

**Contracting Authority: EU Delegation to Albania**

**Description of the Action**

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| Title of the action: | Economic and Social Empowerment for Roma and Egyptians - a booster for social inclusion (ESERE) |
| [Number and title of lot] | N/A  |
| Location(s) of the action: | Albania - Regions of Tirana, Durrës, Shkodra and Berat.  |
| Name of the applicant | United Nations Development Programme in Albania |
| Nationality of the applicant | International Organisation |

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| Dossier No |  |
| (for official use only) |

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| EuropeAid ID | US-2008-FIB-2702949105 |
| Ongoing contract/Legal Entity File Number (if available) | 6000055554 |
| Legal status | International Organisation |
| Co-applicant | N/A |
| Affiliated entity | N/A |

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**Any change in the addresses, phone numbers, fax numbers or e-mail, must be notified in writing to the Contracting Authority. The Contracting Authority will not be held responsible in the event that it cannot contact an applicant.**

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# Part A. CONCEPT NOTE

## Instructions for drafting the concept note

### 1.1 Summary of the action

Please complete the table below, which should not exceed 1 page.

|  |  |
| --- | --- |
| Title of the action: | Economic and Social Empowerment for Roma and Egyptians- a booster for social inclusion (ESERE) |
| Location(s) of the action: — *specify country(ies), region(s) that will benefit from the action* | Albania - Regions of Tirana, Durrës, Shkodra and Berat. |
| Total duration of the action (*months*): | 36 months |
| EU financing requested (amount) | EUR 4,000,000.00 |
| EU financing requested as a percentage of total budget of the Action (indicative) [[1]](#footnote-2)  | 100%  |
| Objectives of the action | **Overall Objective** is to contribute to the economic and social empowerment of Roma and Egyptian communities in Albania.Specifically the Action will aim to:1 – Improve and diversify employment promotion measures developed and provided to Roma and Egyptian women and men aiming at enhancing their skills and employability chances.2 – Increase participation of Roma and Egyptian women and men in local development processes.3 - Improve access to basic equitable, inclusive and decentralised services and integration in the Albanian society.4 - Enhance institutional capacities at the central and local level to address social inclusion of Roma and Egyptian women, men, boys and girls. |
| Target group(s) [[2]](#footnote-3) | The interventions will target the following groups:1. Roma and Egyptian communities residing in the regions of Tirana, Durrës, Shkodra and Berat.
2. Local government authorities in the regions of Tirana, Durrës, Shkodra and Berat.
3. Ministry of Social Welfare and Youth (MoSWY): Directorate of Social Inclusion and Gender Equality; General Directorate of Employment and Vocational Education.
4. National Employment Services.
5. Roma and Egyptian Civil Society Organizations.
 |
| Final beneficiaries[[3]](#footnote-4) | The Action will directly benefit a significant proportion of the Roma and Egyptian population resident in the regions of Tirana, Durrës, Shkodra and Berat. |
| Estimated results | **Work Package (WP) 1** - Increased employment and skills development opportunities accessed by Roma and Egyptians women and men reduce the employment gap between Roma and Egyptian communities and the majority of the population.**Work Package (WP) 2** - Piloting Community Led Local Development (CLLD) for Roma and Egyptian inclusion at the local level through integrated, inclusive and sustainable development.**Work Package (WP) 3** - Procedures, models, tools and guidelines are established and made operational based on the Integrated Approach and a Behavioural Change Model to support better access of Roma and Egyptian communities to basic services and to foster a tolerant and inclusive society in Albania.**Work Package (WP) 4** - Providing support to the implementation, monitoring and evaluation of the National Action Plan for Roma and Egyptian Integration in the Republic of Albania, 2015-2020 at the national, regional and local level. |
| Main activities | For WP1Act. 1.1. Carry out a mapping of the working age R&E women and men in each project site, disaggregated by age, gender, employment / income generation activities / unemployment / long-term status etc.Act. 1.2. Provision of general employability training (including basic literacy/ life skills) to empower and motivate R&E citizens to enter the labour market.Act. 1.3. Design, make operational and pilot 5 employment promotion programmes tailored to the needs of the R&E communities (e.g. On-the-job/ vocational training, Income generation programme, Internships for university and high school graduates, Public works in cooperation with municipalities, Subsidized employment etc.).Act. 1.4. Capacity support to the National Employment Service and/or other implementing partners for the implementation, monitoring and evaluation of employment promotion measures targeting Roma and Egyptian women and men.Act. 1.5. Five employment mediators /coaches, trained and placed within the NES offices.For WP2Act. 2.1. Support mobilisation and empowerment of the target group at the local level to enable them be the actor in inclusive local development, get self-organized and undertake self-help (actions and groups).Act.2.2. Reinforce R&E representation in local governments’ decision making, planning and project implementation process.Act. 2.3. Provide support to organizational development of community counselling forums and NGOs/CSOs.Act. 2.4. Support through capacity strengthening and provision of small grants to five (5) local development initiatives of Roma and Egyptian CSOs in each of the four areas of intervention.Act 2.5. Supporting Roma/Egyptian youth activism initiatives.Act. 2.6. Implement Community Upgrading infrastructure (soft and hard) Projects (CUP) based on the Community Action Plans, identified as integrated priority actions in the selected segregates.For WP3Act. 3.1. Prepare and pilot ‘packages’ of integrated social services (including engendered guidelines, cases, tools and procedures), based on the integrated and family approach to support better access of R&E to social, health and education services.Act. 3.2 Support models for inclusive education and disaggregation.Act. 3.3. Set up and implement the tools needed to efficient communication and extended Intercultural Dialogue to increase the efficiency of the project efforts for R&E inclusion.Act. 3.4. Set up and implement Behaviour Change Models to influence attitudes and behaviours of public servants at national and local level.For WP4Act. 4.1. Raise capacities of the relevant bodies of MoSWY to coordinate, monitor and evaluate the implementation of the National Action Plan on Roma and Egyptian Integration, 2015-2020.Act. 4.2. Support line ministries to design inclusive policy responses and implement the actions of the National Action Plan on Roma and Egyptian Integration.Act. 4.3. Provide capacity development training to local and central government officials aligned with territorial and social care reforms.Act. 4.4. Support the set up and strengthening of stakeholder partnerships, coordination and networking to mobilize relevant organizations, create synergies between development activities and avoid overlapping. |

### 1.2 Description of the action

The overall objective of the Action is to contribute to the economic and social empowerment of Roma and Egyptian communities in Albania.

The Action’s purpose is to promote the economic and social empowerment of Roma and Egyptian communities in Albania by standardizing an innovative and integrated new approach at the policy and programming level and to provide integrated social inclusion models at sub-national level focusing in the regions of Tiranë, Durrës, Shkodra and Berat.

This will be achieved by facilitating the horizontal and vertical communication and cooperation of the different stakeholders, including the target groups, at the national and sub-national/local level and implementing innovative tools, new models in flagship initiatives for increasing employment and vocational training opportunities, improving access to basic social services, strengthening institutional capacity, and establishing supportive mechanisms for those who live under severe circumstances. In the long term, this aims to lift the Roma and Egyptian families out of poverty and support their sustainable inclusion in the Albanian society and labour market.

The Action is composed based on four (4) project objectives formalized in four (4) work packages, introduced below.

**Objective 1** – Increased employment and skills development opportunities accessed by Roma and Egyptian women and men reduce the employment gap between R&E communities and the majority of the population.

**Objective 2** –Community Led Local Development (CLLD) for R&E inclusion at the local level through integrated, inclusive and sustainable development.

**Objective 3** –Procedures, models, tools and guidelines established and made operational based on the Integrated Approach and a Behavioural Change Model to support better access of Roma and Egyptian communities to basic equitable, inclusive and decentralised services and to foster a tolerant and inclusive society in Albania.

**Objective 4** – The National Action Plan for Roma and Egyptian Integration in the Republic of Albania, 2015-2020, supported for implementation, monitoring and evaluation at the national, regional and local level.

The priorities of the Action resulting from the high-level policy dialogue between the government and the EU include:

-Effective measures to reinforce the protection of human rights, including Roma/Egyptians, and anti-discrimination policies[[4]](#footnote-5).

-Improving coordination among local and central authorities.

-Develop monitoring mechanisms for the implementation of the Roma Decade commitments and operational conclusions.

-Plan of measures resulting from the EU – Albanian government policy dialogue for the inclusion of Roma and Egyptian communities[[5]](#footnote-6).

All of the above will be supported by a comprehensive communication and visible strategic plan.

The methodology selected is based on hands-on support to active participation in community development activities and businesses required and selected by the beneficiaries. Through this methodology it has been calculated that the impact will be stronger and the interest of different stakeholders higher and more sustainable in the long term.

### 1.3 Relevance of the action

#### Relevance to the particular needs and constraints

The 2011 census identified 8,300 Roma and 3,368 Egyptians, while other official reports estimate between 18,276[[6]](#footnote-7) and 120,000 Roma[[7]](#footnote-8) and over 200,000 Egyptians[[8]](#footnote-9), which makes Roma and Egyptian socio-economic inclusion relevant for the overall country development[[9]](#footnote-10). Roma and Egyptian communities are found all over the country; the largest populations are found in central and southeast Albanian regions like Tirana, Durresi, Shkodra, Elbasan, Fieri, Vlora, Berati, Korca, Pogradeci, Bilishti, Gjirokastra, Fushe-Kruja, etc.

The Roma and Egyptian Community face direct and indirect barriers in accessing public services, stemming from an eligibility criterion they cannot comply with, lack of information or understanding of administrative procedures, as well as stigma and frequent discriminatory attitude from the majority population. Long-term exclusion has affected the living conditions of Roma and Egyptians, treatment by the majority population and relationship with government institutions. Studies show that the level of poverty among Roma is twice as high as the majority population[[10]](#footnote-11).

Roma and Egyptians face hurdles to complete their education because of language/socio-economic barriers. Lower school attendance and early drop out result in low level of educational attainment, and consequently widespread illiteracy amongst the two communities. According to the census data, most of the Albanian[[11]](#footnote-12) (97%) and Egyptian (93%) children aged 6 to 9 years old are attending primary school, but, in the case of Roma children, only 55% are attending primary school. At 16 years of age, 96% of the Roma girls and 68% of the Roma boys have dropped out from school. There is a serious concern for the social inclusion agenda to be able to enrol more Roma children in schools, but also to be able to keep them in school until 16 years old when they have begun to attend. If 96% of Albanians have at least completed a full primary education, and 80% achieved at least a lower secondary level, this is, in the case of Roma people, only 43% (40% of women and 46% of men) who have a full primary education and 21% who achieved a lower secondary level (18% of women and 23% of men). Egyptians are in between the two other groups with respectively 80% and 49%. The access to upper secondary school is a major challenge for Roma pupils[[12]](#footnote-13).

This critical situation in education leads to an even more critical situation in the labour market, and consequently the lack of financial resources they suffer from. Less than a quarter of Roma and Egyptians are employed, and the gender inequality is even more depressing: only 15% of Roma women and 13% of Egyptian women are employed[[13]](#footnote-14). Half of the active Roma and two third of the Egyptians who are on the labour market are unemployed. Unemployment rates of the Roma women are rocketing at 58% and 73% for Egyptian women[[14]](#footnote-15). The Labour Force Survey sets the unemployment rate at 17,3% in 2015 ( 17,7% for men and 16,8% for women)[[15]](#footnote-16). For the Roma who are employed, the poor quality of their jobs results in them not participating in the mainstream economy and concurrently being active in the informal/shadow sector.

There is a clear correlation between the level of education, the difficulties for Roma and Egyptians to fulfil the requirements in the market economy, ethnic discrimination and unemployment. 46% of Roma declare having been discriminated when looking for a job, and 24% at the work place[[16]](#footnote-17). Among the declared employed Roma, 62 % are self- employed. While the engagement in the informal sector/shadow economy helps them survive but it does not ensure access to social services or other forms of governmental support. Facing limited opportunities to engage in the formal labour market and benefit from educational and vocational training programs, Roma and Egyptian men and women cannot develop their potential and have access to wider and better social and economic living conditions to sustainably break out from poverty.

According to the 2011 census, 15% of the Roma households live in a non-conventional housing. Non- conventional housing may refer to shelters, tents, shacks, barracks, or any type of precarious constructions. The precariousness of the housing is not reflected by the tenure status: most Roma households declare to own their house (74%) -as do the Albanians-, although a significant minority is occupying their place without paying a rent (16%). The poor conditions of the housing infrastructures can be seen in the lower proportion of homes providing piped water (42% to be compared to 66% in Albania) or toilets (41%, compared to 77%). Fear of being evicted and financial difficulties to pay for the mortgage, the rent or the utilities are too common among Roma households[[17]](#footnote-18).

Roma die on average at least ten years younger than non-Roma and have higher rates of infant mortality[[18]](#footnote-19).

The income for about 48% of Roma families is less than ALL 10,000/month (approximately EUR 70), while 35% of households reported a monthly income of less than ALL 20,000[[19]](#footnote-20). A UNDP survey also showed that social benefits (economic aid, disability, unemployment) represented about 13.1 per cent of the budget of Roma family and 24 per cent of the budget of an Egyptian family[[20]](#footnote-21). Social protection programmes play an important role in improving the status of Roma and Egyptian families by providing financial assistance (economic aid and disability benefit), child protection and community-based services.

However, Roma and Egyptians are less likely to meet the eligibility criteria for social services (including social aid) because of the lack of personal documents or a formal residence transfer, illiteracy or inability to complete the application forms, highly complicated procedures, possession of ownership on lands they do not possess de facto and other reasons. At times, they also lose benefits because of the inability to register a transfer of residence within a certain deadline. Roma and Egyptian families who are not registered for social assistance or lack the documents necessary for entering in the system also cannot benefit from a range of other services, including healthcare, social housing and free legal aid.

The Action responds to and intends to support the implementation of the National Action Plan on Roma and Egyptian Inclusion 2015-2020.

#### Describe and define the target groups and final beneficiaries, their needs and constraints, and state how the action will address these needs

The intervention will target the following groups and beneficiaries:

Roma and Egyptian communities residing in the regions of Tirana, Durrës, Shkodra and Berat - Community Counselling Forums (CCF) will be established and strengthened to implement capacity development activities for community mobilization, self-help, advocacy, partnerships with local government, planning and implementation of development actions, projects etc. Minimum 20 community actions/ self-help activities will be generated, selected and implemented in each region. Promotion of human rights and the principles of non-discrimination, rights of children, persons with disabilities and elderly, equality between men and women will be at the basis of community mobilization efforts. At local level, the activities will focus on improved representation of Roma and Egyptian communities in the local government decision-making level and on improved monitoring by these communities on identified development issues. In close collaboration with CCFs and LGUs 12 community upgrading projects will be selected for implementation.

Local government authorities in the regions of Tirana, Durrës, Shkodra and Berat- Local Government Units (LGUs) have specific responsibilities for the local development, whereby local authorities are obliged to support development through preparation of local community development plans. The regional and local authorities of Tirane, Durres,Shkoder and Berat will be the key partners in implementing the activities of the project at the local level. 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. Support will be extended the local government, R&E Community Counselling Forums and CSOs to revise existing Local Community Development Action Plans as according to the territorial reform and prepare progress reports on the implementation of the existing R&E community development action plan in Tirana, Durres and Berat. A new local community development action plan will be developed in Shkoder municipality.

Directorate of Social Inclusion and Gender Equality at the Ministry of Social Welfare and Youth (MoSWY) – The action will be focussed in the central government level and will target national R&E structures, independent institutions as well as the local ones. MoSWY is in charge of the policy making with relation to Roma and Egyptian communities. While the Directory of Social Inclusion and Gender Equality is the directory responsible for coordinating within MoSWY and with line ministries the implementation and monitoring of the policies affecting Roma and Egyptian communities. At the national level, the actions will aim to strengthen the capacity of the government to monitor implementation of the National Action Plan on Roma and Egyptian Integration. The Inter-ministerial Committee members will be trained through training sessions that will be delivered with focus on policies and measures promoting the vulnerable groups. The Project will also support the improvement and updating of the National Electronic Data Collection System ROMALB and establishment and effective functioning of a data collection system at the local level (in the four project regions) with engendered disaggregated data on Roma and Egyptians to assist local level monitoring and reporting. The project will support training, on an annual basis, of local potential users of the system, so that web-based reporting and monitoring system is also duly utilized by the relevant local stakeholders. Sustainability of the full data collection (entry) on the local level will be ensured through the involvement and support of the local governments.

General Directorate of Employment and Vocational Education and National Employment Services - The capacities and skills of the National Employment Service and the General Directorate of Employment and Vocational Education vocational training centres and schools, and other related service providing institution for the implementation, monitoring and evaluation of the employment promotion measures are envisioned to be raised and strengthened, with a clear vision of improving the access and quality of Roma and Egyptian women and men to their services. Staff is expected to develop a new set of skills in addressing the needs of Roma and Egyptian communities.

Roma and Egyptian Civil Society Organizations - Civil Society Organizations (CSOs) (R&E and non R&E) 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 projects coming out from the call for grant proposals. Following the capacity and trainings needs assessment and implementation of the trainings programme targeting R&E CSOs, a small-grant programme will be developed. The priority areas stipulated in the Action Plan for Roma and Egyptian Integration 2015-2020 will be the background for enabling direct interventions implemented by the R&E CSOs. An open call for proposals will be launched and up to twenty (20) small grants between will be selected for funding. These activities will encourage networking and the value of volunteering to support community priorities. The Small-Grants Application Package will be built in such a way as to take into account the result of the scoping exercise referring to sectors of intervention and the profile of the targeted CSOs, their administrative capacities, the activities to be supported, and the evaluation scores.

The Action will create a participatory environment for all stakeholders so that they have the opportunities, capacities and mechanisms through which to identify their own needs and constraints. A Project Management Committee (Project Board) will be established to oversee and coordinate the operations of this project. The PMC will oversee the overall implementation of Project activities. It will provide strategic guidance and approve the Annual Work Plans (AWP) and budgets. It will act as principal supervisory body for implementation of the project and provide policy guidance and recommendation regarding project strategy and objectives.

#### Particular added-value elements

In addition to the direct effects of the intervention, a number of added-value benefits are expected.

The Action will benefit from UNDP’s field experience and expertise in the country, which would help link developmental activities with technical assistance as well as methods of integrating gender, poverty reduction and capacity development throughout activities.

In the realization of the project goals UNDP follows successfully proven methodological principles, which distinguishes the work of UNDP in inclusion initiatives developed through and applied in previous experiences built around the concept of area-based (territorial approach) and human development grounded on some key principles. This methodological approach fully meets with expectations and the related development tools comprehensively serve the implementation of the EU Roma policy. Project’s methodological principles are based on crosstalk with the Community Led Local Development (CLLD) method that is recommended by the EU Commission as a tool to Roma inclusion.

The proposed EU funded project comes as a follow-up of “Supporting Social Inclusion of Roma and Egyptian Communities” project worth around 1.5 million EUR which supported participatory planning, employment opportunities and institutional strengthening in Berat, Korçe and Vlore, as well as institutional strengthening of central government. The proposed EU funded project would built on the experience gained and lessons learned while expanding the interventions in three other regions including Tirana, Durres and Shkoder, as well as continuing and complementing the work of the UN project with the central government.

Between 2008 and 2010, the United Nations Development Programme in Albania and United Nations Volunteers provided direct assistance to vulnerable ethnic minorities worth around 2,700,000 Euro to partner with relevant organizations and government institutions at the regional level to assist partnership building to address development priorities, implement pilot infrastructure projects and mobilizing communities and a broad range of CSO partners. Between 2006 and 2008, the United Nations Development Programme in Albania supported minority rights capacity building and advocacy, raising awareness and building knowledge on Roma and Egyptian rights among the majority. In 2007, the United Nations Development Programme in Albania supported the preparation of a Progress Report on the implementation of the Roma Strategy, which identified key problems and produced a manual with concrete guidelines to address these problems.

The project 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 Social Inclusion Sector Working group to be transformed into IPMG (with the participation of bilateral, multilateral donors and UN organizations,) also dealing Roma issues, will be used extensively for bringing on board new partners and maximizing the impact of project interventions.

The implementation of activities will also take into account the gender aspect, with a particular focus on greater women’s participation in livelihood-related activities. All assessments and analysis will be gender sensitive and socially inclusive.

# Part B. Full Application Form

## General information

|  |  |
| --- | --- |
| **Reference of the Call for Proposals**  | *Direct agreement*  |
| **Title of the Call for Proposals** | *N/A* |
| **Name of the applicant** | United Nations Development Programme Albania |
| **Number of the proposal** |  |
| **Title of the action** | Economic and Social Empowerment for Roma and Egyptians- a booster for social inclusion (ESERE) |
| **Location of the action****-***specify country(ies) region(s) that will benefit from the action* | Albania - Regions of Tirana, Durrës, Shkodra and Berat |
| **Duration of the action** | 36 months |

## The action[[21]](#footnote-22)

### 2.1. Description of the Action

### 2.1.1 Description

The 2011 census identified 8,300 Roma and 3,368 Egyptians, while other official reports estimate between 18,276[[22]](#footnote-23) and 120,000 Roma[[23]](#footnote-24) and over 200,000 Egyptians[[24]](#footnote-25), which makes Roma and Egyptian socio-economic inclusion relevant for the overall country development[[25]](#footnote-26). Roma and Egyptian communities are found all over the country; the largest populations are found in central and southeast Albanian regions like Tirana, Durresi, Shkodra, Elbasan, Fieri, Vlora, Berati, Korca, Pogradeci, Bilishti, Gjirokastra, Fushe-Kruja, etc.

The Roma and Egyptian community face direct and indirect barriers in accessing public services, stemming from an eligibility criterion they cannot comply with, a lack of information or understanding of administrative procedures, as well as stigma and frequent discriminatory attitude from the majority population. Long-term exclusion has affected the living conditions of Roma and Egyptians, treatment by the majority population and relationship with government institutions. Studies show that the level of poverty amongst Roma is twice as high as the majority population[[26]](#footnote-27).

Roma and Egyptians face hurdles to complete their education because of language/socio-economic barriers. Lower school attendance and early drop out results in a low level of educational attainment, and consequently widespread illiteracy amongst the two communities. According to the census data, most of the Albanian[[27]](#footnote-28) (97%) and Egyptian (93%) children aged 6 to 9 years old are attending primary school, but, in the case of Roma children, only 55% are attending primary school. At 16 years of age, 96% of the Roma girls and 68% of the Roma boys have dropped out from school. There is a serious concern for the social inclusion agenda to be able to enrol more Roma children in schools, but also to be able to keep them in school until 16 years old when they have begun to attend. If 96% of Albanians have at least completed a full primary education, and 80% achieved at least a lower secondary level, this is, in the case of Roma people, only 43% (40% of women and 46% of men) who have a full primary education and 21% who achieved a lower secondary level (18% of women and 23% of men). Egyptians are in between the two other groups with respectively 80% and 49%. The access to upper secondary school is a major challenge for Roma pupils. [[28]](#footnote-29)

This critical situation in education leads to an even more critical situation in the labour market, and consequently the lack of financial resources they suffer from. Less than a quarter of Roma and Egyptians are employed, and the gender inequality is even more depressing: only 15% of Roma women and 13% of Egyptian women are employed. [[29]](#footnote-30) Half of the active Roma and two third of the Egyptians who are on the labour market are unemployed.. Unemployment rates of the Roma women are rocketing at 58% and 73% for Egyptian women. [[30]](#footnote-31) The Labour Force Survey sets the unemployment rate at 17.3% in 2015 ( 17,7% for men and 16,8% for women).[[31]](#footnote-32) For the Roma who are employed, the poor quality of their jobs results in them not participating in the mainstream economy and concurrently being active in the informal/shadow sector

There is a clear correlation between the level of education, the difficulties for Roma and Egyptians to fulfil the requirements in the market economy, ethnic discrimination and *unemployment*. 46% of Roma declare having been discriminated when looking for a job, and 24% at the work place[[32]](#footnote-33). Among the declared employed Roma, 62 % are self- employed. While the engagement in the informal sector/shadow economy helps them survive but it does not ensure access to social services or other forms of governmental support. Facing limited opportunities to engage in the formal labour market and benefit from educational and vocational training programs, Roma and Egyptian men and women cannot develop their potential and have access to wider and better social and economic living conditions to sustainably break out from poverty.

According to the 2011 census, 15% of the Roma households live in a non-conventional housing. Non-conventional housing may refer to shelters, tents, shacks, barracks, or any type of precarious constructions. The precariousness of the housing is not reflected by the tenure status: most Roma households declare to own their house (74%) -as do the Albanians-, although a significant minority is occupying their place without paying a rent (16%). The poor conditions of the housing infrastructures can be seen in the lower proportion of homes providing piped water (42% to be compared to 66% in Albania) or toilets (41%, compared to 77%). Fear of being evicted and financial difficulties to pay for the mortgage, the rent or the utilities are too common among Roma households.[[33]](#footnote-34)

Roma die on average at least ten years younger than non-Roma and have higher rates of infant mortality[[34]](#footnote-35).

The income for about 48% of Roma families is less than ALL 10,000/month (approximately EUR 70), while 35% of households reported a monthly income of less than ALL 20,000[[35]](#footnote-36). A UNDP survey also showed that social benefits (economic aid, disability, unemployment) represented about 13.1 per cent of the budget of Roma family and 24 per cent of the budget of an Egyptian family[[36]](#footnote-37). Social protection programmes play an important role in improving the status of Roma and Egyptian families by providing financial assistance (economic aid and disability benefit), child protection and community-based services.

However, Roma and Egyptians are less likely to meet the eligibility criteria for social services (including social aid) because of the lack of personal documents or a formal residence transfer, illiteracy or inability to complete the application forms, highly complicated procedures, possession of ownership on lands they do not possess *de facto* and other reasons. At times, they also lose benefits because of the inability to register a transfer of residence within a certain deadline. Roma and Egyptian families who are not registered for social assistance or lack the documents necessary for entering in the system also cannot benefit from a range of other services, including healthcare, social housing and free legal aid.

The priorities of the Action resulting from the high-level policy dialogue between the government and the EU include:

* “Effective measures to reinforce the protection of human rights, including Roma, and anti-discrimination policies”[[37]](#footnote-38)
* “Improving coordination among local and central authorities”
* Develop “monitoring mechanisms” for the implementation of the Roma Decade commitments and operational conclusions
* “Plan of measures” resulting from the EU – Albanian government policy dialogue for the inclusion of Roma and Egyptian communities[[38]](#footnote-39)

In order to address the disadvantaged situation of Roma and Egyptians, in September 2014, the Ministry of Social Welfare and Youth, in co-operation with other line ministries, representatives of Roma and Egyptians and other civil society organizations, initiated the development of the *National Action Plan for Integration of Roma and Egyptians in the Republic of Albania*, for the period of 2015-2020. The Action Plan will be implemented within the framework of the *Policy Document on Social Inclusion, 2015-2020*. The Social Inclusion Policy Document (2015-2020) addresses key social inclusion policy areas in accordance with the established EU conceptual frameworks and statistical standards including the following six domains: (1) poverty reduction and social protection; (2) employment and skills; (3) education and training; (4) health; (5) basic needs; and (6) social participation and human rights. Such policies are directed towards all people and with special regard to vulnerable groups, including Roma and Egyptians.

On a higher level, the Action Plan falls under the *National Strategy for Development and Integration, 2015-2020* which is being finalised as the strategic document guiding Albania’s accession towards the EU encompassing the Europe 2020 Strategy. The multi-annual strategic planning process is complemented by a steady financial planning tool, the Medium Term Budget Programme (MTBP). As part of the regional strategic planning, the Government has contributed to the preparation of the SEE 2020 Strategy. The South Eastern Europe (SEE) 2020 strategy includes a specific pillar on employment policies, social economy and labour modality and the Albanian Government has contributed to the preparation of the SEE 2020 Strategy. Subsequently the related Action Plan for Albania was prepared and approved by the Government.

At the national level, several new strategies have been officially adopted, including the National Employment and Skills Strategy (NESS) 2014-2020 (November 2014) and the National Strategy for the Development of Business and Investment 2014-2020 (October 2014), which are currently under implementation and for which monitoring mechanisms are being developed. The latter Strategy constitutes the basis for the identification and implementation of national policies for promoting business and investments in the country. Both strategic documents are cross-referenced. The recently endorsed Employment and Skills Strategy 2014-2020 and its Action Plan is aligned to the Europe 2020 and SEE 2020 strategies, and sets the policy priorities, goals, objectives and measures for the Employment and Skills Development Policies within the ESSP sector. Its vision and strategic pillars are aligned with the Europe 2020 strategy to deliver smart, sustainable and inclusive growth and to have by 2020 a competitive economy and an inclusive society that is grounded on: “Higher skills and better jobs for all women and men”.

Key reforms in the area of social protection and Social Protection Strategy and related Action Plan are expected to be formally approved by the Government. MSWY has also drafted the Social Inclusion Policy Paper “Measuring and Monitoring Social Inclusion” 2015-2020 which sets out EU-level and national level indicators for assessing social inclusion, and provides a detailed overview of the economic, governance and social situation in Albania. The action plan of the policy paper focuses on using the LFS, the HBS, the LSMs and SILC to measure and monitor poverty and social protection, employment and skills, education, health, basic needs, and human rights and participation. It identifies the measures and instruments currently in place to promote social inclusion and the aims of the government programme to move forward with the social inclusion agenda.

Due to the need for an integrated, comprehensive and streamlined system to manage the overall policy cycle in key sectors, the GoA is now introducing the **Integrated Policy Management Groups (IPMG)**. Earlier this year the GoA adopted the establishment of the IPMG as a new approach to guide and monitor policy development, strategy implementation and evaluation and strengthens sector and donors coordination. The IPMG system aims to provide the Strategic Planning Committee (SPC) and other high-level government committees e.g. the Inter Ministerial Committee on European Integration Coordination, with the necessary recommendations for key policy decisions affecting those sectors deemed as priority and which require cross-ministerial cooperation. In this context, an IPMG will be set up during 2015 for the ESSP sector. The IPMG in the ESSP Sector will be supported by a Technical Secretariat under the leadership of the MoSWY for technical support, management, communication and administration. The concept behind the IPMG system is to provide the GoA with an integrated, comprehensive and streamlined system to manage the overall policy cycle in key sectors such that the objectives of the Government’s programme are met and limited human and financial resources are used in an effective and efficient manner.

Under the above policy context the National Action Plan for Integration of Roma and Egyptians sets six priority areas including Education and intercultural dialogue, Employment, education and vocational training, Health, Housing and Urban Development and Social protection. Despite the political commitment expressed, the state budget has provided very limited financial resources for implementation of the previous National Action Plan (2015-2020) and there needs to be a better monitoring and reporting mechanism at central and local level government.

The Ministry of Social Welfare and Youth (MoSWY), serves as the main governmental authority, responsible to coordinate development and cross-sectoral implementation of policies for Roma and Egyptian communities and monitors progress and impact of those policies at local and national level.

MoSWY is engaged in the consolidation and promotion a cross-sectoral systemic response to tackle issues of exclusion.

MoSWY, through the Directory of Social Inclusion and Gender Equality, will be directly involved in the overall management of the Project. However, this directory is still lacking capacity in terms of coordination, data collection and analysis, planning, reporting, monitoring and documenting actions. There is also a recognised need for capacity development support to make the National Action Plan for Roma and Egyptians (2015-2020) operational at the municipal, regional and national levels. This project will assist the Directory of Social Inclusion and Gender Equality and implement concrete actions in support of the National Action Plan for Roma and Egyptians Integration (2015-2020) directly benefitting Roma and Egyptian communities and civil society.

### 2.1.1.1. Overall and Specific Objectives of the Action

The overall objective of the project is to contribute to the economic and social empowerment of Roma and Egyptian communities in Albania.

The project will be implemented by UNDP who will be entrusted the EU funds through a Delegation Agreement (under the indirect management mode pursuant to of the EU Financial Regulation and the corresponding provisions of the Implementing Rules). UNDP will implement the Action in line with its governing rules & regulations.

UNDP is already providing longstanding significant assistance and institutional strengthening related to the rights of R&E communities in Albania and therefore the organisation’s expertise in the field is considered of added value to this project.

The project is built upon the following methodological principles (see section 1.3.) and the project cycle management approach. The project is composed based on four (4) project objectives formalized in four (4) work packages, introduced below.

* **Objective 1** – Increased employment and skills development opportunities accessed by Roma and Egyptian women and men reduce the employment gap between R&E communities and the majority of the population.
* **Objective 2** –Community Led Local Development (CLLD) for R&E inclusion at the local level through integrated, inclusive and sustainable development.
* **Objective 3** –Procedures, models, tools and guidelines established and made operational based on the Integrated Approach and a Behavioural Change Model to support better access of Roma and Egyptian communities to basic equitable, inclusive and decentralised services and to foster a tolerant and inclusive society in Albania.
* **Objective 4** – The National Action Plan for Roma and Egyptian Integration in the Republic of Albania, 2015-2020, supported for implementation, monitoring and evaluation at the national, regional and local level.

Activities will be implemented on an integrated way making the impact sustainable and efficient.

The project purpose is to *promote the economic and social empowerment of Roma and Egyptian communities in Albania* by standardizing an innovative and integrated new approach at the policy and programming level and to provide integrated social inclusion models at sub-national level focusing in the regions of Tiranë, Durrës, Shkodra and Berat.

This will be achieved by facilitating the horizontal and vertical communication and cooperation of the different stakeholders, including the target groups, at the national and sub-national/local level and implementing innovative tools, new models in flagship initiatives *for increasing employment and vocational training opportunities, improving access to basic social services, strengthening institutional capacity, and establishing supportive mechanisms for those who live under severe circumstances.* In the long term, this aims to lift the Roma and Egyptian families out of poverty and support their sustainable inclusion in the Albanian society and labour market.

All of the above will be supported by a comprehensive communication and visible strategic plan.

The methodology selected is based on hands-on support to active participation in community development activities and businesses required and selected by the beneficiaries. Through this methodology it has been calculated that the impact will be stronger and the interest of different stakeholders higher and more sustainable in the long term.

### 2.1.1.2. Expected Results of the Action

The expected results fall in four areas, identified and included as such in the action plan. The outputs will be measurable and with immediate effect on the beneficiaries, especially the components related to active employment measures and improved access to basic equitable, inclusive and decentralised services. The impact has also been forecasted to increase the capacity of Roma and Egyptians to participate in local development and planning of central and local level institutions to address social inclusion.

More concretely, the results of the project affecting the target group, are expected to be the following:

* Improved and diversified employment promotion measures developed and provided to Roma and Egyptian women and men aiming at enhancing their skills and employability chances;
* Increased participation of Roma and Egyptian women and men in local development processes;
* Improved access to basic equitable, inclusive and decentralised services and integration in the Albanian society;
* Enhanced institutional capacities at the central and local level to address social inclusion of Roma and Egyptian women, men, boys and girls.

### 2.1.1.3. Detailed action through the Work Packages

**Work Package - Establishment of the project Management structures and procedures**

Immediately after the signature of the Agreement, UNDP will recruit the project staff and establish the financial management and accounting procedures as well as the reporting lines.

Expected results: Core project staff hired (Project Manager, Employment Coordinator, Social Inclusion Coordinator, Community Development Coordinator; , Programme and Public Information Assistant, Project Engineer, 4 Local Coordinators, Finance Assistant, and 4 Community Exchange Workers), Start – up project management procedures activated.

Project Management Procedures are to be drafted and approved at the first Project Management Committee Meeting. The Project Management Committee will be composed of representatives from the EUD, UNDP, Ministry of Social Welfare and Youth, Ministry of European Integration, Representatives of Local Government Units from each of the segregates and CSO representatives. A consultative workshop on the approach and activities of the Action is to be organized and a regional based assessment and profile is to be prepared for each of the intervention areas.

In collaboration with local government units, regional offices will be established and respective Memorandum of Understanding signed.

Work Package 1 - Increased employment and skills development opportunities accessed by Roma and Egyptians women and men reduce the employment gap between R&E communities and the majority of the population.

**1.1 Situation Assessment**

The labour market in Albania offers limited opportunities for youth in general and Roma and Egyptian communities in particular. A low level of skills, coupled with low levels of educational attainment positions them rather unfavourably in securing a positive labour market outcome.

Some data illustrating the employment situation of Roma and Egyptians in Albania, according to INSTAT and UNDP (based on CENSUS 2011 data for Roma and Egyptian population and on 2015 Labour Market Survey for the overall population in Albania):

|  |
| --- |
| Table 1 - Labour force participation |
| Roma & Egyptians[[39]](#footnote-40) | Average in Albania[[40]](#footnote-41) | Roma Women[[41]](#footnote-42) | Egyptian Women[[42]](#footnote-43) | Women in Albania[[43]](#footnote-44) |
| <25% | 63,2% | 15.5% | 13.4% | 54,2% |

|  |
| --- |
| Table 2 - Rate of unemployment |
| Roma[[44]](#footnote-45) | Egyptians[[45]](#footnote-46) | Population in Albania[[46]](#footnote-47) |
| 49.7% | 67.5% | 17.3% |
| Table 3 – Unemployment |
| Roma[[47]](#footnote-48) | Albanian population[[48]](#footnote-49) | Roma women[[49]](#footnote-50) | Egyptian women[[50]](#footnote-51) | Albanian women[[51]](#footnote-52) |
| 9273 persons (estimate number is higher)[[52]](#footnote-53) | 141 286 persons[[53]](#footnote-54) | 58.3% | 73.5% | 16,8[[54]](#footnote-55) |

|  |
| --- |
| Table 4 - Self-employment rate within employment |
| Roma[[55]](#footnote-56) | Egyptian[[56]](#footnote-57) | Albanian population[[57]](#footnote-58) |
| 62% | 32% | 26% |

As shown in the figures above, inequality between Roma and Egyptians and majority population in the job market, especially for women, is significant in Albania.

For Roma who are employed, the poor quality of their jobs reflects that most of them are not participating to the mainstream economy, but find activities in the informal sector,[[58]](#footnote-59) and due to longer periods of unemployment and frequent engagement in informal, low paid work, Roma households are ***more than twice more affected by poverty than non-Roma households who are living in their close proximity[[59]](#footnote-60).***

Roma and Egyptians display a polarization as (1) service and sales workers and in (2) elementary occupations, in their most prevalent distribution of occupations and in (1) manufacturing mining and quarrying and other industry and (2) wholesale and retail trade, transportation and storage accommodation and food services, as sectors of activity.[[60]](#footnote-61)

In 2015 there are 180 Roma and Egyptians participating in the governmental employment promotion measures.

The activities of this work package aim to support young Roma and Egyptians’ inclusion in active employment programmes, education and vocational training opportunities. These activities aim to develop *tailor made employment promotion programmes* for Roma and Egyptian communities intending to activate their productive potential and to support their integration in the labour market, ultimately narrowing the employment gap between these minorities and the majority of the population. Active labour market measures (including education and vocational training) have significant potential to make a difference, particularly when designed to encompass various stakeholders, and a critical mass of public and private employers.

The Active Labour Market Measures (ALMMs) will be adapted and implemented in close collaboration with public and private actors, including the National Employment Service (NES), targeted municipalities, the private sector and civil society organizations. Roma and Egyptian women and men will be the ultimate beneficiaries of the ALMMs, being the recipients of training and subsidized employment benefits. NES will be tasked with profiling the beneficiaries, orienting them towards the most appropriate ALMMs, and matching them with public/private sector vacancies. Private sector enterprises will be contracted as providers of on-the-job training, whereas public and private Vocational Training providers will be contracted to deliver complementary classroom training. Respective municipalities and other local government institutions will ensure the participation of Roma and Egyptian women and men in piloted employment schemes. *Guidelines* for the implementation, monitoring and evaluation of the ALMMs will be designed, outlining the roles and responsibilities of all actors involved, and the beneficiary selection criteria/procedures.

Throughout the duration of active labour market measures, monitoring of the career development performance of selected individuals, women and men involved in income generation activities will take place. The evaluation will be carried out against pre-established targets. Special attention will be paid on how to ensure the sustainability of the business projects after project completion.

For each target a Follow-Up & Monitoring Fiche will be drafted where the relevant parameters necessary to understand and observe the situation of the beneficiary will be described. This will be followed by field visits, interviews, and simple meetings on the ground. Where necessary the support will be re-designed to better fit the profile of the beneficiary and the changes in the outside environment. This approach will be participatory and will be based on the real needs of the beneficiary.

Act. 1.1. Carry out a mapping of the working age R&E women and men in each project site, disaggregated by age, gender, employment / income generation activities / unemployment / long-term status etc.

Mapping will be focused on distinguishing between the long-term unemployed, age, youth, women and those with additional vulnerabilities etc. The study will reflect the employment needs, aspirations, skills and areas of immediate support for R&E communities. Based on these finding will be designed the employment and skill promotion measures tailored to the needs of the Roma and Egyptian communities.

Act. 1.2. Provision of general employability training (including basic literacy/ life skills) to empower and motivate R&E citizens to enter the labour market.

Roma and Egyptian individuals will be offered and supported to attend vocational training and education opportunities, including basic literacy/ life skills classes necessary to empower and motivate them to enter the labour market.

Recognizing that the unemployed lack not only professional/occupational skills, but also essential skills for job searching and applying, the aim of this training is to enhance general skills such as how to write and read, basic maths and how to look for a job, how to apply for job vacancies, how to communicate, how to prepare for and behave during an interview, etc. This type of training will be interconnected with and complimentary to vocational training and the following planned active labour market measures. The curricula for this training will be developed in cooperation between National Albanian Vocational, Education and Training Agency (NAVETA) and the Institute for Education development and mainstreamed in the formal VT curricula of NES. To fit the needs of the beneficiaries this type of course could be offered in the community, not exclusively in the VTCs.

Act. 1.3. Design, make operational and pilot 5 employment promotion programmes tailored to the needs of the R&E communities (e.g. On-the-job/ vocational training, Income generation programme, Internships for university and high school graduates, Public works in cooperation with municipalities, Subsidized employment etc.).

* Through the revised and adapted **on-the-job training** programme, Roma and Egyptian unemployed job seekers will be offered financial support in the form of training costs (up to 70 per cent of the cost) + salary+ insurance. Roma and Egyptian job seekers participating in the trainings receive 50 per cent of the minimum wage for the duration of the training, which should not be more than 6 months. During the training period, the unemployed person’s financial aid and unemployment benefits are interrupted, but they are entitled to recover them after the end of treatment, if not employed. The employer, at the conclusion of the training period, must employ not less than 50 per cent of the trainees, for a period of 6 months.
* Under the revised and adapted **subsidised employment** programme, employers will provide employment to Roma and Egyptian job seekers for at least six months. One scheme would be that beneficiaries receive by the project up to 100 per cent of the minimum wage for four months, and are reimbursed for 100 per cent of their part of social insurance contributions. The project will in addition pay the extras, like dress for success and work place adaptation training. Priority will be given to long-term unemployed persons with a special focus on women, people receiving social assistance, 18-25 year-olds who are entering the labour market for the first time, people over 45 years age who do not have any education higher than the secondary education or its equivalent, people with disabilities, and returned emigrants.
* **Income generation programme:** Initially business development training will be offered to about 50 carefully involved and proactive individuals from Roma and Egyptian community that demonstrate an overall suitability and motivation to self generate income, self employ and enterprise set up. The training will be focused on: basic numeracy/literacy and entrepreneurship skills and will aim to provide selected youth with guidance in exploring income generation options and understanding the steps involved in income generation activities. At the end, about 20 young women and men will be selected on the basis of their entrepreneurial potential, expressed through the submission of a business idea and the assessment of the business idea by the business support expert and the project team.

Recognizing that the operation of micro and small enterprises by the R&E communities in the informal economy limits their ability to realize full potential both in terms of profitability and employment, a modified form of support is envisioned for such informal sector enterprises. The intervention will aim at their formalization and it will comprise a short training programme on businesses planning and management as well as assistance on business registration.

Furthermore support will be provided in the expansion and/or strengthening of pre-existing handicraft businesses as well as other viable businesses (e.g. recycling) run by Roma and Egyptian people, keeping in mind the need for equitable distribution of support to women and men. The goal would be to sustain their economic momentum and if possible, increase their turnover with the view of employing more Roma and Egyptian community members and increasing the revenue pertaining to the community.

The beneficiaries provided with entrepreneurship skills but lacking vocational skills will benefit from appropriate vocational trainings courses as well. 10 entrepreneurs per region will be supported with grants and/or start-up kits to be procured by the Project and to be given for free.

* **Internships for newly graduates:** Job contract in both private and public institutions for at least six months + insurance will be offered to R&E newly graduates. The employer will select the most suitable candidates after meeting the criteria established for the position, having special engendered considerations.
* **Public works**: Under the revised and adapted **public works** programme, employers (through municipality services) will provide employment to Roma and Egyptian job seekers for at least six to twelve months. Beneficiaries will get minimum salary+ insurance and extras. This programme will be closely connected with the economic aid programme.

Overall 250 Roma and Egyptian women and men will benefit from the five above mentioned programmes.

Act. 1.4. Capacity support to the National Employment Service and/or other implementing partners for the implementation, monitoring and evaluation of employment promotion measures targeting Roma and Egyptian women and men.

The capacities and skills of the National Employment Service, vocational training centers and schools, and other related service providing institution for the implementation, monitoring and evaluation of the employment promotion measures are envisioned to be raised and strengthened, with a clear vision of improving the access and quality of Roma and Egyptian women and men to their services. Staff is expected to develop a new set of skills in addressing the needs of Roma and Egyptian communities.

Act. 1.5. Five employment mediators /coaches, trained and placed within the NES offices.

Provided the reluctance and lack of trust of employers toward Roma and Egyptians and vice versa, employment mediators/coaches will be identified (possibly within Roma and Egyptian communities and NGOs keeping gender balance into consideration) and trained and employed to liaise between the unemployed in the targeted communities and the National Employment Service as well as facilitate the implementation of the employment promotion measures.

Overall 5 Roma and Egyptian employment mediators will be trained and placed within the NES offices one in each region and one in NES.

Work Package 2- Piloting Community Led Local Development (CLLD) for R&E inclusion at the local level through integrated, inclusive and sustainable development

Without uploading with real content behind the policy keywords of partnership and strategy for inclusion on the local level, these keywords remain abstract and removed from local realities and processes. The aim behind this objective comes from this evidence. The objective is to enable the creation of local meaning and understanding of what an inclusive strategic process would involve and supports the effective localization of the European Roma policy framework in the pilot areas, by creating the necessary local conditions for their fulfilment.

The implementation will include all standardized phases and tools tested by UNDP in different projects for going local on Roma inclusion and will be based on the EU CLLD tool.[[61]](#footnote-62)

**2.1 Background information**

Local interventions will be implemented in Tirana, Durres, Shkodra and Berat. Indeed, some local government units have already drafted inclusive local development plans, e.g. Tirana, Gjirokaster, Durres, Lezha, Lushnje, Grabian, Vlora, Shushica and Berat, however, local government units will have difficulty in meeting the goals established in their Local Action Plans as long as they remain distanced from Roma and Egyptian communities. Preparing the ground for Roma and Egyptian civil society and local administration to work together and implementing practical policies on these issues is crucial ensuring success in this endeavour. The *de facto* segregation and concentration of Roma and Egyptian people in certain areas of the cities and villages, especially in Tirana, Shkoder, Durres and Berat, means that even the well-intentioned local government units have trouble reaching out these communities. There is a critical link between Roma and Egyptian advancement and the establishment of co-operative relationships with local authorities in the process of combating poverty and exclusion. In this respect local government units require more support in developing working relationships with Roma and Egyptian citizens, community based organizations, NGOs and experts.

Up to date a model of participatory planning has been introduced in the local government units where vulnerable Roma and Egyptian community reside (e.g. in Tirana, Durres, Fier, Elbasan, Vlore, Korce and Berat). The approach relies on the mobilization of local communities for prioritizing local needs and relevant actions are implemented in partnership with respective local authorities. This helps to generate, identify and agree on a priority ‘integrated local infrastructure project package’ in both hard and social infrastructure (Community Upgrading Projects – CUPs), including road rehabilitation, bridge reconstruction, sewage systematization and construction of community centres with kindergarten and health facilities and others.

Within this action, integrated project packages will be in strong relation with and built on local community interventions and actions, and on each other on an integrated way. To make sure the sustainability of the project results after the end of the project, the partner local government units of the regions of Tirana, Durres Shkodra and Berat will be required through a Memorandum of Understanding (MoU) to take over the projects once they are completed and provide related contribution that will be defined during the course of project implementation. Similarly local communities in Tirane, Durres Shkodra and Berat will be mobilized into Community Counselling Forums (CCFs) for prioritizing local needs and implementing relevant actions in close co-operation with local authorities. New local Action Plans will be developed (e.g. Shkodra) and wherever exist, the local action plans will be updated and expanded in line with the new territorial division

More specifically the project aims at: a) Community local led interventions- Support community empowerment initiatives by mobilizing communities to be self-organized and undertake self-help actions; b) Reinforcing of Roma and Egyptian representation in the local government decision making processes with a special focus on women, implement and monitor Roma and Egyptian local Action Plans; c) Focus on Roma and Egyptian local CSOs community interventions and strengthen their role in the community; d) Support through capacity building and grant schemes local initiatives of Roma and Egyptian CSOs in each of the four areas of intervention; e) Implement minimum 12 community-upgrading actions and projects (3 per each area) identified as priority actions in the selected regions.

The detailed activities of this work package are:

Act. 2.1. Support mobilisation and empowerment of the target group at the local level to enable them be the actor in inclusive local development, get self-organized and undertake self-help (actions and groups)

The project team will implement a Local Analyses Package in the selected segregates embedded in the coaching process. The result will be comprehensive analysis indicating for each region the areas of intervention, the target group assessment, identification of self-help actions and the cost-benefit analysis of each component. This analysis will be closely linked with the employment mapping.

Community Counselling Forums (CCF) will be established and strengthen to implement capacity development activities for community mobilization, self-help, advocacy, partnerships with local government, planning and implementation of development actions, projects etc. Minimum 20 community actions/ self-help activities will be generated, selected and implemented in each pilot municipality.

The following community events may be organized in each of the regions:

* Periodical meetings with representatives of local government institutions to get informed and address different community issues;
* Four sports/youth activities;
* At least two education promotion activity (youth literacy course, books reading sessions, women & children health information sessions) per region organized by community volunteers;
* At least one culture activity / year (theatre, music, dance and/or drama performance) aimed at raising awareness on a certain issue or problem identified during the community mobilization meetings;
* Periodical cleaning and greening of selected neighbourhoods as required together with educational activities on the need of safe, clean and healthy environment.
* Four events (1 in each region) to promote gender equality and women/girls potentials in economic development and empowerment.
* Four events (1 in each region) involving students to advocate on human rights, voluntarism, environmental protection etc.

Promotion of human rights and the principles of non-discrimination, rights of children, persons with disabilities and elderly, equality between men and women will be at the basis of community mobilization efforts at the local level. In this context, specific efforts will be devoted to ensure women participation in all activities at the local level. Specific activities to advocate on gender equality and respect for the rights and dignity of women and girls at the community level will be organized every year in the four project regions.

These activities shall be conducted in partnership with local governments, other CSOs and community based organizations.

Act. 2.2. Reinforce R&E representation in local governments’ decision making, planning and project implementation process

At local level, the activities will focus on improved representation of Roma and Egyptian communities in the local government decision-making level and on improved monitoring by these communities on identified development issues. This will be achieved through:

* Capacity Development Training provided to Municipality stakeholders on inclusive development, CLLD, communication- and practical tools to R&E inclusion;
* Facilitating the dialogue of local government with R&E CCFs, relevant CSOs/NGOs through participatory planning and action/project implementation exercises and in generation, identification of local projects to be supported;
* Supporting the local government, R&E Community Counselling Forums and CSOs to revise existing Local Community Development Action Plans as according to the territorial reform and prepare progress reports on the implementation of the existing R&E community development action plan in Tirana, Durres and Berat. A new local community development action plan will be developed in Shkoder municipality.

Act. 2.3. Provide support to organizational development of community counselling forums and NGOs/CSOs

A training programme for community counselling forums and NGO/CSOs, focusing on R&E inclusion and on practical implementation of each project pillar will be designed and implemented to make them able to sustain the inclusive and equitable development process starting in this project.

Act. 2.4. Support through capacity strengthening and provision of small grants to five (5) local development initiatives of Roma and Egyptian CSOs in each of the four areas of intervention

Following the capacity and trainings needs assessment and implementation of the trainings programme targeting R&E CSOs, a small-grant programme will be developed. The priority areas stipulated in the Action Plan for Roma and Egyptian Integration 2015-2020 will be the background for enabling direct interventions implemented by the R&E CSOs. An open call for proposals will be launched and up to twenty (20) small grants between 5.000- 15.000 Euro each will be selected for funding.

Local initiatives of local Roma and Egyptian CSOs will be supported through the small grant programme. These activities will contribute also to other program results as they will increase awareness, capacity and life skills of the participants. At the same time these activities will encourage networking and the value of volunteering to support community priorities.

The Small-Grants Application Package will be built in such a way as to take into account the result of the scoping exercise referring to sectors of intervention and the profile of the targeted CSOs, their administrative capacities, the activities to be supported, and the evaluation scores. The final draft of the Application Pack will be consulted with the stakeholders.

UNDP will manage the grant allocation process until the end. The final result will be the signature of some 20 grants contracts between EUR 5,000 and EUR 15,000. At least 2, and a maximum of 5 proposals for the region will be a part of those supported. The projects will be monitored regularly; they will be reported and be properly evaluated.

CSOs will be supported to get organized in an annual conference and 2 exchange visits will be organized to facilitate experience sharing and networking of local CSOs.

Act 2.5. Supporting Roma/Egyptian youth activism initiatives.

Roma and Egyptian female and male activists will be supported in various youth activism innovative initiatives. Activism initiatives in the four selected regions will be identified by CCFs and youth groups. The youth-led innovative activism initiatives will aim at strengthening the perception that young people can be very influential with their peers, younger peers, parents, mass media, the private and public sector, policymakers etc. A participatory approach will be applied in all activism initiatives and the main focus will be on the areas of health, education, environmental protection etc. At least 15 R&E youth innovative activism initiatives will be supported.

Act. 2.6. Implement Community Upgrading infrastructure (soft and hard) Projects (CUP) based on the Community Action Plans, identified as integrated priority actions in the selected segregates

Based on the Community Development Plans and the agreement reached for priority interventions in the different target areas, 12 (twelve) Community Upgrading Projects (CUP) – with an average value of EUR 75,000 per project – will be identified for implementation. The relevant technical documentation will be prepared by the benefitting local government unit. These projects may include both hard and social infrastructure including but not limited to road rehabilitation, bridge reconstruction, sewage systematization, the construction of intercultural community centres, kindergarten, health care facilities, infrastructure interventions for improving housing conditions etc.

The technical section of the local government units involved will be in charge of developing the technical designs taking into account and reflecting the local and regional regulations, development strategies, any investment plans and the relevant legal framework. UNDP will provide all the necessary assistance and expertise for supporting the preparation of the technical designs of the CUPs and will approve the final package. Alongside the facilitation of agreement between communities and local government units, the UNDP technical assistance will include mainly the preparation of the Terms of Reference for Works / Equipment / Supplies / Services to initiate the procurement process.

The implementation will be in close partnership with local government units of each region. UNDP will undertake the due procurement action and will be responsible for the bidder selection, contract signature, implementation, payments, monitoring, reporting, closure and hand over of each of the CUPs.

Work Package 3 - Procedures, models, tools and guidelines are established and made operational based on the Integrated Approach and a Behavioural Change Model to support better access of Roma and Egyptian communities to basic services and to foster a tolerant and inclusive society in Albania.

**3.1 Background information**

Roma and Egyptians are less likely to meet the eligibility criteria for social services because of the lack of personal documents or a formal residence transfer, illiteracy or inability to complete the application forms, highly complicated procedures, possession of ownership on lands they do not possess *de facto,* etc. Roma and Egyptian families who are not registered for social assistance or lack the documents necessary for entering this system also cannot benefit from a range of other services, including healthcare, social housing and free legal aid. As the National Action Plan on Roma and Egyptians highlights, there is limited monitoring of the provision of community services and coordination/referral to other support programmes (i.e. employment, housing, VET and education) to Roma and Egyptians. Family empowerment and other community-basedservices necessary for the prevention, protection and reintegration of street children and victims of human trafficking are limited. The project will particularly support MoSWY and MoES to focus on delivering integrated community based social services targeting children. It will support the early inclusion and parenting program featured to Roma and Egyptian communities by tailoring models of community based schools and child -care models. The project will develop child friendly programs in a participatory manner, where children of the R/E families can be provided with a safe environment with integrated programmes including play, recreation, education, health, and psychosocial support which will be delivered and/or information about services/supports provided. The activities will embrace elements of cultural mediation and create an environment for children to get protected from violence, exploitation and abuse. The project will develop protective capacities and a place to identify high-risk children and families and ensure access to social care services at local level. The Project will establish close linkages with the current initiatives of the State Agency for Children’s Rights and key NGOs in the area to continue the initiative on protection and care for children and families in street situation, by strengthening family based programs in order to prevent further marginalization of children. The project will prepare ‘packages’(including guidelines, cases, tools and procedures), based on the integrated approach to support better access to social, health and education services targeting R&E communities.

A network of community centers will be established and their partnership for integrated social services will be supported. The project will establish the program on communication for behaviour change model to influence attitudes and behaviours of public servants at national and local level. This will be achieved through a capacity building program, national curricula, social media campaigns and media tools, as well as mentoring and on the job coaching. This model will be piloted at the local level in the four selected regions.

The detailed activities of this work package are:

Act. 3.1. Prepare and pilot ‘packages’ of integrated social services (including engendered guidelines, cases, tools and procedures), based on the integrated and family approach to support better access of R&E to social, health and education services

As the National Action Plan on Roma and Egyptians highlights, there is limited monitoring of the provision of community services and coordination/referral to other support programmes (i.e. employment, housing, VET and education) for Roma and Egyptians. Family empowerment and other community-basedservices necessary for the prevention, protection and reintegration of street children and victims of human trafficking are limited.

The project will support MoSWY to assess and develop capacities, tools, and methodologies to strengthen community based services and human capacities in service provision through community based social work program as part of the social care services provided by local government.

In addition, the project will conduct health outreach services and health educational programs tailored to the needs of communities.Many Roma and Egyptians cannot visit the family doctor or get immunisation services, due to inability to officially transfer the residence or due to lacking personal documents or health insurance. Many Roma families live on waste collection sites or on the street, so they cannot obtain the necessary documents and at the same time they have significant health risks because of the living conditions. Roma and Egyptians face communication issues[[62]](#footnote-63), direct and indirect discrimination, so they seek medical help only in advanced stages of the illness. They are unable to pay for health services and medication, and are sometimes not registered with the social protection system so they cannot benefit from the price reduction and reimbursement schemes. For the above mentioned reasons and others, the project will support community outreach health education and service provision by carrying out health and education activities related to prevention measures and health check-ups to promote healthy behaviours among Roma and Egyptian communities in Albania. Local health professionals will be supported to be able to reach R/E families in every neighbourhood or settlement in order to make the community members benefit from the mainstream services provided for the wider population. Various community outreach methodologies/approaches will be adopted aiming at prevention, healthy lifestyles and early treatment. In line with the National Action Plan on Roma and Egyptians, which envisions the establishment of mobile units of health personnel in order to facilitate outreach and provide healthcare services to the most vulnerable communities, the project activities will support the periodical activities of these mobile units.

Besides the above mentioned activities, the project will support R&E citizens to benefit from the civil registration process and support the establishment of a network of community centers for integrated social services in partnership with NGOs.

Act. 3.2 Support models for inclusive education and disaggregation

The project will particularly support MoSWY and MoES to focus on delivering community based social services targeting families and children. It will support the early inclusion and parenting program featured to Roma and Egyptian communities by tailoring models of community based schools and other child -care models. The project will develop child friendly programs in a participatory manner, where children of the R/E families can be provided with a safe environment with integrated programmes including play, recreation, education, health, and psychosocial support which will be delivered and/or information about services/supports provided. These activities will embrace elements of cultural mediation and create an environment for children to get protected from violence, exploitation and abuse. The project will support the initiative of the Ministry of Education and Sports on schools functioning as Community Centres in the pilot municipalities and sharing of learning of this model at the regional and national level. At least one school in each of the selected segregates will be supported to pilot the initiative.

Ministry of Education and Sports will be supported to review the programme of early part-time primary education adapting it better to the needs of the Roma and Egyptian beneficiaries.

Act. 3.3. Set up and implement the tools needed for efficient communication and extended Intercultural Dialogue to increase the efficiency of the project efforts for R&E inclusion

The project will prepare a Communication Strategy and Action Plan as part of the project implementation covering external and internal project communication. The Communication Plan aims to raise advocate for cultural diversity as a European value, promote participation of project beneficiaries in decisions that affect their lives. The Plan aims to provide timely information on the progress of the project, development works implemented which are expected to have a long lasting impact on the lives of Roma and Egyptian community members. The Plan also aims to advocate for strengthened capacities of Roma civil society who can in turn serve as great advocates for their social economic empowerment of Roma and Egyptian Communities.

Moreover, this Plan aims to inform the general public that advancing the social inclusion agenda will impact Albania’s EU integration journey.

The project will contribute to overcoming the boundaries that separate R&E groups and others by generating intercultural dialogue at national and local level, empower intercultural social hubs to go beyond dialogue to take concrete actions that reflect an understanding and appreciation of cultural diversity.

The main communication and visibility outputs will consist of:

* A high Profile media event to launch the Action and highlight its objectives and involved partners. This event will be organized in one of the project areas.
* Several public events in the project regions with involvement of beneficiaries and main stakeholders such as commemoration of International Roma Day and other Internationally marked days
* Photo brochures on the Action’s performance.
* Quarterly newsletters highlighting the activities of the Action and their impact.
* Documentaries to highlight project results.
* Capacity building workshop for media and organisations that report on cultural diversity.
* Participation in talk shows on broadcast media such as radio and television
* Utilization of Social Media to disseminate information on project results.
* Commemoration of Internationally marked days
* Drawing Contest with 9th year school children ( one per region)
* Best Practices Brochure at the end of the Action.
* Production of a series of video diaries : One day in the life of A Roma/Egyptian
* A photographer to document the status before and after the intervention.
* Involve the Cultural Diversity Goodwill Ambassadors in all public events.
* Missions to programme areas with representatives of the EU, UNDP as well as Central and Local governments.
* Production of promotional items such as pens, t-shirts, mugs, hats, USBs and notebooks.

Act. 3.4. Set up and implement Behaviour Change Models to influence attitudes and behaviours of public servants at national and local level

The project team including experts will prepare methodology, tools and national curricula aiming to influence attitudes of public servants and service providers towards R&E communities. A capacity development programme will be developed, providing mentoring and on the job coaching to relevant public servants and service providers. The project will pilot the behaviour change model at the local level in the four selected regions. Mainstreaming gender in the methodology, tools and national curricula will be an inseparable aspect of such deliverables.

Work Package 4- Providing support to the implementation, monitoring and evaluation of the National Action Plan for Roma and Egyptian Integration in the Republic of Albania, 2015-2020 at the national, regional and local level

**4.1 Background information**

The following set of activities will deal with the political and institutional environment affecting R&E target groups in Albania. The action will be focussed in the central government level and will target national R&E s**t**ructures, independent institutions as well as the local ones. MoSWY is in charge of the policy making with relation to Roma and Egyptian communities. While the Directory of Social Inclusion and Gender Equality is the directory responsible for coordinating within MoSWY and with line ministries the implementation and monitoring of the policies affecting Roma and Egyptian communities. At the national level, the actions will aim to strengthen the capacity of the government to monitor implementation of the National Action Plan on Roma and Egyptian Integration. The Inter-ministerial Committee members will be trained through training sessions that will be delivered with focus on policies and measures promoting the vulnerable groups. The Project will also support the improvement and updating of the National Electronic Data Collection System ROMALB and establishment and effective functioning of a data collection system at the local level (in the four project regions) with engendered disaggregated data on Roma and Egyptians to assist local level monitoring and reporting. The project will support training, on an annual basis, of local potential users of the system, so that web-based reporting and monitoring system is also duly utilized by the relevant local stakeholders. Sustainability of the full data collection (entry) on the local level will be ensured through the involvement and support of the local governments.

Technical expertise will be provided to review the new functions and develop capacity building programmes needed to perform the new mandated tasks to the Directory of Social Inclusion and Gender Equality. Though the project will be implemented by UNDP, MoSWY, as the main government partner in the project implementation, will receive technical support on issues related to project management cycle, with the aim of increasing their capacities in the management of donors support projects.

Capacity support to line ministries reinforces the role that MoSWY plays to provide leadership across all government units in the design and implementation of socially inclusive policy responses. The civil servants of several line ministries will be trained to make their policies responsive to the needs of various vulnerable groups as well as to plan, prioritize, budget and finance specific programmes that benefit a broad range of women and men.

In line with the National Action Plan, the Ministry of Social Welfare and Youth will be supported to organize six-monthly meetings of Roma focal points in ministries and civil society stakeholders (including Roma and Egyptians) to provide updates on Action Plan implementation and resolve any problems. At the beginning of every calendar year, meetings will be organized with all line ministries responsible for Action Plan implementation to discuss priority actions and possible cooperation with other stakeholders. A joint EU - Government dialogue seminar on Roma and Egyptian inclusion will be supported in the first year of project implementation to promote dialogue and accountability. Capacity development will be provided to staff of existing and new structures in line with the coming (2016) territorial and social care reforms to make local and central government officials enable to deal with specific issues of R&E inclusion. Networking of researchers and professionals will be supported for evidence based policy practice on Roma and Egyptian inclusion issues.

The detailed activities of this work package are:

Act. 4.1. Raise capacities of the relevant bodies of MoSWY to coordinate, monitor and evaluate the implementation of the National Action Plan on Roma and Egyptian Integration, 2015-2020.

At the national level, the actions will aim to strengthen the capacity of the government to coordinate, monitor and evaluate implementation of the National Action Plan on Roma and Egyptian Integration. The Inter-ministerial Committee members will be trained through training sessions that will be delivered with focus on policies and measures promoting the vulnerable groups. The Project will also support the improvement and updating of the National Electronic Data Collection System ROMALB and establishment and effective functioning of the data collection system at the national and local level (in the four project regions) with engendered disaggregated data on Roma and Egyptians to assist local level monitoring and reporting. Technically it will be a web-based reporting and monitoring system, which will be utilized by Directory of Social Inclusion and Gender Equality, MoSWY and other line ministries. The system will be designed to provide the following functions:

* Data collection: an interface will be available for entering data for each data collection unit type. Data collection units are: schools, kindergartens, health centers, MoSWY local units, municipalities, civil offices etc. Reporting system: an interface will be available for accessing pre-calculated reports and indicators. The user interface shall offer the capability to modify existing reports and even create new reports from scratch.
* User management: an interface will be available to add, modify, activate, de-activate the users of the system, according to pre-defined security policies.
* Access control: an interface will be available to control access to different parts of the system, according to pre-defined security policies.

The project will support the training, on an annual basis, of local users of the system, so that web-based reporting and monitoring system is also duly utilized by the relevant local stakeholders. Sustainability of the full data collection (entry) on the local level will be ensured through the involvement and support of the local governments.

Technical expertise will be provided to review the new functions and develop capacity building programmes needed to perform the new mandated tasks to the Directory of Social Inclusion and Gender Equality.

In addition, the project will support the government to develop a **National Situational Analyses on Roma and Egyptians in Albania**. The situation analyses will help the government to understand the current situation and to design policies that respond to the real needs of these two communities.

Act. 4.2. Support line ministries to design inclusive policy responses and implement the actions of the National Action Plan on Roma and Egyptian Integration

Capacity support to line ministries reinforces the role that MoSWY plays to provide leadership across all government units in the design and implementation of socially inclusive policy responses. The civil servants of several line ministries will be trained to make their policies responsive to the needs of various vulnerable groups as well as to plan, prioritize, budget and finance specific programmes that benefit a broad range of women and men.

In line with the National Action Plan, the Ministry of Social Welfare and Youth will be supported to organize six-monthly meetings of Roma focal points in ministries and civil society stakeholders (including Roma and Egyptians) to provide updates on Action Plan implementation and resolve any problems. At the beginning of every calendar year, meetings will be organized with all line ministries responsible for Action Plan implementation to discuss priority actions and possible cooperation with other stakeholders. The project will support MoSWY to implement monitoring visits at relevant local government units and the Council of Regions, and to discuss and share the results on inter-ministerial meetings.

Act. 4.3. Provide capacity development training to local and central government officials aligned with territorial and social care reforms

The ongoing territorial reform and local government elections of 2015 caused significant changes in the set-up of LGUs. The social care reform will identify the due roles and responsibilities of the LGUs and de-centralized office of central government (education, health, social services, employment) at the local level regarding delivery of inclusive services to different vulnerable groups. In this context, capacity building support will be provided to the existing and new structures to enable them to deal with specific issues of R&E inclusion.

Act. 4.4. Support the set up and strengthening of stakeholder partnerships, coordination and networking to mobilize relevant organizations, create synergies between development activities and avoid overlapping

Implementation of the National Action Plan and Roma and Egyptian issues monitoring in general is done by the Inter-ministerial Committee consisting of Deputy Ministers covering the relevant sectors[[63]](#footnote-64). Civil society organizations also play an important role in raising awareness about any problems in implementation and supporting the data collection processes. Being in direct contact with Roma and Egyptian communities, civil society organizations are well placed to learn lessons from policy implementation and their dynamic issues. In any case there is noted low level of coordination between institutions and the civil society.

MoSWY will take a proactive role in mapping and coordinating the work of several partners working in the area of Roma and Egyptian inclusion to be able to target bigger number of Roma and Egyptian beneficiaries, to create synergies in the development results as well as to avoid overlapping.

Professionals in this area will be supported to network and provide peer support. MoSWY will be supported in set up a Coordinating Forum for R&E inclusion with participation of relevant governmental and non-governmental organizations, including R&E local representatives from the pilot areas.

### 2.1.2.Methodology

### 2.1.2.1 Guiding Principles

In the realization of the project goals UNDP follows successfully proven methodological principles, which distinguishes the work of UNDP in inclusion initiatives developed through and applied in previous experiences built around the concept of area-based (territorial approach) and human development grounded in the following key principles (pls. see below). This methodological approach fully meets with expectations and the related development tools comprehensively serve the implementation of the EU Roma policy. The project’s methodological principles are based on crosstalk with the Community Led Local Development (CLLD) method that is recommended by the EU Commission as a tool to Roma inclusion.

**The territorial approach.** Area-based development (ABD) addresses some of the complexities faced by those involved in development. These complexities lie in the endless variables involved in development approaches, including the wide variety of local needs, the multiplicity of people and organizations, the complexities of public bodies and the fact that territorial development requires both a top-down and bottom-up approach. Such an approach calls upon the resources of government and the territory, as well as the energy of local people.

With the ABD approach, development begins with rebuilding trust and rediscovering local resources. The key challenge here is to help communities living in the given territory to understand that the first thing they need for development is not funds, but rather their ownership and willingness to act. Thus, the primary drivers of the ABD process are the communal desire and capacity to act and the ability to mobilize territorial resources and localize development.

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*Figure 1. Integrated Territorial Development for Social Inclusion*

**Participation.** A real local progress takes place only when the target community is actively involved by becoming actor instead of being passive recipient in development. Investing in inclusive development is not simply to provide external input, like information, training advice and funds, but expanding marginalized R&E communities’ ambition, skills, organization and connecting people as a first measure of inclusion, making the whole social development process more efficient and sustainable. This is a key principle to ensure active involvement of all key stakeholders, the government and the municipality, institutions and businesses and the civil society including targeted disadvantaged R&E communities of women and men, in planning and implementation of integrated interventions at the place of problem by providing fund and expertise, in addition to expanding people’s knowledge, skills and ownership of the process.

**Motivation and commitment** of those targetedby the goals of development, and self-confidence to contribute to the implementation, as principle will be realized through the tool of community coaching.

**Everyone’s development.** Everyone can have ideas, and everyone can contribute. A truly inclusive development means making use of the creative force of all the members of the community and ensuring their equal and active participation and voice. This principle will be realized by empowering self-help groups and social hubs across development measures.

**Enhanced social organization** of communities, directly relating to their quality of life and the economic potentials will be realized by diverse capacity development activities touching all stakeholder groups.

**Complexity.** Recognizing and addressing the complexity of the development process laying in the variety of needs, the multiplicity of people and organizations involved and the complex pattern of public bodies is the approach to increase the efficiency of the project implementation and avoid unbalanced decision making and sectoral interventions.

**Integrated development (multi-sectoral and multi-stakeholder)** provides channels for harnessing the resources and energies of relevant bodies to coherent and coordinated development actions and process ensuring synergic results.

**Disaggregation,** targeting to avoid the separation of disadvantaged Roma groups by eliminating regulations, customs, or practices under which they restricted to specific or separate public facilities, neighbourhoods, schools, organizations.

**Ensuring the dual** **top-down and bottom-up in character** ofthe needed decision making and implementation process is calling upon the resources of government and the energy of the target communities.

**Intercultural dialogue.** Open interactions between individuals from different cultural backgrounds, with the objective of understanding each others’ worldview, give people a chance to understand the origin of their differences, but also to appreciate the similarities they share. Intercultural dialogue is an important step in overcoming the boundaries that separate majority and R&E groups for understanding and appreciation of cultural diversity.

**Strengthened social communication**. Sharing information and best practices in the course of implementation of the above principles strengthens and ensures both the horizontal and vertical cooperation and communication, thereby enhancing and re-patterning social organization and creating new resource and funding opportunities.

**Gender mainstreaming.** Assessing the different implications for women and men alongside all planned inputs and actions taken in all areas and levels of intervention as foreseen in this proposal will ensure deliverables that are gender sensitive and reflect gender equality considerations.

The selected methodology combines capacity building on individual and organizational level, with financial and political support to both selected local and central government so as to ensure the sustainability after the funding ends. All three pillars interact during the whole duration of the project and are designed as such as to produce tangible and measurable results.

The CSO capacity building has been designed to be exercised and tried in real life situations of:

a) local planning, including the design, implementation and evaluation of community projects,

b) identification of high potential individuals and their support through coaching,

c) identification of new sources of finance and programmes adapted to Roma and Egyptian communities and help to them prepare quality proposals,

d) support to Roma and Egyptian CSO to actively participate in national and regional forums and policy-making forums.

Each component has been carefully drafted to include the individual dimension in the organizational and political component. Hence the project has adopted this three-pronged approach targeting high-potential individuals, successful businesses and government (being it local and or national). The political support is necessary for the integration of the Roma and Egyptian communities in the regional and national policy-making mechanisms. The local government has been involved through the joint-planning and implementation of the Community Small Projects as a part of the three-year community development plans. The national level is involved through the implication of the Directory of Social Inclusion and Gender Equality within the Ministry of Social Welfare and Youth.

The financial support is represented through the competitive grant allocation scheme directed both to the Roma and Egyptian CSO. By earmarking certain amounts to finance the community projects, the project makes possible the reinforcement of the capacity building effect through real-life situations where the beneficiaries have to compete and contribute themselves to see their projects implemented. By doing so, they will be equipped and get the necessary skills to compete in the other situations where the playground will be open to other actors as well.

An important methodological angle of the project will be the development of common instruments & tools to be used for the, a) assessment, b) training and c) project development taking place in different work packages. At the same time, training sessions will be built-up with modules that can be inter-changeable and used in different training sessions not-withstanding the module.

The proposed EU funded project comes as a follow-up of “Supporting Social Inclusion of Roma and Egyptian Communities” project worth around 1.5 million EUR which supported participatory planning, employment opportunities and institutional strengthening in Berat, Korçe and Vlore, as well as institutional strengthening of central government. The proposed EU funded project would built on the experience gained and lessons learned while expanding the interventions in three other regions including Tirana, Durres and Shkoder, as well as continuing and complementing the work of the UN project with the central government.

The proposed project will cooperate with UN Support to Social Inclusion programme which aims at assisting in the effective elaboration and implementation of the Government of Albania's new Strategy for Social Inclusion Policies. It supports the Albanian Government in establishing an extended dialogue with social partners in the country. The main emphases is put on building capacities of institutions at central and local levels and enhance participation of civil society and citizens as rights holders in the national social inclusion processes. The programme encourages the further development of local initiatives to reduce inequalities and promote social and economic inclusion for vulnerable groups, with special focus on Roma and Egyptian groups and people with disabilities anti-discriminatory measures for groups vulnerable to social and economic exclusion.

The project interventions will ensure coordination and exchanges with other related EU funded programs in the country. A new IPA 2015 Action Programme for Albania under the title “ Sector Reform Contract (SRC) to support Employment and Skills” is being discussed between EU and the Government of Albania in support of the Employment, Skills and Social Policy (ESSP) Sector comprised of four main sub-sectors: 1) Social Inclusion; 2) Pension / Social Insurance; 3) Social Assistance, Disability and Social Care; and, 4) Employability / Employment and Skills.

IPA II support to the ESSP sector, and specifically to the employment and skills sub-sector outlines the following specific objectives: (1)to increase labour market participation and provide job opportunities for all, (2)to increase quality and coverage of vocational education and training ,.(3)to improve the quality and effectiveness of labour market institutions and services, including the bodies responsible for the implementation of NESS 2014-2020.

Regular contacts will be held also with the second phase of the IPA regional project "Technical Assistance for Civil Society Organisations" (TACSO) which is covering the Western Balkans and Turkey, aiming to increase the capacity of civil society organisations and to strengthen their role within a participative democracy, including strengthening the overall public image and accountability of civil society organisations.

This new project will also learn from the lessons learnt of the “People2People programme” worth 4 million EUR supports since January 2009, IPA funded. The programme fostered dialogue between governments, civil society organisations and EU institutions in the context of the pre-enlargement strategy, targeting, among others, NGOs dealing with acquis-related subjects such as non-discrimination, human rights groups, including minorities' defence groups, human rights activists and legal aid offices.

The Council of Europe funded Project “Promoting human rights and protecting minorities by building an active regional network of relevant bodies that foster the implementation of national legislation in line with European standards and practices” has set up and nurture an active regional network in the Western Balkans of relevant bodies involved in promoting human rights and in protecting minorities, especially but not exclusively made of the national minority councils and ombudsmen. The aim of the project was to focus on the implementation of existing legislation in line with European standards and practices, starting with but not limited to anti-discrimination norms.

 Monitoring and evaluation will be conducted in accordance with UNDP monitoring and evaluation plan. As an integral part of the project, 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 project

Two main means will be used as the basis for monitoring the progress of project implementation:

* detailed annual work plans and
* monitoring field visits.

The work-plan will give indications of the activities to be implemented under each work package. It will describe in detail the required inputs and the expected results within a given timeframe. The project staff will carry out field visits at regular intervals to verify the progress and interact with the target group. This will help assess how the project is affecting these groups (directly or indirectly, positively or negatively).

The following elements are part of the monitoring and evaluation system of the project:

* baseline data and indicators for the Project will be established at the beginning of the project, upon the completion of the Strategic development plans as outlines in Work Package 2;
* a performance monitoring framework for the Project will be developed;
* a comprehensive results report on progress will be produced on an annual basis;
* an annual review of the Project will be conducted jointly with the Albanian Government, Donor and other key partners and the findings will be used to fine tune the upcoming annual work plan and activities.

The local authorities of the four selected locations of Tirana, Durres, Shkoder and Berat will actively participate in the project. The Directory of Social Inclusion and Gender Equality will be a key player for the project as well. During the lifetime of the project R&E CSOs will be identified and actively involved in the project. Specialised organisations with experience in employment & business development affecting R&E target groups will be actively involved in the project and will provide the relevant expertise with relation to the “Active Labour Employment Measures for Roma and Egyptian communities”. Specialized organizations in social protection and care will be engaged to implement specific parts of the result 3.

The project 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 Social Inclusion Sector Working group (with the participation of bilateral, multilateral donors and UN organizations,) also dealing Roma issues, will be used extensively for bringing on board new partners and maximizing the impact of project interventions.

### 2.1.2.2. Management Arrangements

A Project Management Committee (Project Board) will be established to oversee and coordinate the operations of this project. The PMC will oversee the overall implementation of Project activities. It will provide strategic guidance and approve the Annual Work Plans (AWP) and budgets. It will act as principal supervisory body for implementation of the project and provide policy guidance and recommendation regarding project 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 an EU Delegation representative, the UNDP Resident Representative/Country Director, a high representative of the MoSWY, a representative from the Ministry of European Integration, a representative of the Regional Authorities benefiting from the project, and a representative of a civil society organization.

* A National Project Manager (PM) will be hired by UNDP 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 project, 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 PMC committee orientations. The National Project Manager will have a strong background in ethnic or vulnerable communities’ issues and will supervise the daily implementation of the project, 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 Social Welfare and Youth and other key stakeholders and governmental agencies to build capacities, to improve minority policies), and to support training and advocacy.
* At the national level a Social Inclusion Coordinator will be hired by UNDP and will act as advisor and technical expert on all aspects of the project activities areas. The Social Inclusion Coordinator will have a strong background in ethnic or vulnerable communities’ issues and on social inclusion.
* At the national level a Project Engineer will be hired by UNDP and will monitor and facilitate the infrastructure project interventions.
* At the national level an Employment Coordinator will be hired by UNDP and will act as advisor and technical expert on all employment aspects of the project.
* At the national level a Community Development Coordinator will be hired by UNDP and will act as advisor and technical expert on the community development initiatives of the project, such as capacity strengthening of Roma and Egyptian CSOs and Local Community Development Plans for each segregate.
* At the regional level, four Local Coordinators (LCs) will work with the partnering local authority units to implement project activities. The Local Coordinators will develop annual and quarterly work plans for implementing the project activities in the different beneficiary municipalities and quarters in his/ her region in close partnership with local CSOs and stakeholders. She / He will report regularly to the Project Manager.
* A Finance Assistant will provide the administration, operation and financial support to all staff. He/she will be assisting the PM all financial, procurement and administrative issues of the project following UNDP rules and regulations.
* A Programme and Public Information Assistant will be hired to support the project throughout its implementation and will provide support to the PM in different programming and public information aspects during project implementation..
* Roma/Egyptian people working with their peers at the community level will be engaged as Community Exchange Workers. Working with the CCFs, the Community Exchange Workers will be active agents to implement the tasks at the community level in close cooperation with other project staff.

Technical experts and consultants of different specializations, especially targeting expertise in access to right and basic services and employment and business development for Roma and Egyptian will be hired as per the project needs.

The main means requested for the implementation of the project will be transport equipment, office equipment and office supplies.

The main Government partner responsible for coordination of the planned actions will be MoSWY, with the focal point being within the Directorate of Social Inclusion and Gender Equality, taking the lead in coordinating the work with the other government agencies. Specifically the main government partners for the project will undertake the following:

The MoSWY, being a key institution in covering vulnerable minority issues will be the main partner for the implementation of several components of the project, ensuring coordination with the line Ministries as well as with local government authorities at regional or municipal level. The MoSWY will also ensure the commitment and contribution to the project results of various institutions under its own jurisdiction such as the National Employment Service, State Social Service in Tirana and in the regions as well as of the public vocational schools in Tirane, Durres, Shkoder and Berat. MOSWY will also lead coordination efforts with other line ministries such as Ministry of Education and Sports, Ministry of Health, etc for the implementation of action activities that relate to the work of these structures.

The regional and local authorities of Tirane, Durres, Shkoder and Berat will be the key partners in implementing the activities of the project at the local level. 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.

Civil Society Organizations (CSOs) (R&E and non R&E) 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 projects coming out from the call for grant proposals.

The Institute of Training of Public Administration will be partnering with the project for implementing the capacity building component for civil servants at the central and local level.

### 2.1.2.3. Communication and visibility

Pursuing signature of the Action a detailed ‘Inclusive Society’ Project Communication Plan will be prepared and pave the way for all communication and visibility activities that will be implemented throughout the duration of the Action. All communication and visibility activities will be guided by the [Joint Visibility Guidelines for EC-UN actions in the field](https://ec.europa.eu/europeaid/node/45481)[[64]](#footnote-65)and carried out in close cooperation with the Delegation of the European Union.

Innovative methods for promoting the values held by the Roma and Egyptian communities as well as positive role models are expected to be underlined in the Communication Strategy and Action Plan as a way for increasing public awareness and ensuring greater acceptance and integration in the mainstream society. The following outputs are part of the set of activities no 3.3.

The main communication and visibility outputs of the action consist of:

 • A high profile media event to launch the Action and highlight its objectives as well as

introduce its partners. This event will be organized in one of the project areas.

• Several public events in the project regions with involvement of beneficiaries and main

stakeholders such as the commemoration of International Roma day and other Internationally

marked days.

• Photo brochures on the Action’s performance.

• Quarterly newsletters highlighting the activities of the Action and its impact.

• Documentaries to highlight project results.

• Capacity building workshop for media/reports who report on cultural diversity.

• Participation in talk shows through broadcast media such as radio and television shows.

• Utilization of Social Media to disseminate information on project results.

• Commemoration of Internationally marked days.

• Drawing Contest with 9th year school children ( one per region) .

• Towards the end of the Action, publication of brochures highlighting best practices.

• Production of a video diary series : One day in the life of A Roma/Egyptian.

 Involvement of the Cultural Diversity Goodwill Ambassadors in all public events.

• Missions to project areas with representatives of the EU, UNDP as well as the central and

local governments.

• Production of promotional items such as pens, t-shirts, mugs, hats, USBs and note books.

The Action, through the communication and visibility plan intends to raise the profile of Roma and Egyptian communities and ensure engagement of Civil Society Organizations and young Roma and Egyptian activists in advocacy campaigns and implementation of awareness activities as a way to capitalize on positive synergies and maximize the impact, thereby achieving the common goal of improving the quality of life for Roma and Egyptians in Albania.

The project will ensure visibility according to the Joint Visibility Guidelines for EC-UN Actions in the Field adopted in 2008 and in compliance with Article 11 of the FAFA and Article 8 of the General Conditions.[[65]](#footnote-66)

The Communication and Visibility Plan is annexed to the present agreement as Annex VI

### 2.1.3. Indicative action plan for implementing the action

The duration of the action will be 36 months.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **Year 1** | **Year 2** | **Year 3** |  |
|  |  | Semester 1 | Semester 2 | Sem.3 | Sem. 4 | Sem.5 |  |
| Activity | M (-1) & (-2) | Month 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |  |  |  | Implementing body |
| Signature of the Contribution Agreement, Core project staff selected, project management procedures drafted and operational, project launched. | x |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| WP1 |
| 1.1. Carry out a mapping of the working age R&E women and men in each project site, disaggregated by age, gender, employment / income generation / unemployment / long-term, etc. status/ employment needs / aspirations / areas of immediate support in the field of employment. |  | x | x | x | x |  |  |  |  |  |  |  |  |  |  |  | UNDP |
| 1.2. Provision of general employability training (including basic literacy/ life skills) to empower and motivate R&E citizens to enter the labour market. |  |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 1.3. Design, operationalize and pilot 5 employment promotion programmes tailored to the needs of the R&E communities.  |  |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 1.4. Capacity support to the National Employment Service and/or other implementing partners for the implementation, monitoring and evaluation of employment promotion measures targeting Roma and Egyptian women and men. |  |  |  | x | x | x | x |  |  | x | x | x | x | x | x | x | UNDP |
| 1.5. Local employment mediators /coaches identified, trained and placed within the NES offices in the targeted regions. |  |  |  | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| WP2 |
| 2.1. Support mobilisation and empowerment of the target group at the local level to enable them be the actor in inclusive local development, get self-organized and undertake self-help (actions and groups). |  | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 2.2. Reinforce R&E representation in local governments’ decision making, planning and project implementation process. |  | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 2.3. Provide support to organizational development of local community based organizations and self-help groups. |  | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 2.4. Support through capacity building and grant schemes five (5) local initiatives of Roma and Egyptian CSOs in each of the four areas of intervention. |  |  |  |  |  |  | x | x | x | x | x | x | x | x | x | x | UNDP |
| 2.5. Supporting Roma/Egyptian youth activism initiatives. |  |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 2.6. Implement 12 Community Upgrading Projects (CUP) soft and hard based on the Community Action Plans, identified as integrated priority actions in the selected segregates. |  |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| WP3 |
| 3.1. Prepare and pilot ‘packages’ of integrated social services (including guidelines, cases, tools and procedures), based on the integrated and family approach to support better access of R&E to social, health and education services. |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 3.2 Support models for inclusive education and desegregation. |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 3.3. Set up and implement the tools needed for efficient communication and extended Intercultural Dialogue to increase the efficiency of the project efforts for R&E inclusion. |  |  |  | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 3.4. Set up and implement Behaviour Change Models to influence attitudes and behaviours of public servants at national and local level. |  |  |  |  |  | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| WP4 |
| 4.1. Raise capacities of the relevant bodies of MoSWY to coordinate, monitor and evaluate the implementation of the National Action Plan on Roma and Egyptian Integration, 2015-2020. |  | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| 4.2. Support line ministries to design inclusive policy responses and implement the actions of the National Action Plan on Roma and Egyptian Integration. |  | x | x |  |  | x | x |  |  | x | x |  |  |  | x | x | UNDP |
| 4.3. Provide capacity development training to local and central government officials aligned with territorial and social care reforms.  |  |  |  |  |  |  |  | x | x |  |  | x | x | x | x | x | UNDP |
| 4.4. Support the set up and strengthening of stakeholder partnerships, coordination and networking to mobilize relevant organizations, create synergies between development activities and avoid overlapping. | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x | UNDP |
| Project closure event |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x | UNDP |

### 2.1.4. Sustainability of the action

To foster sustainability, the project activities have been formulated on the basis of the following three-pronged approach.

First, the Project is in line with the Government of Albania policy 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: the Albanian Government has committed itself to the EU and other International institution principles aiming to improve the situation of vulnerable groups.

Second, the activities implemented will be integrated in policy and programme development of the Government at the national and local level. This component will more evident in the local level where the input of the R&E communities will be more visible and the expected results more tangible and measurable. It is to be expected that a more active participation in the local government politics, will result in local politicians being more accountable to their electorate.

The support given to the R&E private initiatives is expected to increase the chances of survival of the existing R&E businesses and also contribute for better chances at the start up phase of the green-field investment, i.e. new business activities that start from scratch. The non-reimbursable grants will contribute to lowering the sunk costs as well as the profitability threshold of those businesses by sparing them a part of fixed investments, administrative costs, marketing, etc.

Finally, sustainability will be enhanced by linking the Project to other initiatives targeting R&E Communities and / or being of interest to them, being implemented by other organizations working in the area of R&E empowerment, promotion of human rights and social inclusion policies, regional development, youth participation, employment and migration. UNDP has an indicative list of the actors involved in the R&E communities in the selected areas and its updating will be a by-product of the assessment component of the project.

The action will have quantifiable and measurable impact in the form of 12 community upgrading projects identified by the local communities, and implemented in a sustainable manner. The increased knowledge of civil society organisations' members in R&E Communities on human rights, relevant policies and mechanisms to promote these rights (based on training needs assessment of civil society organizations) will be measured through the high number of R&E civil society organisations advocacy actions that will be supported and promote rights of the R&E population (baseline – very limited number of actions at the community level)

On the central level, the impact will be measured through the number and quality of annual progress reports prepared with input and feedback from line ministries and civil society (two yearly reports).

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 project. Civil society will also be encouraged to continue their work to the benefit of vulnerable communities, support local and regional authorities in this regard and also make them accountable in their undertakings.

The success of the project will depend on a large degree on the willingness of the R&E community to take in its own hands it own affairs and be pro-active in determining the projects that benefit their community the most.

The political context is paramount for the successful implementation and sustainability of the Project achievements. We assume that both the central and local government will continue to actively support the R&E initiatives.

The above initiatives will remain only a list of good intentions if not backed by concrete engagements by the Government, the financial support being the most important. The Project will realize its objectives if the beneficiaries continue to be backed in their initiatives and if the economic and financial crisis that is affecting Europe does not rupture the economic sector activities in the selected R&E businesses.

The main preconditions are social, political and economic. The social and economic conditions of a successful project will depend also on the degree in which the world crisis and its effects will affect Albania. It is to be expected that the R&E communities being part of the most vulnerable groups will be amongst those that will feel the first and deeper impact of the crisis.

No political factor affecting the project is foreseeable in the current situation.

The following assumptions will condition the degree of success of the project

1. Willingness of local government to sustain initiatives.
2. Local Governments and Communities able to work in partnership.
3. Communities are willing to discuss their concerns with local government
4. R&E civil society organisations understand the need for improving their capacities and participating in the project activities.
5. R&E communities’ members are interested in being informed on civic/minority rights and social integration.
6. Heterogeneity of R&E Communities is being accounted for.
7. Formalisation of R&E small businesses would lead to sufficient benefits for the entrepreneur compared to the costs.
8. Willingness of business to employ Roma and Egyptians.
9. Business development support is appropriate to entrepreneurial circumstances.
10. MoSWY effectively engages in a dialogue with local government structures on the implementation of National Action Plan on Roma and Egyptians.
11. Continued commitment from central and local governments for the social inclusion and integration of Roma and Egyptian communities.

The financial sustainability will be translated in three levels:

On the central and local government level, it will be aimed to include the cost of the actions that are to continue after the end of the project, in the central and / or local government budget.

At the NGO level the project will certainly assist them to participate in every financing possibility that is presented during the lifetime of the project so as to diversify their sources of finance and cover their income after the end of the project.

In the R&E entrepreneurship level, the project will cover the start up & certain equipment costs which will lower the financial burden on the R&E businessman. The project will also cover certain costs of marketing of their products.

At the employment level, at least one of the employment promotion measures piloted in the frame of the project will be mainstreamed among the measures implemented by NES.

MoSWY is committed to implement the project in cooperation with line Ministries, local government units and civil society.

The institutional sustainability will be translated in stronger regional representation of R&E communities, in more versatile & professional R&E NGOs, and in a more active Directory of Social Inclusion and Equal Opportunities within MoSWY.

Consolidation of web-based reporting and monitoring system will assist policy decisions at the national level on priority actions and funding allocations.

The environmental sustainability will be conditioned during the preparation of TORs and ITT of the business projects and community development projects.

### 2.1.5. Logical Framework

Please see Annex I.

### 2.1.6. Budget of the action, amount requested from the Contracting Authority and other expected sources of funding

The total cost of the action is four (4) million EUR.

The amount requested from the Contracting Authority is (4) million EUR.

Please Annex III for details.

***ANNEX I: LOGICAL FRAMEWORK FOR THE ACTION***

|  | **Intervention logic** | **Indicators** | **Baseline** **(incl. reference year)** | **Current value** **Reference date** | **Targets****(incl. reference year)** | **Sources and means of verification** | **Assumptions** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Overall objective: Impact** | Contribute to the economic and social empowerment of Roma and Egyptian communities in Albania. | Assessment of the progress made by the Government of Albania in the realization of the rights of Roma and Egyptian communities.Assessment of progress reported in at least 3-4 priority areas of NAPREI (education, access to social services, employment and VET). | Assessment/Monitoring Reports in Roma and Egyptian Socio-Economic Situation. | Low economic and social indicators on R&E access to public and social services.Employment in informal sector.Low paid jobs.Roma households more than twice affected by poverty in comparison to non-Roma households living in close proximity. | The gap in the proportion of Roma and Egyptian women and men employed compared to the majority of the population is reduced by 2% in the four selected regions by 2018.The gap in the proportion of Roma and Egyptian women and men access to basic social services and primary education compared to the majority of the population is reduced by 2% by 2018.No of inclusive policy responses designed and implemented by central and local government in partnership with R&E communities. | EU Progress Report/ Commission’s opinion on Albanian’s application to the EU. Report of the Subcommittee meetings on Human Rights and minorities, inter alia. Progress/Monitoring Reports produced by MoSWY and other actors. | Political willingness of GoA to implement NAPREI and commitment of sufficient human and financial resources. |
| **Specific objective(s):****Outcome(s)** | Oc 1- Increased employment and skills development opportunities accessed by Roma and Egyptian women and men reduce the employment gap between R&E communities and the majority of the population. | Percentage of R&E men and women registered as jobseekers andparticipating in employment promotion measures. Number of R&E men and women capacitated through employability skills training to enter the labour market No of active labour market measures (ALMS)designed and tailored to the needs of the R&E communitiesNo of R&E women and men benefiting from ALMS implementationNumber of R&E women and men oriented towards the services of the National Employment Service and that become recipients of such services. | No. of registered unemployed jobseekers currently participating in employment promotion programme. NANANANo of R&E men and women recipients of NES services. | 31 R/E are enrolled in VTCs in 2015. | At least 2% increase of registered R&E jobseekers participating in EPMs by project completion (2018).At least 40 R&E citizens (of which 50% women) capacitated to enter the labour market through the provision of employability skills training.At least 5 active ALMMs designed tailored to the needs of the R&E communities At least 250 R&E women and men benefit from ALMS implementation.At least 250 R&E unemployed jobseekers participate in nationwide and municipal employment promotion programmes.At least 50% of R&E citizens surveyed indicate that NES and other institutions’ staff provide improved services to R&E communities. | Labour Force Survey (LFS).Administrative data collected by NES.Studies and surveys produced in the context of the programme.Programme monitoring and evaluation reports. | A comprehensive approach will be applied in order to achieve the integration of Roma and Egyptian families into the society.Economic integration will be gradually conducting to social acceptance and inclusion.*Risks:*Willingness of relevant public authorities to cooperate (MSWY, NES, NAVRTA, LGUs).Private sector willingness to interact.Worsening macroeconomic environment. |
|  | Oc 2- Community- Led Local Development (CLLD) model for R&E inclusion mainstreamed in local development plans and policies through integrated, inclusive and sustainable development. | Number of local development plans developed updated and adopted in consultation with civil society organisations and communities, at local level.Participatory planning structures established with participation of R&E community members/representatives eto influence decision-making in their local area.Percentage of local people who volunteered or played an active role in a community or voluntary organization at least three times in a year. | R&E face direct and indirect barriers in accessing public services, due to lack of information and understanding of administrative procedures, stigma, , and frequent discriminatory attitude from the majority population. | Studies show that the level of poverty among Roma is twice as high as the majority population. | Four local profiling per each intervention area. 3-year R&E Local Community Development Plan in Shkodra and update of existing Plans in compliance with the territorial reform in Tirana, Berat and Durres.At least 10 Community Counselling Forums established and functional in all targeted areas.Up to 20 projects (5/area), 5000 - 15000 EUR funded and implemented by R/E CSOs.At least 12 Community Upgrading Projects (CUP) with an average value of EUR 75,000 per project set up and implemented.Each of the CUP interventions to be featured in one of the documentaries produced by the project. | Studies and surveys produced in the context of the programme.Programme monitoring and evaluation reports.Policy documents consulted, adopted and implemented.  | The availability of official data on this dimension of social inclusion is very low.There will be sufficient long-term incentives for Roma and Egyptian communities to mobilize and actively advocate for their rights. |
|  | Oc 3- Procedures, models, tools and guidelines are established and made operational based on the Integrated Approach and a Behavioural Change Model to support better access of Roma and Egyptian communities to basic services and to foster a tolerant and inclusive society in Albania. | Policy documents on Integrated Approach and Behaviour Change model in inclusive service provision.Public servants at central and local level and service providers internalize Behaviour Change Model in the services provided to R&E. | Action Plan for Roma and Egyptian Integration 2015-2020. | NA | Set of documents produced on integrated approach and Behaviour Change model (guidelines, toolkit and procedures to implement integrated health, social, and education programmes) prepared, negotiated and adapted by MoSWY.The gap in the proportion of Roma and Egyptian women and men access to basic social services and primary education compared to the majority of the population is reduced by 2%.At least 60% of Roma and Egyptians report improved attitudes of public servants and service providers towards R&E communities.Documentaries to highlight programme results.  | Studies and surveys produced in the context of the programme.Programme monitoring and evaluation reports.Photo brochures on the Action’s performance. Quarterly newsletters highlighting the activities of the Action and its impact.Best Practices Brochure at the end of the Action.Production of a series of video diaries: One day in the life of A Roma/Egyptian. | The current migration of Roma and Egyptian population may influence the process. |
|  | Oc 4- National Action Plan for Roma and Egyptian Integration in the Republic of Albania, 2015-2020, implemented, monitored and evaluated through support provided at the national, regional and local level. | Analysis on the situation of R&E in each sector of NAPREI 2015-2020.Structures in place at central and local level as well as line ministries to design, implement and monitor inclusive policy responses.Policy responses promoting R&E inclusion initiated and implemented. | National Action Plan on Roma and Egyptians 2010-2015.NANA | Limited monitoring reported in 2010-2015.NA | Disaggregated data on Roma and Egyptians available per each sector of the NAPREI 2015-2020.ROMALB data collection system at the national and local level improved, updated and functional.Inter-ministerial Committee for R&A inclusion functions effectively.Multi-stakeholder Coordinating Forum established and operational including also experts representing at least 6 different fields of research, as per priorities for R&E inclusion in NAPREI 2015-2020.Social housing model for R&E inclusion in Albania legally and technically operational.No of challenges identified and policy responses provided at the inter-ministerial meetings. | ROMALB monitoring and reporting system.Programme monitoring and evaluation reports.The progress report for the implementation of the National Action Plan on Roma and Egyptian integration, 2015-2020 (NAPREI). | MoSWY effectively engages in dialogue with other line ministries and local government on implementation of the NAPREI. The lack of equipment and logistics at the local level may challenge ROMALB system users. |
|  | Op1 - Improved and diversified employment promotion measures developed and provided to Roma and Egyptian women and men enhancing their skills and employability | Study on employment needs, aspirations, skills and areas of immediate support for R&E communities in the target areas with disaggregated data (gender, age, vulnerabilities).Training curricula designed and available for VTCs. Employment promotion measures for R&E men and women designed and implemented.Number of Roma and Egyptian women and men participating in employment promotion measures.Difference in employment rate of Roma and Egyptian women and men participating in project interventions as compared with a control group, 4 and 12 months after completion of the intervention.No o staff trained at NES and other partners to implement EPMs.No of local employment mediators/.coaches trained and placed in NES offices. | No study available at project’s sites/targeted area level. Needs Assessment Study on Roma and Egyptian Communities in Albania 2011. | In 2015 there are 180 R&E participating in EPM. | One study developed on employment situation of R&E communities in the targeted areas (Year 1).Training curricula available, tested and mainstreamed into VTCs training curricula (Year 1).At least 5 employment measures operational and piloted such as: on-job/VT; income generation: internships for graduates in public and private sector; employment in public works; subsidized employment, (Year 1,2,3).At least one of the employment promotion measure piloted in the frame of the project, mainstreamed among the measures implemented by NES (Year 2,3).250 R&E beneficiaries of EPMs.At least 30 internships provided to newly graduates;At least 100 R&E employed in public works.A least 10 R&E entrepreneurs in each region supported with grants/start-up kits.Annual increase by 5% of R&E men and women participating in EPM in the four selected regions. (Year 1,2,3)At least 100 staff of NES and other institutions trained on the implementation and monitoring EPMs targeting Roma and Egyptian women and men. (Year 1,2).At least 4 local employment mediators/coaches trained and 1 national placed at NES offices (Year 1,2,3). | Publication/Availability of study. Availability and publication of training curricula (Year 1).Evaluation reports of employment and skill development measures.Decision to implement and mainstream one of the EPMs by NES. Programme monitoring and evaluation reports.Administrative data collected by NES.ROMALB system. | Surveys to measure changes in poverty rate of the target population, will be conducted before and after the intervention.*Risks:*Willingness of relevant public authorities to cooperate (NEs, NAVETA, LGUs).Private sector willingness to interact.Willingness / motivation of R&E beneficiaries to participate in employment promotion measures.Worsening macroeconomic environment.Law on employment promotion codifies measures leaving no room for continuous improvement. |
|  | Op 2 - Increased participation of Roma and Egyptian women and men in local development processes | Number of active civil society organisations run and managed by R&Es.Number of active community counselling forums run and managed by R&Es.Capacity building in inclusive developmentNumber of initiatives led and implemented by CCFs.Number of initiatives/measures from local level action plans and policies designed and implemented jointly by R&E communities and LGUs. | No studies available | NA | Minimum 20 organizations increase their knowledge and skills on inclusive development through a series of trainingsMinimum 20 community actions/ self-help activities will be generated, selected and implemented in each pilot municipality.Minimum 20 staff members per municipality increase their capacities on participatory local planning, anti-discrimination etc.At least 15 R&E youth activism initiatives supported.At least one annual conference of CSOs organized.At least 2 CSOs’ exchange visit organized.Comprehensive case study about the implementation process of grants by CSOs to be part of one of the documentaries prepared by the project .Minimum 20 community actions/ self-help activities generated, selected and implemented in each pilot municipality (80 in total). | Decisions of the council of municipalities.Administrative data collected by MoSWY.Studies and surveys produced in the context of the programme.Programme monitoring and evaluation reports.Project records at the community level.Periodical annual project reports.MoUs with LGU per each region.R&E National and Local Action Plan Progress Reports. | Continued commitment from central and local government for social inclusion and integration of Roma and Egyptian communities.Local government is committed to implement the project in cooperation.*Risks:*Local government may lack funds to implement substantially local action plans and policies targeting Roma and Egyptians.Territorial and administration reform may delay implementation;Commitment /motivation of R&E community members to participate in CCFs. |
|  | Op 3 - Improved access to basic and equitable services and inclusiveness of the society in Albania | Inclusive social services available and accessible to R&E communities.Capacity building to public servants at central and local level on Behaviour Change Model in service provision to R&E.  | No studies available | Action Plan on Roma and Egyptian Integration 2015-2020. | At least 3 models for inclusive education and desegregation, and integrated social services piloted in each municipality.At least 4 intercultural community centres established and operational with integrated social services.At least 4 health outreach programmes prepared (early treatment, drug prevention, birth control, baby care) and implemented.Minimum 10 registered citizens in each pilot area, in total 40, and minimum 50 cases initiated.Schools as Community Centres established and operational in minimum 4 schools in pilot municipalities.Reviewed part-time primary education programme, fitting the needs of R&E. At least 20 persons from municipal level (different departments and institutions) and 3 persons from ministerial level participated in the Capacity Development programme for behavioural change and intercultural dialogue. | Studies and surveys produced in the context of the programme.Programme monitoring and evaluation reports.Project records. | The territorial and administrative reform may hamper the hand-over by LGUs and sustainability of piloted integrated social services. |
|  | Op 4 - Institutional capacities strengthened at the central and local level to address social inclusion of Roma and Egyptians. | No of staff in public institutions supported through trainings capable to design inclusive policies and coordinate implementation, monitoring and evaluation of NAPREI at central and local level. | No studies available  | NA | At least 30 officials increase their capacities on policies and measures promoting inclusion of vulnerable communities, aligned with NAPREI through training sessions (including representatives of all relevant Ministries/ departments).Minimum 100 LG officials increased their capacities on policies and measures promoting vulnerable communities, and ROMALB system through training.No. of inclusive policy responses aligned with NAPREI 2015-2020 prepared by line ministers.National Electronic Data Collection System ROMALB functioning.Minimum 15 persons participate in capacity development activities aligned with territorial and social care reform from each pilot region + 10 from national level.Minimum 60 relevant partner organizations mapped and involved in stakeholder partnerships and networking for Roma and Egyptian inclusion. | ROMALB electronically system operational and producing relevant reports/data.Programme monitoring and evaluation reports.Project records.Policy responses/measures initiated and implemented by relevant public authorities at central and local level. | MoSWY effectively engages in dialogue with other line ministries and local government on implementation of the NAPREI.Capacities built at central and local level retained in office. |
|  | A 1.1. Carry out a mapping of the working age R&E women and men in each project site, disaggregated by age, gender, employment / income generation / unemployment / long-term, etc. status. The study will also reflect the employment needs / aspirations / areas of immediate support in the field of employment.A 1.2. Provision of general employability training (including basic literacy/ life skills) to empower and motivate R&E women and men to enter the labour market.A1.3. Design, operationalize and pilot 5 employment promotion programmes tailored to the needs of the R&E communities (e.g. On-the-job/ vocational training, Income generation programme, Internships for newly graduates in public and private sector, Public works in cooperation with municipalities, Subsidized employment etc.).A 1.4. Capacity support to the National Employment Services and/or other implementing partners for the implementation, monitoring and evaluation of employment promotion measures targeting Roma and Egyptian women and men. A 1.5. 4 Local employment mediators coaches and 1 national mediator identified, trained and placed within the NES offices. | ***Means:***PublicationStudyTrainingEmployment Promotion ProgrammesExpertsStaff (25%)Travel and Per Diem (25%)Office Supplies and other Costs (25%)Evaluation Cost ***Costs:***Publications - 10,000 eur.Mapping of working age of Roma and Egyptians women and men (study) - 15,000 eur.Trainings and capacity support – 38x2,000eur=76,000eur.Employment promotion programmes -  4x100,000eur=400,000eur.Internship programme for newly graduated students – 30x1,700eur=51,000eur.Experts in employment and business development - 22,800eur.Local employment mediators (5 persons) - 54,000eur.Expert for basic skills curricula - 5,700eur.Staff - 186,625 eur.Travel and Per Diem – 3,975 eur.Office Supplies and other Costs – 10,000 eur.Evaluation Cost – 15,000 eur.Indirect Cost (7%) – 59, 507 eur.**TOTAL – EUR 909,607** |  |
|  | A 2.1. Support mobilisation and empowerment of the target group at the local level to enable them be the actor in inclusive local development, get self-organized and undertake self-help (actions and groups).A 2.2. Reinforce R&E representation in local governments’ decision making, planning and project implementation process.A 2.3. Provide support to organizational development of local self-help groups.A 2.4. Support through capacity building and grant schemes five (5) local initiatives of Roma and Egyptian NGOs in each of the four areas of intervention.A 2.5. Supporting Roma/Egyptian youth activism initiatives.A 2.6. Implement Community Upgrading infrastructure (soft and hard) Projects (CUP) identified by Community Counselling Forums and agreed for co-funding and implementation with Local Government in the selected segregates. | ***Means:***PublicationsTraining and capacity strengthening supportCommunity Mobilization and Self Help ActivitiesExpertsInfrastructureGrant programmeStaff (25%)Travel and Per Diem (25%)Office Supplies and other Costs (25%)Equipment and furniture ***Costs:***Publications - 8,500 eur. Trainings and capacity support – 20x1,500eur=30,000eur.Community mobilization/ self-help activities in 4 regions – 80x700eur=56,000eur.Update of existing and draft of new Local Community Development Plans - 50,000eur.Capacity building trainings for CSOs and training modules - 50,000eur.Infrastructure projects – 12x75,000 eur=900,000eur.CSO grants – 20x15,000 eur=300,000eur.Support of Roma/ Egyptian youth activism initiatives – 15x1,000eur=15,000eur.Expert on coaching and monitoring R/E NGOs - 19,000eur.Expert for preparation of technical documentation (Architect) for the infrastructure projects - 7,600eur.Expert for capacity and training needs assessment of R/E NGOs - 5,700eur.Staff - 186,625 eur.Travel and Per Diem - 3,975eur.Office Supplies and other Costs – 10,000eur.Equipment and furniture – 60,000 eur.Indirect cost (7%) – 119,168 eur. **TOTAL – EUR 1,821,568** |  |
|  | A 3.1. Prepare and pilot ‘packages’ of integrated social services (including guidelines, cases, tools and procedures), based on the integrated and family approach to support better access of R&E to social, health and education services.A 3.2 Support models for inclusive education and desegregation.A 3.3. Set up and implement the tools needed to efficient communication and extended Intercultural Dialogue to increase the efficiency of the project efforts for R&E inclusion.A 3.4. Set up and implement Behaviour Change Models to influence attitudes and behaviours of public servants at national and local level. | ***Means:***PublicationsTranslation and InterpretationTrainings and eventsVisibilityExpertsStaff (25%)Travel and Per Diem (25%)Office Supplies and other Costs (25%)Office Rent***Costs:***Publications - 66,000 eur.Translation, interpreters - 17,200eur.Launch Event - 6,000eur.Training and seminar for behavioural change and intercultural dialogue – 8x1,500eur=12,000eur.Action closure event - 6,000eur.Public information events – 20x1,000eur=20,000eur.Talk show – 2x6,000eur=12,000eur.Press trips in the regions – 8x2,000eur=16,000eur.Documentary production and airing – 2x14,000eur=28,000eur.Drawing Contest with 9th year school children – 4x2,000eur=8,000eur.Production of a series of video diaries – 12x1,000eur=12,000eur.Pilot "packages" of integrated social services – 2x50,000eur=100,000eur.Networking of community centres for integrated social services - 31,018eur.Support models for inclusive education – 4x40,000eur=160,000eur.Culture event to promote R/E values (International Roma Day) – 3x10,000eur=30,000eur.Expert for behaviour change models - 5,700eur.Expert to prepare Pilot "packages" of integrated social services - 5,700eur.Expert to prepare communication strategy and action plan for the project - 3,800eur.Staff - 186,625 eur.Travel and Per Diem – 3,975 eur.Office Supplies and other Costs - 10,000 eur.Office Rent – 50,400 eur.Indirect Cost (7%) – 55,329 eur.**TOTAL – EUR 845,747** |  |
|  | A 4.1. Raise capacities of the relevant bodies of MoSWY to coordinate, monitor and evaluate the implementation of the National Action Plan on Roma and Egyptian Integration 2015-2020.A 4.2. Support line ministries to design inclusive policy responses and implement the actions of the National Action Plan on Roma and Egyptian Integration.A 4.3. Provide capacity development to local and central government officials and independent institutions aligned with territorial and social care reforms. A 4.4. Support the set up and strengthening of stakeholder partnerships, coordination and networking to mobilize relevant organizations create synergies between development activities and avoid overlapping. | ***Means:***PublicationsStudyCapacity strengthening trainingsSeminar on Roma and Egyptian InclusionExpertStaff (25%)Travel and Per Diem (25%)Office Supplies and other Costs (25%)Rent of Vehicle***Costs:***Publications - 10,000 eur.Situational analysis of Roma and Egyptians in Albania (study) - 45,000eur.Capacity development seminars and trainings for social inclusion of Roma and Egyptians – 27x1,500eur=40,500eur.Seminar on Roma and Egyptian Inclusion (Joint EU-Gov seminar) - 15,000eur.Expert on monitoring of project progress - 22,500eur.Expert on monitoring web based tools - 11,400eur.Staff - 186,625 eur.Travel and Per Diem -3,975 eur.Office Supplies and other Costs – 10,000 eur.Rent of Vehicle – 50,400 eur.Indirect cost (7%) – 27,678 eur.**TOTAL – EUR 423,078** |  |

1. If applicable, insert an additional % of the total accepted costs. [↑](#footnote-ref-2)
2. “Target groups” are the groups/entities who will directly benefit from the action at the action purpose level. [↑](#footnote-ref-3)
3. “Final beneficiaries” are those who will benefit from the action in the long term at the level of the society or sector at large. [↑](#footnote-ref-4)
4. European Union, *Enlargement Strategy and Main Challenges 2013-2014*, <http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/strategy_paper_2013_en.pdf>, p. 19. [↑](#footnote-ref-5)
5. Government of Albania, Roadmap on Five Key Priorities, 28 May 2014, Priority 5 on Human Rights, actions 8-11, p. 96-103. [↑](#footnote-ref-6)
6. Open Society Foundation in Albania (OSFA), *Roma Census Study of Albania Communities*, April 2014, [http://www.osfa.al/sites/default/files/roma\_census\_albanian.pdf](http://soros.al/2010/foto/uploads/File/Dritan/Censusi%20Rome/roma%20census%20total.pdf). This figure belongs only to the Roma that live in concentrated areas. [↑](#footnote-ref-7)
7. Estimate provided by the Roma Association “Amarodrom” quoted in the World Bank report *Roma and Egyptians in Albania: From Social Exclusion to Social Inclusion*, prepared by Hermine De Soto, Sabine Beddies and Ilir Gedeshi, 2005, <https://openknowledge.worldbank.org/bitstream/handle/10986/7313/32181.pdf?sequence=1>, p. xxiv. [↑](#footnote-ref-8)
8. *Ibid*, estimate provided by the Egyptian Association “Vëllazërimi”. [↑](#footnote-ref-9)
9. Roma in Albania are recognized as a linguistic minority, a second-tier status compared to national minorities (Greeks, Montenegrins and Macedonians). Unlike Roma, Egyptians have not been attributed a minority status under the rationale that they have not preserved their identity (for e.g. language) and tend to identify themselves as Albanians. Roma and Egyptians are two marginalized and socially excluded communities. [↑](#footnote-ref-10)
10. Decade of Roma Inclusion Secretariat Foundation, *Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania*), published in May 2013, <http://www.issuelab.org/click/download2/civil_society_monitoring_report_on_the_implementation_of_the_national_roma_integration_strategy_and_decade_action_plan_in_2012_in_albania>, p. 20. [↑](#footnote-ref-11)
11. Methodologically, “Albanian” concept refers to the majority population related to ethnic affiliation in CENSUS 2011 data [↑](#footnote-ref-12)
12. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015*  [↑](#footnote-ref-13)
13. Ibid [↑](#footnote-ref-14)
14. Ibid [↑](#footnote-ref-15)
15. Snapshot of the Albanian Labour Market Survey, 2015 [↑](#footnote-ref-16)
16. INSTAT, *Census*, 2011 [↑](#footnote-ref-17)
17. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-18)
18. European Commission, *Roma Health Report: Health Status of the Roma Population and Monitoring of Data Collection in the Member States of the European Union*, April 2014, <http://ec.europa.eu/health/social_determinants/docs/2014_roma_health_report_en.pdf>, p. 37 [↑](#footnote-ref-19)
19. OSFA, *Roma Census Study of Albania Communities*, April 2014 [↑](#footnote-ref-20)
20. UNDP, *Needs Assessment Study on Roma and Egyptian Communities in Albania*, February 2012, <http://www.al.undp.org/content/albania/en/home/library/poverty/roma-needs-assessment-report/>, p. 37 [↑](#footnote-ref-21)
21. The evaluation committee will refer to information provided in the concept note as regards objectives and the relevance of the action. [↑](#footnote-ref-22)
22. Open Society Foundation in Albania (OSFA), *Roma Census Study of Albania Communities*, April 2014, [http://www.osfa.al/sites/default/files/roma\_census\_albanian.pdf](http://soros.al/2010/foto/uploads/File/Dritan/Censusi%20Rome/roma%20census%20total.pdf). This figure belongs only to the Roma that live in concentrated areas. [↑](#footnote-ref-23)
23. Estimate provided by the Roma Association “Amarodrom” quoted in the World Bank report *Roma and Egyptians in Albania: From Social Exclusion to Social Inclusion*, prepared by Hermine De Soto, Sabine Beddies and Ilir Gedeshi, 2005, <https://openknowledge.worldbank.org/bitstream/handle/10986/7313/32181.pdf?sequence=1>, p. xxiv. [↑](#footnote-ref-24)
24. *Ibid*, estimate provided by the Egyptian Association “Vëllazërimi”. [↑](#footnote-ref-25)
25. Roma in Albania are recognized as a linguistic minority, a second-tier status compared to national minorities (Greeks, Montenegrins and Macedonians). Unlike Roma, Egyptians have not been attributed a minority status under the rationale that they have not preserved their identity (for e.g. language) and tend to identify themselves as Albanians. Roma and Egyptians are two marginalized and socially excluded communities. [↑](#footnote-ref-26)
26. Decade of Roma Inclusion Secretariat Foundation, *Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania*), published in May 2013, <http://www.issuelab.org/click/download2/civil_society_monitoring_report_on_the_implementation_of_the_national_roma_integration_strategy_and_decade_action_plan_in_2012_in_albania>, p. 20. [↑](#footnote-ref-27)
27. Methodologically, “Albanian” concept refers to the majority population related to ethnic affiliation in CENSUS 2011 data [↑](#footnote-ref-28)
28. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-29)
29. Ibid [↑](#footnote-ref-30)
30. Ibid [↑](#footnote-ref-31)
31. Snapshot of the Albanian Labour Market Survey, 2015 [↑](#footnote-ref-32)
32. INSTAT, *Census*, 2011 [↑](#footnote-ref-33)
33. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-34)
34. European Commission, *Roma Health Report: Health Status of the Roma Population and Monitoring of Data Collection in the Member States of the European Union*, April 2014, <http://ec.europa.eu/health/social_determinants/docs/2014_roma_health_report_en.pdf>, p. 37 [↑](#footnote-ref-35)
35. OSFA, *Roma Census Study of Albania Communities*, April 2014 [↑](#footnote-ref-36)
36. UNDP, *Needs Assessment Study on Roma and Egyptian Communities in Albania*, February 2012, <http://www.al.undp.org/content/albania/en/home/library/poverty/roma-needs-assessment-report/>, p. 37 [↑](#footnote-ref-37)
37. European Union, *Enlargement Strategy and Main Challenges 2013-2014*, <http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/strategy_paper_2013_en.pdf>, p. 19. [↑](#footnote-ref-38)
38. Government of Albania, *Roadmap on Five Key Priorities*, 28 May 2014, Priority 5 on Human Rights, actions 8-11, p. 96-103. [↑](#footnote-ref-39)
39. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-40)
40. Labour Market Survey, 2015 [↑](#footnote-ref-41)
41. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-42)
42. Ibid [↑](#footnote-ref-43)
43. Labour Market Survey, 2015 [↑](#footnote-ref-44)
44. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-45)
45. Ibid [↑](#footnote-ref-46)
46. Labour Market Survey, 2015 [↑](#footnote-ref-47)
47. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-48)
48. Labour Market Survey, 2015 [↑](#footnote-ref-49)
49. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-50)
50. Ibid [↑](#footnote-ref-51)
51. Labour Market Survey, 2015 [↑](#footnote-ref-52)
52. National Employment Service, 2015 [↑](#footnote-ref-53)
53. National Employment Service, 2015 [↑](#footnote-ref-54)
54. Snapshot of the Albanian Labour Market Survey, 2015 [↑](#footnote-ref-55)
55. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-56)
56. Ibid [↑](#footnote-ref-57)
57. Labour Market Survey, 2015 [↑](#footnote-ref-58)
58. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-59)
59. UNDP, *Roma in Albania:* *Profile of the country based on the UNDP/World Bank/EC regional Roma survey and with additional country specific data from “Needs Assessment Study on Roma and Egyptians Communities in Albania”*, June 2012, <http://www.al.undp.org/content/dam/albania/docs/misc/Roma%20in%20%20Albania%20June%202012%20profile.pdf>, p. 2. [↑](#footnote-ref-60)
60. INSTAT and UNDP, *Roma and Egyptians in Albania: a socio- demographic and economic profile based on the 2011 census, Albania, 2015* [↑](#footnote-ref-61)
61. CLLD as a tool is provided by the European Commission in the 2014-2020 programming period for use at the sub-national level complementary to other development support at the local level aiming, among others, Roma inclusion at the local level. CLLD can mobilize and involve local communities and organizations to contribute to achieving smart, sustainable and inclusive growth, fostering territorial cohesion and reaching specific policy objectives. [↑](#footnote-ref-62)
62. Decade of Roma Inclusion Secretariat Foundation, *Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania*, May 2013, p. 10. [↑](#footnote-ref-63)
63. The Inter-ministerial committee for monitoring the implementation of the *National Strategy for Improving Living Conditions of Roma Minority* is based on the decision of the Prime Minister's Office no. 37 dated 9 March 2009. The committee is chaired by the Deputy Minister of Social Welfare and Youth and is composed of Deputy Ministers from other line ministries responsible for the National Strategy and Action Plan implementation. [↑](#footnote-ref-64)
64. https://ec.europa.eu/europeaid/node/45481 [↑](#footnote-ref-65)
65. Document available here:

<http://ec.europa.eu/europeaid/work/procedures/financing/international_organisations/other_documents_related_united_nations/index_en.htm>. [↑](#footnote-ref-66)