the men and boys, including access to vocational training and employment. The particular needs and concerns of men and boys will be considered in the project activities, for example in terms of security and police issues it may be that this area is of particular relevance to this section of the population.

Section IV. Project details

Goals and objectives

The goal of the project is to improve the human security and access to socio-economic and civic rights of vulnerable communities (Roma and Egyptians) of Albania. From a human security and human rights perspective, a far-reaching and large-scale initiative would not only mean acting against extreme poverty, discrimination and exclusion but

²² See text adopted by the European Parliament, 1 June 2006, on Roma women in the EU
<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2006-0244+0+DOC+XML+V0//EN>

would also lead to a definitive recognition by Albanian institutions and society of communities that are desperately in search of security and stability. Only a comprehensive interdisciplinary approach can lead to a sustainable improvement of these communities' current situation and eliminate the systemic causes for exclusion.

Objectives

The project has three specific objectives:

- To support participation of vulnerable communities in local decision-making - through identification of priorities and preparation of Community Development Plans; implementation of community upgrading projects in partnership with local governments, strengthening capacities and cooperation between Roma and Egyptian NGOs and their respective communities.
- To enable vulnerable communities to access their rights, particularly access to public services– through civil registration; community policing; establishing and strengthening network of Roma Mediators in areas of health, education, and child protection; facilitating vocational training and employment.
- To promote policies and institutional strengthening for social inclusion of vulnerable communities – through – capacity building and assistance to local and central government institutions; capacity building and partnership strengthening for Roma and Egyptian NGOs.

i) Outputs and activities

Objective 1. Participatory development planning in marginalized communities

In order for social mobilization to occur trust and hope need to exist among members of communities. It is this trust and hope that changes people's thinking and mentality. Trust is primarily based on the transparency and availability of information and also on 'honesty' – if you have the information you need, do you believe it? People are learning that they can find out what they need to know; they can be listened to at government levels and they can begin to challenge public information in a transparent way. Hope is based on the motivation to succeed, to increase one's essential sense of well-being. People remain motivated if they can learn and grow and if they are rewarded for their efforts, through tangible results - improved infrastructure, basic needs and intangible ones – appreciation and self esteem, increased confidence about their potential to influence their community life and development results.

Roma and Egyptian communities will be mobilized to identify their priorities in development (including community upgrading projects), civic registration, protection, health, education and employment. Their involvement in the feasibility study through community self-surveys and focus groups can be the first step to bring them together. The focus groups will naturally flow into community-based organizations. Once the priorities have been identified and community-based projects identified, these will be consulted with the local stakeholders – government, police, health and education authorities, child protection units, employment offices, vocational training centres, NGOs and other donors. The final product will be a 3-year participatory development plan for the community with roles, responsibilities and funding sources. Immediate community priorities will be addressed by community upgrading projects (CUPs) whereas the other community priorities will be presented to the local government units and other funding organizations in the region.

The community upgrading projects will not only contribute directly to poverty reduction and improvement of living conditions of the Roma communities but will also aim at mobilizing the members of the Roma communities to take their rights in their own hands and have a voice in their community plans. This means that the leaders, community-based organizations and other members of the community will be involved in the planning, execution and decision-making process for these activities. The decision for the exact kind of activities will be made by the people in the

communities, in cooperation with the local government institutions promoting ownership of the communities in the whole process. This means that the precise details and budgets of the community-upgrading project cannot be provided at this stage of project development. Annex 4 contains some sample projects that might be identified by the communities as priority projects providing in this way an indication about the size and character of the individual projects.

In order to maximize the effects of community mobilization efforts, the project will aim at establishing relations among the project areas in the pilot regions with the aim of facilitating communication and experience exchanges. The exchange of experience and practical orientation of the site visits (showing concrete projects; presenting the approach and results; sharing practical knowledge, lessons learned, and challenges faced) will increase the knowledge and leadership skills of the community representatives, and at the same time support best practice sharing among project staff working in the different regions.

The interventions under this component will also aim at a) strengthening the partnership between Roma/Egyptian and non-Roma/Egyptian populations as well as b) the cooperation of Roma or Egyptian NGOs with the local communities. The project will support the capacities of both group of NGOs in the area of cooperation and partnership building as well community mobilization and community based planning and assist and fund their own initiatives of joint work for small community projects (SCP)²³. This component will be implemented through issuing call for proposals, the detailed criteria modalities of which will be developed by the Joint Programme team at the early stage of project implementation. The Joint Programme will establish a Review Committee with the participation of joint programme team and local representatives (from local governments or civil society) who will be charged with the task of reviewing the proposals and selecting the best SCPs in line with the established criteria.

The project will facilitate a partnership programme among Roma/Egyptian and Nor-Roma/Egyptian NGOs promoting joint work to the benefit of local Roma and Egyptian communities. The partnership to be developed in this regard will also support the capacities of the less-experienced Roma NGOs, who will benefit from the expertise of more-experienced NGOs in the area of participatory development and implementation of small community projects. The proposals for small community projects will be prepared and presented jointly by local Roma and non-Roma NGOs after consultations with the local communities and in line with the priorities of the area.

UNDP has experience with community development projects targeting Roma from Serbia, Montenegro and Kosovo and Slovakia. Evaluations and methodologies from these projects will be used/taken into account for the implementation of this component.

Output 1.1 Communities mobilized for local development

Activities

1.1.1 Conduct a feasibility study (through community self-surveys and focus groups) on selecting the community areas; identify baseline disaggregated data on community development, civic registration, community policing, health, education and labour market and set relevant targets at the community level; identify appropriate communication channels in the communities; identify relevant stakeholders in the communities and their roles.

1.1.2 Organize awareness activities and disseminate information on community work in the pilot areas of the four regions

²³ While the objective of CUPs will be implementation of development projects to improve their living conditions, the objective of SCPs will be to increase the partnership of NGOs with the local communities to implements small scale soft projects.

1.1.3 Support communities to get organized in community-based organizations in each of the selected community areas on the basis of the focus groups to identify the development priorities of their own communities and priority interventions through a consistent community planning exercise.

1.1.4 Design and implement specific simple training programmes to assist community mobilization efforts, self-help initiatives and partnership with the local governments and community development planning.

1.1.5 Support experience exchanges among different communities (two exchange visits).

Output 1.2 Infrastructure projects implemented

1.2.1 Prioritize, plan and prepare technical documentation for approximately 20 community upgrading projects.

1.2.2 Implement 20 community-upgrading projects in the four regions.

Output 1.3 Capacity building and partnership strengthened for Roma and Egyptian NGOs

1.3.1 Conduct capacity needs and training assessment of Roma /Egyptian NGOs

1.3.2 Develop a training programme for Roma NGOs as per the findings of the capacity and needs assessment and train them accordingly

1.3.3 Develop a partnership programme of Roma and non-Roma NGOs to promote joint implementation of small community projects with the participation of local communities (SCPs). Joint proposals of Roma/Egyptian NGOs and non-Roma/Egyptian NGOs will be prepared and funding will be provided through a competitive process (allocation of USD 20,000 per region with a total allocation USD 80,000).

1.3.4 Implement at least 8 joint SCPs in four regions of the project with the participation of Roma/Egyptian and Non-Roma/Egyptian NGOs and local communities

Performance indicators

1. Understanding of demographic composition and the priority needs of the Roma and Egyptian communities in the 4 regions.
2. Community-based organizations took an active role in the identification, design and implementation of community infrastructure projects.
3. Roma/Egyptian NGO leaders better equipped to represent the local community.
4. Cooperative working relationship established between Roma/Egyptian and non Roma/Egyptian NGOs with SCPs in each of the 4 regions developed, funded and implemented.
5. Number of community infrastructure projects identified, designed and implemented
6. Number of joint SCPs developed, funded and implemented

External factors and risks

In order for communities to be mobilized for their local development, they must be motivated and eager to participate from the beginning. As building trust is key for community participation, involving communities in all stages of the project implementation will be crucial for the success of this output. By involving communities in the feasibility study – including in the formulation of the questions – they will be given the opportunity to participate in the whole process that involves them – from data collection, to planning to implementation. They will thus become the shapers and drivers of their communities rather than passive users.

The risk in this approach is that it depends on the direct participation of the communities at all stages of the project implementation. This direct participation might entail longer process for the community to learn to work together and with stakeholders. This risk will be minimized by good organization and time management of the Local Development Officers and Community Exchange Workers and by selecting good facilitators who have previous experience in working with such communities.

In order for Roma and non-Roma NGOs to be able to collaborate successfully and be equal partners, they should have the same understanding of community needs and approaches to address these needs. In order to minimize this

risk the project will support several capacity building interventions with the participation of both groups and NGOs, as well as community representatives, thus laying a foundation of future joint work through learning by doing. The Local Development Officers will be the promoters of this cooperation and will ensure to bring to these interventions trainers and facilitators with professional expertise but also capable of building mutual trust and respect for intercultural values.

Objective 2. Access to rights

Civic registration (implemented by UNDP and UNICEF under the technical guidance of UNHCR²⁴): Under the guidance of UNHCR, UNDP and UNICEF will collaborate with selected legal support organizations to assist Roma and Egyptian families to register with relevant public authorities and thus access their rights and particularly social and public services that they are entitled to. Roma and Egyptian lack birth registration of their children (equaling them with stateless persons) residency documentation, certification of marriages, divorces, child custody, death, registration at employment office, registration as homeless, social welfare, pension benefits etc (barring them from their legal rights, as well as from public and social services).

However, lack of civil registration is only the effect of the problem, while some of the main root causes are: lack of knowledge on and complicated administrative procedure; non understanding the importance of registration and thus neglecting; discriminatory attitude of public officials toward Roma/Egyptians, as well as lack of financial means to afford administrative and financial costs.

In order to effectively address the phenomenon and enable vulnerable Roma/Egyptians to access public services and exercise their basic human rights as equal citizens, the providing of legal/administrative/technical assistance to register with relevant public authorities, will be combined with awareness raising activities for both community and public officials. The project will not only focus in registrations related to civil registry (birth, marriage, divorce, death, etc) but will also facilitate local communities to register and obtain due documentation in relation to benefiting from state social assistance programmes, unemployment benefits, public health insurance schemes etc. Under the guidance of UNHCR, while UNICEF will focus only on child registration, UNDP will deal with a broader range of issues related to civil registration and access to public social and health protection system.

Personal security (implemented by UNDP):

To improve relationships and communication between the police and the communities, UNDP will implement the community policing concepts to strengthen the ties between the police and communities to the benefit of the personal security cause. Community policing is a philosophy whereby the police, in partnership with the community, identifies and solves security and safety related problems. This practice needs the contribution of police, community members, and other actors that through joint efforts can contribute to solving problems affecting public safety. Through this approach the local police representatives establish close collaborative relationships with communities for the prevention and reduction of criminality. According to the Albanian State Police Strategy 2007-2013, the Albanian Police has selected the Community Policing Model as a best practice as a result of "citizen's needs increase for a better quality of police service as well as of successful experiences of homologue police organizations of EU countries" (State Police Strategy 2007-2013, p.12).

To improve relationships and communication between police and the communities, UNDP will identify and train police mediators from the local Roma and Egyptian communities to act as intermediaries between the communities

²⁴ Starting with 2009, the UNHCR presence and activities in Albania have downsized with no international representation. Through consultations with UNHCR, it was decided that the best way UNHCR would contribute to the project would be through technical expertise and advice.

and local police. Trained police mediators from local Roma and Egyptian communities will guide their community members on how to address problems of discrimination, how to report their claims, how to ask for police services when needed, etc.

The approach will develop the community and address security issues from two different dimensions:

Collaborative partnerships between the law enforcement agencies and the individuals and organizations they serve to develop solutions to problems and increase trust in police. It is true that police can rarely solve public safety problems alone. This approach will encourage interactive partnerships with relevant stakeholders. The range of potential partners is large and might include: Local Government Agencies, Community Members/Groups, Nonprofits/Service Providers, Private Businesses, and the Media.

Proactive engagement and systematic examination of identified problems to develop effective responses benefiting the communities. It does appear that increased cooperation between the police and local residents increases satisfaction with police services on both sides. With regard to security issues within Roma communities and families, major areas of concern are family violence and alcohol abuse, while on the other side issues of mistreatment and stigmatization of Roma people are important points that need to be addressed through this component.

During the implementation of this component a close collaboration will be established with the quarter/commune head/council. Due care will be devoted to the involvement of young generation and women so that security issues no longer be considered as a male concern.

Health (implemented by UNFPA and UNICEF):

At least 20 persons, selected by their communities, will be trained by UNFPA to act as volunteer Health Mediators to provide medical advice and advocate better health practices on topics including the use of contraception, disease prevention, maternal and infant health, vaccinations, and HIV/AIDS. In addition, UNICEF will provide immunization and basic health care service to Roma children. Activities supported by UNICEF will build on previous work by health authorities to reach marginalized children in regard to immunization, growth monitoring and nutritional education.

UNICEF interventions will contribute to improved access to basic maternal and child health services for Roma and Egyptians. Focus will be on health providers to identify and deliver these services to Roma/Egyptian children and for the communities to understand the importance of child care and seek health services. The capacities of health providers and district health authorities will be built to identify Roma/Egyptian children, their immunization status and other gaps related to child health and nutrition, and to plan outreach services. Periodic door to door screening of these areas to identify new children and meet with community leaders on the situation, raise awareness and seek collaboration to ensure that all eligible Roma children are reached, will be part of health providers engagement. Building on past experiences, child health days will be organized to help children catch up with the immunization schedule, showcase to the community the range of preventive and curative services that should be offered by a health centre, and the build trust of communities to ensure regular contact with primary health care services. Community health volunteers and mediators will be used as agents of change within their own communities to improve health care seeking behavior of families and influence health providers to ensure all eligible children are reached with basic health services.

Child Protection (implemented by UNICEF): UNICEF will support the creation of municipal-level Child Protection Units which will identify, refer and support Roma/Egyptian children and families most at risk. As part of its broader objective of strengthening the national child and family protection system in Albania, UNICEF is working to strengthen the recently established municipal-level Child Protection Units (CPUs) in the interest of establishing permanent structures for child protection. The Child Protection Units have three main functions: (1) to

assess and monitor the situation of children and families at risk; (2) to coordinate local level protection referral and response; and (3) to conduct identification and multi-disciplinary case management of the most urgent cases.

The Child Protection Units (CPUs) are based within the administrative structure of local social services. Two full-time staff members work at the CPU and are responsible, along with a multi-disciplinary team, for following up on individual cases of vulnerable children and families. This includes children affected by violence, exploitation, abuse and neglect, and those children from extremely marginalized communities. The CPU staff members participate in weekly multi-disciplinary case management meetings and chair monthly coordination meetings with a broader group of stakeholders where more difficult cases are discussed. The CPU serves as a drop in centre – where children and families can come to find more information or get referrals to other support services. Free psychosocial counseling is provided at the office, as well as individually in people's homes during regular home visits which are conducted on a weekly basis. All services are free and targeted to the most vulnerable children and families. The CPUs will closely work with the national help line which is being established by UNICEF.

Education (implemented by UNICEF): UNICEF will promote an increased access to and quality of preschool education for Roma children who do not have access to early learning through activities focusing on preparing children for school as well as working with the community of parents through better parenting programmes. UNICEF school readiness project aims at making schools ready for children through working in cooperation with schools and communities as well as preparing children for the school by making children academically and socially ready for school. In Fier, UNICEF will also support, in cooperation with the Ministry of Education and Science, a kindergarten and community centres for Roma and non-Roma children and the community. The children attending the kindergarten will be tracked in the school in order to make sure that they continue to stay in school and to assess their level of achievements.

Minority-Friendly Employment Services (implemented by UNDP): UNDP will improve institutional capacities of the Regional Employment Centres (REC) and the public Vocational Training Centres (public VTC) in offering Roma and Egyptian friendly services, and it will also assist community members in accessing employment public services i.e. vocational trainings facilitating employment. Trainings on the situation of vulnerable communities will be offered to both staff of REC and public VTC in order to increase their awareness on human rights and characteristics of vulnerable communities as well as to eliminate any discriminatory attitude or unethical behavior towards Roma and Egyptians. In addition, information to increase awareness of communities on the importance of vocational trainings as well as assistance in enrolling in vocational trainings will be offered. Project teams will also try to facilitate the employment of the trained persons by referring them, in collaboration with Regional Employment Offices, to potential employers. Means of assisting Roma/Egyptians in finding work include supporting Roma/Egyptians at job fairs and, more ambitiously, encouraging corporate social responsibility among local firms.

Output 2.1 People registered through civic registration and able to access public services and benefits in the area of social services, health, education etc.

Under the technical guidance of UNHCR, UNDP and UNICEF will implement this component

Activities

- 2.1.1 Raise awareness among communities on the need of civil registration
- 2.1.2 Refer individuals to the appropriate specialized legal organizations and monitor registration process
- 2.1.3 Facilitate registration of Roma/Egyptian, through specialized legal support, with the relevant institutions or government offices to be able to access basic services and social protection schemes, such as:
 - Support for registration of new residence
 - Support for registration as homeless
 - Support for registration in the social assistance scheme
 - Support for registration in the unemployment scheme

- Support for registration in the public health system
 - Support for receiving the new ID cards
 - Support for benefiting from the pension schemes
- 2.1.4 Develop capacities of maternity homes and civil offices staff to assist the process of birth registration and the implementation of the new law on birth registration
- 2.1.5 Provide legal assistance for the process of birth registration as well as registration in the school, kindergartens etc

Performance indicators

Baseline disaggregated data on unregistered Roma and Egyptians collected through the feasibility study
 400 Roma people benefit from specialized legal support in various registration processes
 200 children registered
 240 staff from maternity homes and civil offices trained

External factors and risks

Registrations will depend on the complexity of the cases and the length for their resolution. Every effort will be made to take due care of that. Additional external factors and risks are the non-reliable address system in Albania (though there are some undertakings of the GoA to address this issue for the whole country) the fact that clients are mobile – they move which makes registration complicated, and the limited capacities of staff working in the census offices and health centres to track people in all the residential areas under their jurisdiction.

In order to minimize the above risks the project will be adopting several approaches to identify the cases and refer them to the relevant partners for legal support and registration. In this regards the work of the local officers at the community level will be of primary importance. On the other hand the project teams will serve as facilitators of dialogue among different stakeholders in order to address challenges and issues.

Output 2.2 Community policing introduced among Roma communities through police mediators

Activities

- 2.2.1 Develop and promote the profile of police mediator in close consultation with the police and specialized NGOs and identify members of the minority communities who would like to, and have qualifications to be trained as police mediators
- 2.2.2 Develop and provide specialized trainings to police mediators in partnership with the Regional Directorates of Police
- 2.2.3 Implement educational awareness activities with the young generation to promote feelings of mutual trust and cooperation; promote models of collaboration between the community and police
- 2.2.4 Specialized NGOs/experts sensitize and train local police authorities to work with the police mediators and the community.

Performance indicators

12 police mediators (by community, region and gender)
 Developed and provided 3 specialized trainings to police mediators
 Developed and provided 2 specialized trainings to the police

External factors and risks

A police mediator is someone whom the police see every time a crime is investigated and this could result in the police mediator being perceived as a spy by the community. To mitigate this risk, the project will promote the

eventual employment of police mediators as police officers. To achieve this, when selecting the police mediators care should be taken that those selected meet the minimum requirements for a police officer (i.e. high school).

Output 2.3. Communities have better access to primary health care services through health mediators and health providers

Activities

2.3.1. Identify training needs for health mediators and health providers on the basis of feasibility study and training needs assessment (UNFPA)

2.3.2 Train health mediators and health providers in priority areas such as: reproductive health, hygiene, HIV/AIDS, maternity health (UNFPA)

2.3.3 Advocacy on health issues among for the youth and theatre based peer education (UNFPA)

2.3.4 Training of PHC personnel in planning outreach services for Roma children including mapping of all eligible children and designing services based on the basic package of (UNICEF)

2.3.5 Conduct child health days and other outreach activities to provide basic health services (immunization, growth monitoring, nutrition advice, antenatal care) in target areas. (UNICEF)

2.3.6 Preparation of health education materials on mother and child care (UNICEF)

Performance indicators

- Over 80% of eligible children under 5 vaccinated (50% female)
- 100 professional health workers trained (in order to provide Roma/Egyptian-friendly services)
- 50 community health mediators (50% female)
- 100 health professionals skilled in identifying Roma/Egyptian children missing out from immunization services and other child health services
- Over 50% of eligible children under 5, reached through basic child health immunization services including immunization

External factors and risks

Commitment of volunteer health mediators and commitment of local authorities and health centres are the key risks identified.

To mitigate the risk of lack of commitment of trained community health mediator, suggestions of incentives included:

- Eventual employment in health centres or local authorities
- Scholarships for participation on education courses
- Education books, materials, etc purchased

To mitigate the risk of lack of commitment of local authorities and health centres the project teams will ensure that the health providers get involved in the early stages of planning the activities. On the other hand regular meeting will be held between communities and health providers to provide feedback provision of care and priorities identified by the community in health care

Output 2.4. Child protection provided through Child Protection Units (UNICEF)

Activities

2.4.1 Identification/ referral and management of cases of children at risk by coordinating with police, economic aid offices in municipalities, with the schools, with health centers and with civil society

- 2.4.2 Advocacy with the local government on children rights protection mechanisms
- 2.4.3 Increase capacities of employees of social services directorates in the municipality on dealing with children
- 2.4.4 Follow-up cases referred to and from CPU to ensure that children and their families are provided with quality care services

Performance indicators

- 960 children using services (50% female)
- 720 families using social services (economical aid etc)
- 360 children/ families referred to psychological support
- 12 municipalities' staff with increased capacities in case management and referral and identification (number and evaluation of trainings).

External factors and risks

The Government of Albania has recognized the Child Protection Unit as a viable model for providing services to children at risk and their families. As the CPU is embedded in the local government structure it will be sustained over time through the local budget. CPU staff is familiar with the local context and easily identify children through links with health, education and other social services. Knowledge of the local communities is essential in reaching the most vulnerable children who generally are the most difficult to reach. Case management and tracking of children at risk is the duty of the state and this has been proven to be done best at the local level.

Output 2.5. Pre-school education services provided for Roma children to ensure early learning and access to education (UNICEF)

Activities

- 2.5.1 Preparatory courses for Roma children²⁵
- 2.5.2 Support for Roma centers including better parenting activities Support Roma Centres (Gardens of Mothers and Children model), a community initiative offering high quality early learning and development experiences for young children and parents
- 2.5.3 Develop a study for the impact of education reform on Roma children

Performance indicators

- 100 children attending kindergarten or prep up courses enrolled in school yearly (50% female)
- 500 parents with newly acquired skills in child rearing (50% female)
- 100 children enrolled in school and have improved academic achievements
- One study report indicating the trends of the education reform in Albania with regard to Roma children developed

External factors and risks

Discrimination in the school and kindergarten and lack of awareness of parents are the key risks identified. These risks will be addressed by working closely with the Roma communities, involving parents in the activities of the children and the centre through training and capacity building as well as working closely with the teachers and the education institutions in how to work with marginalized children.

²⁵ Primary Prep' courses will be held to help prepare them for primary school, in collaboration with the Ministry of Education and Science. The activity will prepare academically and socially children 5-6 years of age who have not been attending kindergarten and who enter primary school. The courses will prepare children to be academically and socially fit to enter first grade.

Output 2.6. Minority Friendly Employment Services

Activities

- 2.6.1 Profile the target groups (in the communities) and conduct a rapid assessment of the labour market - tailored to the specificities of the Roma
- 2.6.2 Provide training to the staff of employment offices and vocational training institutions on Roma rights and interculturalism
- 2.6.3 Enrol Roma and Egyptians in vocational training courses
- 2.6.4 Assess/evaluate skills developed by vocational training courses.
- 2.6.5 Consult with professional associations and chambers of industry to identify, review and validate the feasibility of potential incentives for accommodating minorities in the private sector
- 2.6.6 Raise awareness and build capacities for regular life-stream income and facilitate employability of trained Roma people in partnership with the government, employment offices and the private sector

Performance indicators

- Proportion of people (by sex and age) in employable age from the community enrolled in and complete vocational training courses
- Vocational training curricula by sector and type of profession

External factors and risks

The highest risk is the motivation of people to enroll in the vocational training course. Usually, in order to work such courses are tied to an employment component – this could be the community upgrading component for a portion of the trainees. The project will explore vocational training opportunities that can promote Roma culture and values, giving them a possibility to train in specific skills according to their gifts but that can also provide them with incomes. In order to mitigate this risk, the project will facilitate employment of trained beneficiaries in public works (in collaboration with local governments), in public/private companies (in collaboration with Regional Employment Offices and companies themselves), or by referring them to credit institution for micro-credit.

Objective 3. Policies and institutional strengthening for minority inclusion

The project will provide technical assistance to the Technical Secretariat for Roma at the Ministry of Labour, Equal Opportunities and Social Affairs, as well as to Roma focal points in line ministries and local authorities on implementing, monitoring and reporting the progress of the Roma Strategy and its Roma Decade National Action Plan²⁶. In providing such technical assistance the project will utilize the expertise and the support of different agencies as per their area of expertise (UNICEF to cover more closely the Education and Health component).

UNDP Bratislava Regional Centre has been supporting the Decade of Roma Inclusion since 2005. Besides the first-ever large scale comparable data collection on Roma and other vulnerable groups for Southeast Europe, UNDP has been assisting national Decade teams in Serbia, Croatia, Macedonia and Romania with setting up monitoring frameworks and respective data collection mechanisms, i.e. assist them in aligning their National Action Plans to result-oriented policy documents containing clear input, output and outcome indicators linked to individual thematic areas' priorities and budgetary commitments. During 2009, UNDP Bratislava will also support the development of evidence-based monitoring frameworks in Albania, which will be tied closely to the project's support to the National Action Plan. For the implementation of the activity, lessons learnt and guidelines from UNDP's work on ethnic data collection will be taken into account.

A study visit to Bulgaria, Croatia or Serbia (facilitated by UNDP offices in these countries) will be organized for representatives of the Technical Secretariat for Roma, representatives of the local government units benefiting from

²⁶ The present UNDP/UNV Empowering the Vulnerable Communities Project is supporting the Technical Secretariat for Roma at MoLSAEO to facilitate the process for updating the National Strategy for Roma aligning it with the Decade of Roma Inclusion Initiative that Albanian government joined in 2008 and thus preparing a streamlined operational and monitorable National Action Plan for Roma. In addition to the Technical Secretariat in this process are involved Roma focal points in line ministries, Department of Strategy and Donor Coordination at CoM, State Committee on Minorities, as well as Roma NGOs

the project and project staff. The aim of the study visit is to exchange experience and become familiar with approaches, strategies and methods used in other countries to tackle similar problems. Both countries are members of the Roma Decade and their experience would be very useful to the representatives of the Technical Secretariat responsible for the design and monitoring of the relevant Action Plan of the Decade in Albania.

UNICEF intervention in this component will be focused in education, planning evidence-based policies to make sure that the education reforms in course have a positive impact on Roma children. A study will be carried out to identify how the education reform is responding to the education needs of the Roma children and families and how are the objectives of the Roma strategy fulfilled. The report will be closely linked and will feed into the National Action Plan for the Decade.

Activities

Output 3.1: Roma Secretariat and Roma Focal points in line Ministries supported through technical assistance to coordinate and monitor implementation of the Roma Strategy and Roma Decade National Action Plan

- 3.1.1 Develop the monitoring framework of the streamlined National Action Plan (referring to the Action Plan of the National Strategy and Roma Decade National Action Plan) with proper monitoring and reporting arrangements for all the line Ministries.
- 3.1.2 Assist and train Technical Secretariat to prepare annual progress reports of the National Roma Strategy with the participation and inputs of line ministries.
- 3.1.3 Organize annual National Conference to report and reflect on progress of the implementation of the National Roma Strategy.
- 3.1.4 Support the establishment of a data collection system at the local level with disaggregated data on Roma and Egyptians to assist local level monitoring and reporting.

Output 3.2: Mainstreamed Roma and Egyptian development issues in the programmes of local governments

- 3.2.1 Facilitate the establishment and sustaining of 4 Regional or Municipal Coordination Committees²⁷. Their objective will be to monitor, advise and steer the implementation of the project at the regional or municipal level. These committees will partner with the Technical Secretariat for Roma and be involved in the monitoring of the implementation of the streamlined National Action Plan.
- 3.2.2 In partnership with the regional/ municipal coordination meetings and civil society organization organize yearly public hearings at the local government level on Roma issues.

Output 3.3: Capacities increased among local and central government officials in order to effectively deal with specific issues of development, security and inclusion related to the target groups of the project

- 3.3.1 Organize six training sessions (1 for each project region and 2 for central government officials in Tirana) on Minority Rights and Intercultural Education for local and central government representative in partnership with the Training Institute of Public Administration and specialized trainers. The basic methodology will be the UNDP/TIPA Training Manual "Respecting the Rights of Vulnerable Minorities and Interculturalism in Albania", 2005.
- 3.3.2 Organize one study tour for central and local government employees and project staff to learn from the more developed experiences of the host country in dealing with Roma issues at central and local level.

²⁷ Their objective will be to monitor, advise and steer the implementation of the project at the regional or municipal level. These committees will partner with the Technical Secretariat for Roma and be involved in the monitoring of the implementation of the streamlined National Action Plan.

Performance indicators

Monitoring report positively assesses streamlined and operational National Action Plan
Regional and local Action Plans, designed in line with the National Action Plan, are being implemented.
Local communities are confident that they are represented by their local regional coordination committee
1 streamlined operational and monitorable National Action Plan, serving the needs of the Strategy and the Decade
Data collection mechanism developed, tested and institutionalized

External factors and risks

The following risks have been identified:

- Commitment and capacity of the government at all levels to participate in the exercise
- Commitment and capacity of data collectors/ statisticians
- Institutionalization of the data collection methodology

The long established partnership of UN participating agencies in the Joint Programme with Government partners in particular MOLSA, MOES, MOH, INSTAT and Roma Technical Secretariat, is an important factor to reduce risk and strengthen mutual cooperation and accountability for project results.

b) Project approach

Logical framework (Annex 1)

SECTION V. SUSTAINABILITY

To foster sustainability, the Joint Programme (JP) has been formulated on the basis of the following three-pronged approach. First, the Programme is in line with the Government of Albania policy priority to integrate the vulnerable ethnic minorities, in the social and economic life of the country, to alleviate poverty and ensure growth. The social and economic inclusion of minorities is encompassed in Albania's aspirations to EU membership. Second, the activities implemented will be integrated in policy and programme development, thereby ensuring the long-lasting impact of the resources invested by the Programme, the Government at the national and local level. Finally, sustainability will be enhanced by linking the Programme to other initiatives being implemented by the participating Agencies on related to promotion of human rights based approach and social inclusion policies, regional development, youth participation, employment and migration.

Sustainability of project activities will also be ensured through the involvement of national, local and regional authorities in activity implementation and monitoring. This includes the commitment of government structures to continue the activities beyond the final phase of the joint programme. 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 on their undertakings.

UN agencies participating in this programme will ensure that the project objectives under the JP will remain a constitutive part of their strategic frameworks and they will work jointly not only for realizing the JP outputs, but also their commitments towards One UN programme.

SECTION VI. IMPLEMENTATION AND PARTNERSHIP STRATEGY

The Joint Programme will be implemented in partnership amongst the four participating UN agencies, UNDP, UNICEF, and UNFPA with key government and non-government partners both at the central and local levels. UNDP is the lead organization of the Joint Programme.

Each of the agencies will be in charge of implementing different activities as per the overall JP objectives, outlined below.

Objective 1. Participatory development planning in marginalized communities (UNDP)

- **Output 1.1:** Communities mobilized for local development
- **Output 1.2:** Infrastructure projects implemented
- **Output 1.3:** Capacity and partnership opportunities raised for Roma and Egyptian NGOs.

Objective 2. Access to Rights

- **Output 2.1:** People registered through civic registration (UNDP and UNICEF under the technical guidance of UNHCR)
- **Output 2.2:** Community policing (UNDP)
- **Output 2.3:** Primary health care services accessed through health mediators and health providers (UNICEF and UNFPA)
- **Output 2.4:** Child protection provided through Child Protection Units (UNICEF)
- **Output 2.5:** Early learning and access to education ensured through pre-school education for Roma/Egyptian children (UNICEF)
- **Output 2.6:** Employability of Roma and Egyptians promoted through vocational training courses (UNDP)

Objective 3. Policies and institutional strengthening for minority inclusion (UNDP)

- **Output 3.1:** Roma Secretariat supported through technical assistance to implement the priority areas of the Strategy and the Decade for Roma Inclusion.
- **Output 3.2:** Roma and Egyptian development issues mainstreamed in the programmes of different local governments
- **Output 3.3:** Capacity among local and central government officials developed in order to effectively deal with specific issues of development, security and inclusion related to the target groups of the project.

Besides the above-mentioned agencies, UNV will also be a very important partner in the project implementation though promoting access to services and service delivery; social inclusion and participation; and community mobilization through voluntary action. The project will involve many United Nations Volunteers who will working with other project staff to implement project activities and promote volunteerism among the citizens.

The main Government partner responsible for coordination of the planned actions will be the Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO), with the focal point being the Roma Technical Secretariat under the Directorate of Cross-Cutting Strategies, taking the lead in coordinating the work with the other government agencies. More specifically the main government partners for the JP will undertake the following:

The Ministry of Labour, Social Affairs and Equal Opportunities (MOLSAEO), being a key institution in covering vulnerable minority issues will be the main partner for the implementation of several components of the programme, ensuring also coordination with the line Ministries but also with local government authorities at regional or municipal/commune level. MOLSAEO will also ensure the commitment and contribution to the project results of various institutions under its own jurisdiction such as the National Employment Service in Tirana and the regions.

The Ministry of Interior (MoI) will be a partner in the project for two specific outputs. As the Ministry of Interior is the institution in charge of the civil registry, it will be the facilitating institution for the activities of the project related to the registration of the Roma population. The General Directorate of the State Police, under the MoI will be the key partner in the implementation of actions regarding community policing component of the project. It will also ensure cooperation with the Regional Departments of the police at the local level. The State Police will also be responsible for organizing and ensuring participation of police officers at the training sessions and workshops on minority rights.

The Ministry of Health and their local offices/departments will partner with UNFPA and UNICEF in identifying the health officers that will assist in the training process of health mediators as well as in the distribution of IEC materials to the respective communities, as well as in the continuation and sustainability of work.

Ministry of Education will be a key partner of UNICEF in implementing activities related to Roma education.

The regional authorities of Tirana, Durrës, Fier and Elbasan will be the key partners in implementing the activities of the project at the local level. They will ensure coordination with authorities of those municipalities and communes with high number of ethnic minorities where project activities will be implemented. Memoranda of Understanding will be signed with the local authorities of the four pilot areas where roles and duties as regards project implementation will be clearly stipulated.

The Training Institute of Public Administration - ITAP will play a role in organizing training sessions on Human Rights and Inter-culturalism based on the developed methodology of the UNDP/TIPA Training Manual "Respecting the Rights of Vulnerable Minorities and Inter-culturalism in Albania", 2005. The project will work with ITAP to include the above training programme in its training calendar for central and local government civil servants. Specialized trainers on the topic from Academia or NGOs will partner with ITAP to deliver the specialized course on Human Rights and Inter-culturalism.

Civil Society Organizations (CSOs) (Roma/Egyptian and non Roma/Egyptian) will be key partners in implementing several project activities at the local level. They will be the targeted beneficiaries of several capacity building interventions of the project and will be involved in the implementation of Small Community Projects (SCPs) through a competitive process.

Media will be a partner for the Joint Programme especially in conducting the advocacy campaigns and promoting the project results among the wider audience. In partnership with UN press club and UN Partnership and Advocacy Unit, the project will involve national and local media from the very start of the project making sure they understand the development challenges of vulnerable minorities and assist in their turn to spread this understanding to the wider public.

As the project is implementing its activities in the framework of One UN programme in the country, it will ensure a strategic integration and cohesion with other projects of UN organizations in the country working the area of human security, human rights and vulnerable communities. The project will also aim at building partnerships with other organizations in the country that work towards similar goals in order to broaden the scope of beneficiaries and ensure the synergy of development results. The Donor Coordination forum (with the participation of UN organizations, bilateral and multilateral donors) on Roma issues, will be used extensively for bringing on board new partners and maximizing the impact of project interventions.

SECTION VII. PUBLIC AFFAIRS AND COMMUNICATIONS

Public information surrounding vulnerable communities will seek to have an actual impact on the communities themselves, informing them of their rights and duties as well as the role that different stakeholders at local and national level have for their human security and wellbeing.

To ensure that Government, partners, beneficiaries and other stakeholders are adequately informed about the progress on the project activities, a communications plan will be developed by the programme management unit in coordination with the UN Communications Unit, aligned with the One UN Communications Plan, "Communicating as One". The communications plan will focus on both internal and external communication for the joint programme. The internal communications plan will work to mobilize increased support of different stakeholders at different moments of the programme's implementation, such as line ministries, local government units, civil society partner organizations, other UN agencies, etc. The external communications plan will manage public relations for the joint programme.

General public awareness raising and educational programmes on specific aspects of the project will target both women and men of all age groups, promoting Roma/Egyptian community values and cultures and showing them as equal rights holders in Albanian society. Recognition of joint interest in mutually acceptable solutions to problems of vulnerable populations will be clearly spelled out in all advocacy messages of the project, highlighting the statement that addressing the issue of Roma development opportunities is in the interest of Roma and majorities alike. While combating discrimination against Roma, the JP will help to dismantle the discriminatory attitudes in the broader society which have excluded Roma in the past, aiming at a greater social cohesion of the Albanian society at large.

The Joint Programme will ensure to share information on the project results and lessons learned with a broad range of stakeholders at national and local level, to raise the profile of the project interventions and through that of all UN agencies contributing in the project. The project team will make sure to spread widely the project results and success stories also to increase awareness of the public at large on the progress that is being made in the country in the issue of vulnerable communities but also to attract the attention of new development partners on such issues.

As part of the One UN programme in the country the project team will make use of different One UN discussion and consultative forums, reports or publications to make the project visible duly highlighting the changes it is bringing in the local communities of the country but also spreading knowledge on the work of UN agencies in the area of Human Security.

The project will ensure visibility for UN Human Security Trust Fund and the Government of Japan. Their contributions will be made evident in all the media work, through logos and flags, promotional materials, briefings etc.

SECTION VIII. MONITORING AND EVALUATION PLAN

Monitoring and evaluation will be conducted in accordance with the One UN Programme monitoring and evaluation plan. As an integral part of the Joint Programme which fosters transparency and credibility of achieved results, the monitoring and reporting processes will involve gathering of information to make timely informed judgment and assessment of progress including among others the identification of strengths and weaknesses of the Programme.

Two main means will be used as the basis for monitoring the progress of programme implementation: 1) detailed annual work plans and 2) field visits. The workplan will give indications of the activities to be implemented by each Agency. It will describe in detail the required inputs and the expected results within a given timeframe. The managers of each Agency will carry out field visits at regular intervals to verify the progress and interact with the target group. This will help assess how the programme is affecting these groups (directly or indirectly, positively or negatively).

The participating Agencies have primary responsibility to develop tools and methodologies to better monitor and the work of the JP. The participating agencies with the advice of the One UN M&E group will agree during the first three months of the JP implementation on a joint Monitoring Framework with roles and responsibilities defined for all.

During the project formulation phase the JP partner agencies agreed on the following elements related to monitoring and evaluation:

- baseline data and indicators for the Programme will be established at the beginning of the JP, upon the completion of the feasibility study.
- a performance monitoring framework for the Programme (at output level) will be developed by all participating agencies within the first six month period and will reflect the ONE UN Program Framework and its indicators
- a comprehensive output result and impact report on progress will be produced on an annual basis using the format provided by the UNHSTF
- an annual review of the Programme will be conducted jointly by the participating UN agencies, the GoA and other key partners, and the findings will be used to fine tune the upcoming annual work plan and activities
- an external mid term evaluation of the Programme will be conducted after 18 months of JP implementation and its findings and recommendations will be communicated to HSU. The methodology of the mid-term evaluation will be prepared by the participating agencies and will be endorsed by the JP Management Committee.
- a participatory final evaluation involving the input of all key project stakeholders, including the primary and secondary beneficiaries will be organized at the end of the project. Prior to undertaking the final evaluation the JP PMC will need to endorse the methodology and the structure of the exercise.

SECTION IX ADMINISTRATION AND FINANCIAL MANAGEMENT

a) Management structure and financing arrangements

A Joint Programme Management Committee (JPMC) (Project Board) will be established to oversee and coordinate the operations of this Joint Programmes funded by UN Human Security Trust Fund in accordance with the Terms of Reference of the Fund. The JPMC will oversee the overall implementation of Programme activities. It will provide strategic guidance and approve the AWP annual workplans and budgets. It will act as principal supervisory body for implementation of the JPD and provide policy guidance and recommendation regarding programme strategy and objectives. The Committee's responsibilities will also include: approving annual priorities and reports, providing guidance at the substantial and political levels and oversee Annual Reviews, and mid-term and final evaluations. It will be composed of the UN Resident Coordinator, a high representative of the Ministry of Labour, Social Affairs and Equal Opportunities, a representative of the Regional Authorities benefiting from the JP, and representatives of the participating UN Organizations (UNDP, UNICEF and UNFPA). The Committee will meet twice a year.

A Joint Programme Coordination Group (JPCG) (Project Assurance Structure) will be established to coordinate and oversee Programme implementation. It will act as principal coordinating body for implementation of the JPD. It will periodically review and oversee programme achievements and financial disbursements. It will meet on quarterly basis and will be composed by programme officers in charge of the programme at the respective UN agencies, a representative of Roma Monitoring Unit at MOLSAEO, a representative of a municipality or commune benefiting from the programme and a representative of civil society representing Roma beneficiaries. A UNHCR representative will also be part of the JPCG ensuring that civil registration component is duly implemented through the technical guidance of UNHCR. MOLSAEO representative will chair the JPCG. Representatives of other line ministries, local authorities, the social partners and non-government organizations promoting the interests of Roma/Egyptian may also participate in the JPCG meetings on an ad hoc basis.

A Programme Coordinator (PC) will be hired by UNDP (as the Lead Agency) and will be charged with the task of starting the implementation of the project from the planning phase to the implementation and reporting phases. He/she will coordinate the implementation of the Joint Programme, and will integrate management and review mechanisms of the whole joint project. She/He will be responsible for the design, planning of the project activities, resource administration and ensuring the quality of results and their alignment with local priorities and JPMC committee orientations. Since the project will involve support from other UN agencies, the PC will be responsible for maintaining UN coordination as well as networks with other donors as per UNHSTF guidance. PC will directly lead the implementation of UNDP programme activities and when required, assist UNICEF and UNFPA in the implementation of activities for which they are accountable. The Programme Coordinator will be in charge of leading the feasibility exercise at the beginning of the project on the basis of it he/she will develop the project monitoring framework and other management tools and methodologies needed. The Programme Coordinator will have a strong background in ethnic or vulnerable communities' issues and will supervise the daily implementation of the joint programme, ensuring harmonization of activities and collaboration amongst all stakeholders and partners. Familiarity with the UN system, rules and procedures is highly desirable in the candidate. He/She will also work closely with counterparts at the Ministry of Labour and Equal Opportunities and other key stakeholders and governmental agencies to build capacities, to improve minority policies), and to support training and advocacy.

At the regional level, four community development officers (CDO) will work with the partnering local authority units to implement project activities. The Community Development Officer will develop annual and quarterly work plans for implementing the project activities in the different beneficiary communes and quarters in his/ her region in close partnership with local NGOs and stakeholders. She/He will report regularly to the International Programme Coordinator.

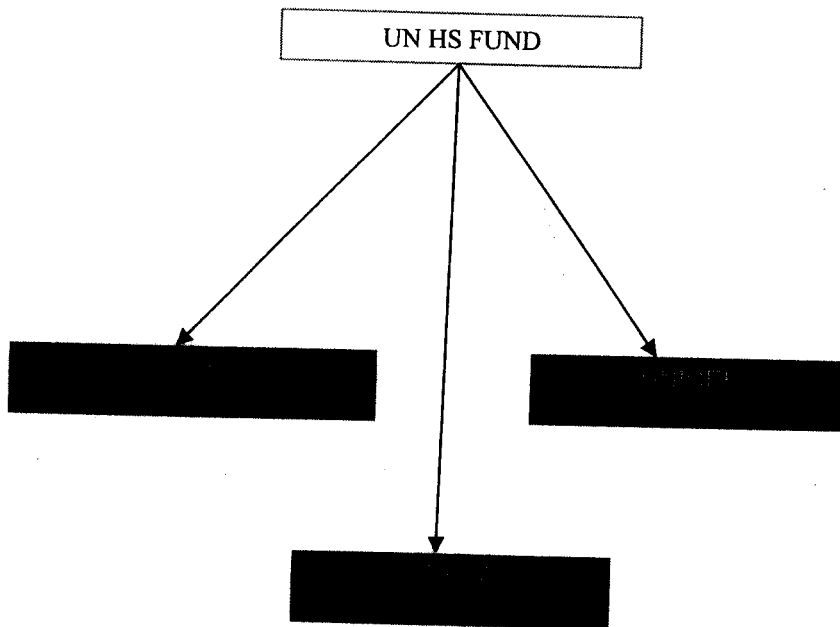
A Finance and Administrative Project Assistant (hired by UNDP) will provide the administration, operation and financial support to all staff. He/she will be assisting the PC all financial, procurement and administrative issues of the project following UNDP rules and regulations. A programme/information assistant (NUNV) will provide support to the PC in different programmatic and public information aspects of project implementation.

Roma people working with their peers at the community level will be engaged as Community Exchange Workers (under UNV Contract). Working with the CBOs, the Community Exchange Workers will be active volunteers working to implement the tasks at the community level in close cooperation with other project staff. Technical experts and consultants of different specializations (engineer, human security expert, trainers, etc) will be hired locally as per the project needs. Technical expertise of UNHCR will be utilized when hiring local consultants and contracting local specialized NGOs that will deal with the registration component.

Fund Management Arrangements

The proposed project will be implemented in Joint Programming – Option A – Parallel fund management ..

While UNDP lead agency, the implementation of the activities of the JP are the responsibility of the different agencies, and achievement of results will be independent and linked to that specific agency in line with the agreed Joint Programme Document. A common work plan will be agreed by all agencies with specific roles of each agency in the process of implementation and reporting.



The three participating agencies UNDP, UNICEF and UNFPA will programme and manage activities and funds in line with their established regulations and rules. A common work plan will outline the activities to be implemented by each of the agencies. The indirect costs to be charged by each organization are reflected in the respective budgets. The programmatic and financial accountability rests with the participating UN organizations and national partners that would be managing their respective components of the joint programme.

Accounting:

Each UN organization participating in the joint programme will account for the funds received in respect of its components in the joint programme in accordance with its financial regulations and rules.

Indirect Costs:

Participating UN Organizations: Each UN organization participating in the joint project will recover indirect costs in accordance with its financial regulations and rules and as documented in the Memorandum of Understanding signed with the AA. The rate of recovery for each of four participating agencies is 7%.

Audit:

Consistent with current practice, each UN organization will be responsible for auditing its own contribution to the project as part of its existing regulations and rules. Audit opinions of the individual UN organizations should be accepted by the other UN organizations.

b. Financial reporting

Each individual UN organization will account and report for the income received in accordance with its financial regulations and rules. UN Resident Coordinator will be in charge of submitting the financial report to the UN Controller on behalf of all Implementing Organizations. UNDP as the lead agency will be in charge of preparing the consolidated financial report with inputs from all participating agencies. The consolidated financial report will be

clearly identified as a compilation of the financial reports of all participating UN organizations and will be submitted to HSU through the UN Resident Coordinator for information purposes only.

c. Substantive reporting

While each participating UN organization will prepare narrative and financial reports in accordance with its policies and procedures, and operational policy guidance efforts are under way for harmonizing reporting practices and formats in the framework of implementation of ONE UN Programme.

The following substantive reports will be prepared:

- Annual progress reports should be provided at annual intervals thereafter until the final substantive report required by the Financial Agreement is submitted.
- Final report, within six (6) months after the contribution has been fully expended, or the Project has been completed, whichever is first to occur.

UNDP as the lead agency will be in charge of preparing the consolidated annual report with inputs from all participating agencies. After the report has been endorsed by the JPMC, it will be submitted to HSU through the UN Resident Coordinator.

SECTION X BUDGET

The total estimated budget for the project is 2,749,600.40 USD. The total project budget is higher than the budget presented in our original concept note by \$336,095, due to the following reasons:

- The budget of the original concept note was developed in mid-2007 when UNDP Albania was in the process of finalizing the UNV/UNDP project on Roma (i.e., the ongoing EVC project). The budget was estimated under the assumption that the two projects (UNTFHS project and EVC project) would be running simultaneously and that certain costs could be shared between the two projects. However, due to some delays in the preparation of the UNTFHS project, the ongoing EVC project is likely to be completed by the time the UNTFHS project may be approved. As such, the anticipated saving could no longer be materialized, contributing to the increase in the cost of the UNTFHS project.
- Furthermore, through the experience of implementing the ongoing EVC project, UNDP/UNV managed to learn the real costs of certain operations and activities, which are now better reflected in the new budget estimations.
- We wish to reassure that it has been at the center of all our effort to makes use of all available resources to reduce costs to the UNTFHS project. As such for example, we managed to identify and make available to UNTFHS project the two vehicles that UNDP Albania had already purchased earlier. Nevertheless, given that 4 vehicles (one for each region) are necessary for the smooth and successful implementation of the project, we would still need to purchase two additional vehicles, adding minimal/necessary financial burden on the UNTFHS project budget.
- The project proposal and the budget estimations have gone through series of discussions with different Government institutions partnering with the UN implementing agencies. During these consultations the Deputy Minister of the Ministry of Labor, Social Affairs and Equal Opportunities requested that allocations for certain important interventions be increased to the benefit of local communities, as you can see in the letter from the Deputy Minister (Annex 5). The significant increase (from 772,000\$ to 957,200\$) goes under

Objective 1, *Participatory Development Planning in Marginalized Communities* where several capacity building activities have been included in the document in support of community based groups and local NGOs. Appreciating the experience of the current EVC project in the field of vocational training and the interest that this component of the project has aroused among local Roma population, MOLSAEO requested the extension of this component, resulting in an increase in the estimated budget from 44,000\$ to 82,800\$. Given the primary importance of this ministry in the implementation of the project, and given that the rationale of the request made good sense, the UN implementing agencies agreed to respond favorably to this request.

(see Annex 1 for detailed budget breakdown)

SECTION XI ANNEXES

Annex 2 Project Logical Framework

Annex 3 Civil Registration Brief

Annex 4 Infrastructure Projects Brief

Annex 5 Endorsement letter from the Government

Annex 6 Annual Work plan

NARRATIVE SUMMARY	VERIFIABLE INDICATORS	MEANS OF VERIFICATION	ASSUMPTIONS
<p>The goal of the project is to improve the human security and access to rights of the vulnerable communities of Albania.</p>	<p>What are the quantitative ways of measuring, or qualitative ways of judging, whether these broad objectives are being achieved? (estimated time)</p> <p>Roma participation in public life, improvement in indicators of living conditions (employment, health, housing) and increase in number of children completing secondary/tertiary education</p>	<p>What sources of information exists, or can be provided cost-effectively?</p> <p>Specific data should be collected as part of the monitoring of the Roma National Strategy and international organisations and local Roma NGOs collect data on an ad hoc basis, but disaggregated data collection should be encouraged (at government level).</p>	<p>What external factors are necessary for sustaining objectives in the long run?</p> <ul style="list-style-type: none"> -- Commitment by Government (at national ad local level) to implement the National Strategy. -- Target group express high interest and participation.
<p>Objectives</p> <ul style="list-style-type: none"> To support participation of vulnerable communities in local decision-making - through identification of priorities and preparation of Community Development Plans; implementation of community upgrading projects in partnership with local governments, strengthening capacities and cooperation between Roma and Egyptian NGOs and their respective communities. To enable vulnerable communities to access their rights and public services – through civil registration; community policing; establishing and strengthening network of Roma Mediators in areas of health, education, and child protection; facilitating vocational training and employment. To promote policies and institutional strengthening for social inclusion of vulnerable communities – through – capacity building and assistance to local and central government institutions; capacity building and partnership strengthening for Roma and Egyptian NGOs. 	<p>What are the quantitative measures or qualitative evidence by which achievement and distribution of impacts and benefits can be judged (estimated time)</p> <p>Improvements of living conditions of Roma (quantitative indicators) and Roma themselves reporting positive change in life circumstances. Non-Roma and Roma working and interacting together in daily life. Roma participation in public life. Women and youth positively affected. All regions in Albania affected.</p>	<p>What sources of information exists or can be provided cost-effectively? Does provision for collection need to be made under inputs-outputs?</p> <p>Sources of information are, at this point, not consistent, but provisions are currently being made by an ongoing UNDP and UN Agencies joint programme and will be part of this project inputs-outputs. One aspect of the Roma National Strategy is to collect data to monitor the implementation of the Strategy (remit of the Monitoring Committee).</p>	<p>What conditions external to the project are necessary if the project's purpose is to contribute to reaching the project goal?</p> <ul style="list-style-type: none"> -- State representatives are willing and open to participate and share information; -- Community demands and cooperates in improving the social status of its members through active participation in the activities of the project.
<p>Outputs:</p> <p>Objective 1. Participatory development planning in marginalized communities</p> <ul style="list-style-type: none"> Output 1.1: Communities mobilized for local development Output 1.2: Implemented Infrastructure Projects Output 1.3: Raised capacity and partnership opportunities for Roma and Egyptian NGOs. <p>Objective 2. Access to Rights</p> <ul style="list-style-type: none"> Output 2.1: People registered through civic registration Output 2.2: Community policing through police mediators??? Output 2.3: Accessed primary health care services through health mediators and health providers Output 2.4: Provided child protection through Child Protection Units 	<p>What kind and quantity of outputs, and by when will they be produced?</p> <ul style="list-style-type: none"> -- 8 CBOs formed by mid-Year 1 -- 20 (approx.) infrastructure projects completed by mid-Year 3 -- 400 people registered by end Year 3 -- 20 Police mediators trained and working by end Year 3 -- 20 Health mediators trained and working by end Year 3 -- Child Protection Units increase the number of Roma children that they are working with (community needs assessment to show baseline data). -- Increase in number of children enrolled in local/regional schools and drop-out rate decreased (community needs assessment 	<p>What sources of information?</p> <ol style="list-style-type: none"> 1. Mid-Term and End of Project evaluation reports 2. Regular reporting to Project Management by partner NGOs and project field staff 3. Minority Coordination Committees (x4) feedback 	<p>What are the factors not within the control of the project which, if not present, are liable to restrict progress from outputs to achievements of project purpose?</p> <ul style="list-style-type: none"> -- The members of the community are willing and committed to forming CBOs and working on infrastructure projects (from all stages: design to 'in kind' contribution in implementation) -- Local Governments and Communities able to work in

<ul style="list-style-type: none"> o Output 2.5: Ensured early learning and access to education through pre-school education for Roma/Egyptian children o Output 2.6: Promoted the employability of Roma and Egyptians through vocational training courses. <p>Objective 3. Policies and institutional strengthening for minority inclusion</p> <ul style="list-style-type: none"> o Output 3.1: Provided technical assistance to the Roma Secretariat besides AMoLSAEO in designing a comprehensive National Action Plan that addresses both the needs of the Strategy and the Decade for Roma Inclusion. o Output 3.2: Mainstreamed Roma and Egyptian development issues in the programmes of different Ministries; o Output 3.3: Built capacity among local and central government officials in order to effectively deal with specific issues of development, security and inclusion related to the target groups of the project. 	<p>to show baseline data)</p> <ul style="list-style-type: none"> -- 300 people completed vocational training courses -- National Action plan for Implementation of the National Roma Strategy drafted. -- Volunteer local minority coordination committees established in each region (x4) by end Year 1 -- Progress report on Roma National Strategy Implementation published by end Year 3 -- Brochures and promotional/ awareness-raising material published -- Journalists trained on minority rights (in the 4 regions) by end Year 3 -- Awareness raising activities on specific issues (e.g. health) with specific target groups (e.g. women and youth) by end Year 3 -- Activities carried out on International Roma Day and other human rights promotional events (on-going annually) 	<p>partnership in terms of identifying priority infrastructure projects and devoting resources (in-kind and other), with local government willing to take responsibility for sustainability of initiatives.</p> <ul style="list-style-type: none"> -- Community members and local police authorities and health centers willing to work with the police and health mediators. -- People are willing to register themselves and their children and to use their registered status to access services (e.g. school)
<p>Activities:</p> <p>Output 1.1: Communities mobilized for local development.</p> <p>1.1.1 Conduct feasibility study on selecting the community areas and specific interventions;</p> <p>1.1.2 Organize awareness activities and disseminate information on community work in the pilot areas of the four regions</p> <p>1.1.3 Support communities to get organized in community-based organizations</p> <p>1.1.4 Design and implement specific simple training programmes</p> <p>1.1.5 Support experience exchanges among different communities (two exchange visits).</p> <p>Output 1.2: Implemented Infrastructure Projects.</p> <p>1.2.1 Prioritize, plan and prepare technical designs of community upgrading projects;</p> <p>1.2.2 Implement 20 community upgrading projects in each of the four regions by also employing people from the communities.</p> <p>Output 1.3: Raised capacity and strengthened partnership for Roma and Egyptian NGOs.</p> <p>1.3.1 Conduct capacity needs and training assessment of Roma /Egyptian NGOs;</p> <p>1.3.2 Development of training programmes for Roma NGOs as per the findings of the needs assessment study</p> <p>1.3.3 Develop a partnership program of Roma and non-Roma</p>	<p>What are sources of information?</p> <ol style="list-style-type: none"> 1. Mid-term and end of project reports 2. Informal reports from project field staff 3. Regular reports from partner NGOs/organizations 4. Informal feedback from Roma NGOs 5. Roma National Strategy Monitoring reports 6. Data collected through community self-surveys and focus groups, direct meetings; 7. Data collected through monitoring visits and direct meetings; 8. Other relevant documents, lists of participants, registration cases, minutes of meetings, and 	<p>1) What external factors must be realized to obtain planned outputs on schedule?</p> <p>2) What kind of decisions or actions outside the control of the project are necessary for inception of the project?</p> <ul style="list-style-type: none"> -- Infrastructure projects reliant on many external factors (land rights, local authorities, private companies, community agreement and participation). -- Good working relations and partnerships between UN Agencies and partner NGOs/organizations necessary. -- Roma NGOs cooperate with one another to the benefit of local communities. -- Local governments, central government and minority communities all supportive and committed to project activities.

<p>1.3.4 NGOs to promote joint implementation of small community projects (SCPs) Implement at least 8 joint SCPs in four regions of the project</p>	<p>assessment conducted for Roma NGOs</p> <ul style="list-style-type: none"> -- 1 training program developed for Roma NGOs -- 1 partnership program developed for Roma/Non Roma NGOs -- At least 8 joint SCPs developed, funded and implemented 	<p>evaluation forms;</p> <p>9. Minutes from lobby meetings, round tables, trainings, debates;</p> <p>10. List of participating NGOs and people;</p> <p>11. Press clipping, press releases; published articles and newsletters;</p> <p>12. Pictures and film documentary;</p> <p>13. Receipts of the expenses;</p> <p>14. Evaluation report at the end of the project.</p> <p>15. Regular feedback received from beneficiaries in the monitoring visits of the UN agencies</p> <p>16. Feedback received through evaluation sheets at the end of each training activity.</p>	<p>Preconditions (factors and measures to reduce the identified risks):</p> <ul style="list-style-type: none"> -- The project infrastructure is available -- The Roma National Strategy is available -- Relevant government institutions are willing to cooperate -- Contacts have been established with State structures at local and national level -- Contacts have been established with the local communities -- Community members express interest in attaining vocational knowledge -- Training tools are available -- Trainers are available and the selection is possible -- Community is willing to discuss its concerns with local government -- Community, and youth in particular is interested in being informed on civic/minority rights and social integration -- Sources of information are available -- Community participation in the process is assured.
<p>Output 2.1: People registered through civic registration.</p> <p>2.1.1 Raise awareness among communities on the need of civil registration and identify registration needs referring individuals to the appropriate specialized legal organizations.</p> <p>2.1.2 Refer individuals to the appropriate specialized legal organizations and monitor registration process</p> <p>2.1.3 Facilitate registration of Roma/Egyptian, through specialized legal support</p> <p>2.1.4 Develop capacities of maternity homes and civil offices staff to assist the process of birth registration and the implementation of the new law on birth registration</p> <p>2.1.5 Provide legal assistance for the process of birth registration as well as registration in the school, kindergartens etc</p>	<p>assessment conducted for Roma NGOs</p> <ul style="list-style-type: none"> -- 1 training program developed for Roma NGOs -- 1 partnership program developed for Roma/Non Roma NGOs -- At least 8 joint SCPs developed, funded and implemented -- Baseline disaggregated data on unregistered Roma and Egyptians collected through the feasibility study within the first half of year 1. -- 400 Roma people benefit from specialized legal support in various registration processes -- 200 children registered -- 240 staff from maternity homes and civil offices trained -- No. of sensitizing campaigns -- Number of registered people in each category (i.e. school, birth, etc) 	<p>Means (Inputs):</p> <ul style="list-style-type: none"> -- Working group of the project; -- Facilities, equipment, vehicles; -- Fees of the trainers and experts; -- Volunteers and activists; -- Questionnaires and training documents -- Meeting halls, computers, projectors, email, printer, faxes and materials; -- Archives of documentation and publications; -- Translation of materials and reports; -- Didactic papers and materials; 	<p>Preconditions (factors and measures to reduce the identified risks):</p> <ul style="list-style-type: none"> -- The project infrastructure is available -- The Roma National Strategy is available -- Relevant government institutions are willing to cooperate -- Contacts have been established with State structures at local and national level -- Contacts have been established with the local communities -- Community members express interest in attaining vocational knowledge -- Training tools are available -- Trainers are available and the selection is possible -- Community is willing to discuss its concerns with local government -- Community, and youth in particular is interested in being informed on civic/minority rights and social integration -- Sources of information are available -- Community participation in the process is assured.
<p>Output 2.2: Community policing through police mediators</p> <p>2.2.1 Develop and promote the profile of police mediator & identify community members to be trained as police mediators</p> <p>2.2.2 Develop and provide specialized trainings to police mediators in partnership with the Regional Directorates of Police;</p> <p>2.2.3 Implement educational awareness activities to promote trust and collaboration between the community and police;</p> <p>2.2.4 Specialized NGOs/experts sensitize and train local police authorities to work with the police mediators and the community.</p>	<p>assessment conducted for Roma NGOs</p> <ul style="list-style-type: none"> -- Over 80% of eligible children under 5 vaccinated -- 100 professional health workers trained (in order to provide Roma-friendly services) -- 50 community health mediators -- 100 health professionals skilled in identifying Roma children missing out from immunization services and other child health services 	<p>Means (Inputs):</p> <ul style="list-style-type: none"> -- Working group of the project; -- Facilities, equipment, vehicles; -- Fees of the trainers and experts; -- Volunteers and activists; -- Questionnaires and training documents -- Meeting halls, computers, projectors, email, printer, faxes and materials; -- Archives of documentation and publications; -- Translation of materials and reports; -- Didactic papers and materials; 	<p>Preconditions (factors and measures to reduce the identified risks):</p> <ul style="list-style-type: none"> -- The project infrastructure is available -- The Roma National Strategy is available -- Relevant government institutions are willing to cooperate -- Contacts have been established with State structures at local and national level -- Contacts have been established with the local communities -- Community members express interest in attaining vocational knowledge -- Training tools are available -- Trainers are available and the selection is possible -- Community is willing to discuss its concerns with local government -- Community, and youth in particular is interested in being informed on civic/minority rights and social integration -- Sources of information are available -- Community participation in the process is assured.
<p>Output 2.3: Accessed primary health care services through health mediators and health providers.</p> <p>2.3.1 Identify training needs for health mediators and health providers on the basis of feasibility study and training needs assessment(UNFPA)</p> <p>2.3.2 Train health mediators and health providers in priority areas such as: reproductive health, hygiene, HIV/AIDS, maternity health (UNFPA)</p> <p>2.3.3 Advocacy on health issues among for the youth and theatre based peer education(UNFPA)</p>	<p>assessment conducted for Roma NGOs</p> <ul style="list-style-type: none"> -- Over 80% of eligible children under 5 vaccinated -- 100 professional health workers trained (in order to provide Roma-friendly services) -- 50 community health mediators -- 100 health professionals skilled in identifying Roma children missing out from immunization services and other child health services 	<p>Means (Inputs):</p> <ul style="list-style-type: none"> -- Working group of the project; -- Facilities, equipment, vehicles; -- Fees of the trainers and experts; -- Volunteers and activists; -- Questionnaires and training documents -- Meeting halls, computers, projectors, email, printer, faxes and materials; -- Archives of documentation and publications; -- Translation of materials and reports; -- Didactic papers and materials; 	<p>Preconditions (factors and measures to reduce the identified risks):</p> <ul style="list-style-type: none"> -- The project infrastructure is available -- The Roma National Strategy is available -- Relevant government institutions are willing to cooperate -- Contacts have been established with State structures at local and national level -- Contacts have been established with the local communities -- Community members express interest in attaining vocational knowledge -- Training tools are available -- Trainers are available and the selection is possible -- Community is willing to discuss its concerns with local government -- Community, and youth in particular is interested in being informed on civic/minority rights and social integration -- Sources of information are available -- Community participation in the process is assured.

<p>2.3.4 Training of PHC personnel in planning outreach services for Roma children including mapping of all eligible children and designing services based on the basic package of (UNICEF)</p> <p>2.3.5 Conduct child health days and other outreach activities to provide basic health services (immunization, growth monitoring, nutrition advice, antenatal care) in target areas. (UNICEF)</p> <p>2.3.6 Preparation of health education materials on mother and child care (UNICEF)</p>	<p>-- Over 80% of eligible children under 5, reached through basic child health immunization services</p>	<p>-- Website for the publication of reports, newsletter & information.</p> <p>Raise awareness and build capacities for regular life-stream income and facilitate employability of trained Roma people in partnership with the government, employment offices and the private sector</p>	
<p>Output 2.4: Child protection through Child Protection Units</p> <p>2.4.1 Identification/ referral and management of cases of children at risk by coordinating with police, economic aid offices in municipalities, with the schools, with health centers and with civil society</p> <p>2.4.2 Advocacy with the local government on children rights protection mechanisms</p> <p>2.4.3 Increase capacities of employees of social services directorates in the municipality on dealing with children</p> <p>2.4.4 Follow-up cases referred to and from CPU to ensure that children and their families are provided with quality care services</p>	<p>-- 960 children using services</p> <p>-- 720 families using social services (economical aid etc)</p> <p>-- 360 children/ families referred to psychological support</p> <p>-- 12 municipalities' staff to increase their capacities in case management and referral and identification.</p>		
<p>Output 2.5: Ensured early learning and access to education through pre-school education for Roma/Egyptian children.</p> <p>2.5.1 Preparatory courses for Roma children</p> <p>2.5.2 Support for Roma centers including better parenting activities, a community initiative offering high quality early learning and development experiences for young children and parents</p> <p>2.5.3 Develop a study for the impact of education reform on Roma children</p>	<p>-- 100 children attending kindergarten or prep up courses enrolled in school yearly</p> <p>-- 500 parents with newly acquired skills in child rearing</p> <p>-- 100 children enrolled in school and have improved academic achievements</p>		
<p>Output 2.6: Promoted the employability of Roma and Egyptians through vocational training courses.</p> <p>2.6.1 Profile the target groups (in the communities) and conduct a rapid assessment of the labour market - tailored to the specificities of the Roma;</p> <p>2.6.2 Provide training to the staff of employment offices and vocational training institutions on Roma rights and interculturalism;</p> <p>2.6.3 Enrol Roma and Egyptians in vocational training courses</p> <p>2.6.4 Assess/Evaluate skills developed by vocational training courses;</p> <p>2.6.5 Consult with professional associations and chambers of</p>	<p>-- One assessment report on the labour market prepared by the third quarter of the first year</p> <p>-- 200 people (including youth and women) enrolled in private and public vocational training course</p> <p>-- Vocational training curricula by sector and type of profession</p>		

<p>industry to identify, review and validate the feasibility of potential incentives for accommodating minorities in the private sector</p> <p>2.6.6 Raise awareness and build capacities for regular life-stream income and facilitate employability of trained Roma people in partnership with the government, employment offices and the private sector.</p> <p>Output 3.1: Provided technical assistance to the Roma Secretariat to coordinate and monitor implementation of government policies on Roma</p> <p>3.1.1 Develop the monitoring framework of the streamlined National Action Plan (referring to the action plan of the National Strategy and Roma Decade National Action Plan) with proper monitoring and reporting arrangements.</p> <p>3.1.2 Assist and train Technical Secretariat to prepare annual progress reports of the National Roma Strategy.</p> <p>3.1.3 Organize annual National Conference to report and reflect on progress of the implementation of the National Roma Strategy.</p> <p>3.1.4 Support the establishment of a data collection system at the local level with disaggregated data on Roma and Egyptians to assist local level monitoring and reporting.</p> <p>Output 3.2: Mainstreamed Roma and Egyptian development issues in the programmes of different Ministries.</p> <p>3.2.1 Facilitate the establishment and sustaining of 4 Regional or Municipal Coordination Committees.</p> <p>3.2.2 In partnership with the regional/ municipal coordination meetings and civil society organization organize yearly public hearings at the local government level on Roma issues.</p> <p>Output 3.3: Built capacity among local and central government officials in order to effectively deal with specific issues of development and security</p> <p>3.3.1 Organize six training sessions on Minority Rights and Intercultural Education for local and central government officials::</p> <p>3.3.2 Organize one study tour for central and local government employees and project staff.</p>	<p>-- 1 Progress report of the National Roma Strategy produced at the end of year 2;</p> <p>-- Data collection mechanism developed, tested and institutionalized</p> <p>-- 4 regional/municipal coordination committees established and operational by the end of second year</p> <p>-- 4 public hearings organized</p> <p>-- Organized 6 training sessions on Minority Rights and Intercultural Education for local and central government representatives;</p> <p>-- Organize 1 study tour for central and local government employees and project staff in another country in the second year of the project</p>	
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