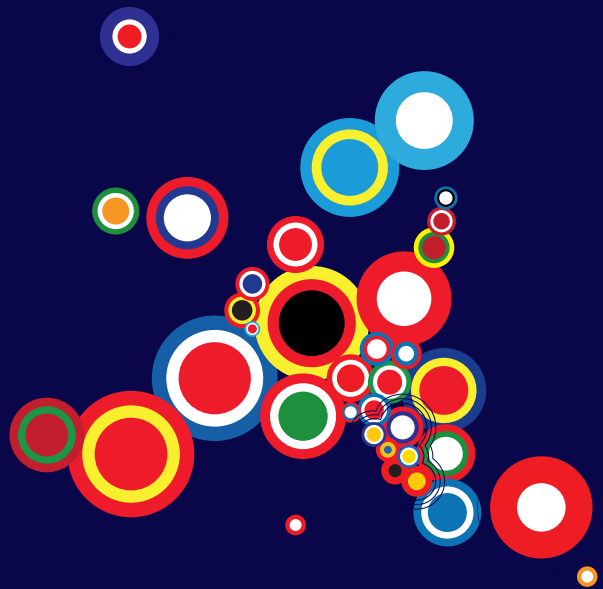




**INSTRUMENT FOR PRE-ACCESSION ASSISTANCE (IPA II)
2014-2020**

ALBANIA

Economic and Social Empowerment for Roma and Egyptians (ESERE)



Action Summary

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

Action Identification	
Programme Title	<i>IPA 2014 Action Programme for Albania</i>
Action Title	<i>Economic and Social Empowerment for Roma and Egyptians - a booster for social inclusion (ESERE)</i>
Action Reference	<i>IPA2014/decision number.sequence n. / country/title (short)</i>
Sector Information	
ELARG Sectors	<i>Employment, Vocational Education and Training, Social Inclusion</i>
DAC Sector	<i>Include no more than 1 DAC sector code</i>
Total cost (VAT excluded)¹	<i>4 million euro</i>
EU contribution	<i>4 million euro</i>
Management and Implementation	
Method of implementation	<i>Indirect</i>
EU Delegation in charge <i>Direct management:</i> Responsible Unit or National Authority/Implementing Agency	<i>Ministry of Finance Central Finance and Contracting Unit (CFCU) PAO: Mrs. Anila Tanku, Head of CFCU National Public Body</i>
Implementation responsibilities	<i>Senior Programming Officer (SPO): Mrs. Alida Mici Ministry of Social Welfare and Youth</i>
Location	
Zone benefiting from the action	<i>Albania</i>
Specific implementation area(s)	<i>Tirana (Shkoza, Shish Tufina, Liqeni I thate), Durres(Nishtulla), Shkodra(Iliria and surroundings), Gjirokastra(Zinxhiraj)</i>
Timeline 2015- 2018	
Deadline for conclusion of the Financing Agreement	
Contracting deadline	
End of operational implementation period	

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

1. RATIONALE

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

Despite the lack of detailed statistics, it is evident that poverty for these communities is multi-dimensional. Although the reasons for these groups disproportionate levels of poverty are unclear, these groups face more challenges than others in accessing secure housing and land, in obtaining reliable and adequately paid forms of income, and in accessing overall government services, including health and education². The majority of the population views them as second-class citizens mainly due to their low levels of education, of their poverty. Public services provided by the government have not adequately responded to the diverse needs of these communities. As a result, the level of poverty in these communities is estimated to be four times higher than that of other parts of the population.

Based on the 2012 Living Standards Measurement Survey (LSMS)³, 14.3% of Albanians lived below the poverty line of approximately 50 USD (4,900 Albanian Lek) per capita per month. Despite the lack of specific data indicating the percentage of Roma population living in absolute or extreme poverty, various research have shown that their poverty levels are almost twice higher than the majority Albanians. Amongst the 2,500 children identified in street situation, 75% come from Roma and Egyptian communities. Almost 90% of RE families live in absolute poverty and are out of the economic aid assistance system or crucially lack access to other basic services such as health, education, civic registration⁴.

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

While the engagement in the informal sector helps them survive, it does not ensure access to social services or other forms of governmental support. In addition, it reinforces the belief that Roma and Egyptians are different from the mainstream society and they can only do ‘inferior’ jobs. Facing limited opportunities to engage in the formal labor market and benefit from educational and vocational training programs, R&E individuals cannot develop their potential and have access to wider and better social and economic living conditions to sustainably lift out of poverty. These situations also directly impact their internal migration processes in search of better opportunities⁷. It directly impacts their education, health and economic security⁸. Acknowledging the immense engagement from the government to face the R&E situation, the draft National Strategy of Development and Integration 2014-2020, Roma and Egyptian communities have been mentioned as one of the priorities for the Government of Albania.

The Ministry of Social Welfare and Youth (MoSWY), serves as the main governmental authority, responsible to coordinate development and cross-sectoral implementation of policies for Roma community and monitor

²World Bank Group. (2013). *ALBANIA: Policy Briefs. Macroeconomics policies.*

³INSTAT (2012). Living Standards Measurement Survey

⁴Study on “The situation of children in street situation in Albania” (UNICEF, SCH, ARSIS).

⁵OSFA (2013). Roma Decade and Situation of Roma in Albania. Center for Economic and Social Studies.

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

⁷Nelaj D. Kaçiu, E. Dundo, J. and Dervishi, Z. 2012. “Factors Affecting the Integration of Roma in Albania”. Tirana: OSFA & IDRA

⁸Study on “The situation of children in street situation in Albania” (UNICEF, SCH, ARSIS).

progress and impact of those policies at local and national level. Key policy areas affecting directly the daily life of Roma and Egyptian communities include social protection, education, birth registration, health, housing, vocational education and employment. MoSWY is committed and will continue to promote direct participation of Roma and Egyptian communities and civil society organizations in the process of strategic planning, its implementation, and evaluation. Through the development of long-term partnership it aims to develop approaches that focus on the R&E youth and ensure their participation in the policy design dialogue. MoSWY is engaged in the consolidation and promotion a cross-sectoral systemic response to tackle issues of exclusion.

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

PROBLEM AND STAKEHOLDER ANALYSIS

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

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

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

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

RELEVANCE WITH THE IPA II STRATEGY PAPER AND OTHER KEY REFERENCES

Based on the Opinion of the European Commission for Albania⁹, one of the key priorities is that Albania takes concrete steps to reinforce the protection of human rights, notably for women, children and persons belonging to minorities, and to effectively implement anti-discrimination policies. The aim is to prevent social exclusion and to develop social inclusion policies/measures for the most vulnerable, notably the Roma population, inter alia, and other minorities.

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

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

SECTOR APPROACH ASSESSMENT

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

The new National Strategy for Employment and Skills 2014-2020 emphasizes as one of the main pillar the priority on promoting social inclusion and territorial cohesion, throughout employment and vocational educational policies. In particular, Roma and Egyptian communities require a specific tailored policy approach that considers carefully their needs, realities, skills and capacities in terms of educational needs, vocational qualifications, and employment¹¹. In addition, the mid-term approach would be to start linking social assistance programs with employment support services to promote employability, increase self-reliance, and reduce dependency on benefits.

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

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

⁹http://ec.europa.eu/enlargement/pdf/key_documents/2010/package/al_opinion_2010_en.pdf

¹⁰ Draft Country Strategy Paper, Albania, version 20.02.2014

¹¹National Strategy for Employment and Skills 2014-2020: (Sub-Objective C1.4)
http://www.sociale.gov.al/files/documents_files/Strategjia_per_Punesim_dhe_Aftesim_2014-2020.pdf

Key areas identified by key stakeholders during the February 2014 seminar discussions were: (i) strengthening of public policies impacting R&E empowerment, (ii) supporting & enhancing national structures, regional and local capacities on social inclusion and social intervention plans, (iii) defining a clear monitoring and evaluation framework, (iv) strengthening statistics and evidence-based policy capacities, and (iv) providing adapted budgeting/funding resources. Alongside MoSWY vowed keep a special attention to these communities through targeted actions that are of well-defined duration (and especially at the local and national level) to overcome situations of discrimination and achieve a better social inclusion of these communities

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

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

LESSONS LEARNED AND LINK TO PREVIOUS FINANCIAL ASSISTANCE

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

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

The Swiss Cooperation Office in Albania is also active in promoting Roma inclusion and empowerment. With a new commitment of Euro 1.5 million, Switzerland is implementing, during the last three years the

“Alternated Education and Vocational Training (Cefa)” project, that will contribute to further enhancement of the social inclusion of Roma minority through education, empowering the community and promoting the Roma minority rights.

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

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

2. INTERVENTION LOGIC LOGICAL FRAMEWORK MATRIX

OVERALL OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	
Contribute to the economic and social empowerment of Roma and Egyptians communities.	<ul style="list-style-type: none"> - Positive assessment of progress made by the GoA and the EC for protecting and advancing minority rights and fostering its social inclusion. - Positive assessments made by CSO's and relevant local and international organizations of the progress made by the GoA and the EC for protecting and advancing minority rights and fostering its social inclusion 	<ul style="list-style-type: none"> - Commission's opinion on Albania's status in the EU Progress Report. - Results of the subcommittee meeting on human rights and minorities, inter alia. - Road map on human rights. - Roma Strategy progress report - Primary data (e.g., interviews, focus groups) and secondary data (e.g., employment rate) that track changes in economic and social empowerment over time. - Social Protection and Social Inclusion Strategy and its Action Plan - Analyses and reports published by state agencies (ex. INSTAT), and other relevant human rights activists and organizations; - Public declarations of R&E communities and of their representatives - 	
SPECIFIC OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
Improvement of sustainable integration of Roma and Egyptian communities by: <ol style="list-style-type: none"> a) increasing available employment and VET opportunities, b) improving access to basic social services, c) Strengthening institutional capacities and establishing supportive mechanisms for those at risk from eviction. 	<ul style="list-style-type: none"> • Relevant increase in the rate of inclusion of the R&E individuals in the labor market, by age and gender, compared to the total number of the Roma population with working ability • Rate of inclusion of the R&E population in the labor market, by age and gender, compared to the rate of inclusion of the non-R&E population in the labor market • No. of active labor market measures (ALMMs) designed tailored to the needs of R&E population, and the number of R&E beneficiaries • No. of jobs placement of R&E jobseekers with low qualifications made through ALMMs specially designed and targeted • Percentages of settled yet disadvantaged R&E communities covered with available, accessible and affordable public and social basic services. • No. of R&E graduated from Higher Education undertaking self-employment and small entrepreneurship initiatives. • No. of R&E participants in institutionally strengthened CSOs; • No. of R&E CSOs advocacy actions to promote social inclusion of the R&E population. • No. of families accessing public services through community centers. • No. of R&E children and families benefiting from schools as community model • No. of Local Government Units establishing active policies in support of R&E empowerment; • No. of elected officials from R&E community in the new LGU councils 	<ul style="list-style-type: none"> - Quarterly labor force survey, INSTAT - EU progress reports/Commission Opinion on Albania progress - Regular reports from the relevant Ministries, Business Registry with reference to the new businesses registered in R&E areas, Tax Office data, Local Government data; - Action beneficiaries' Reports at beginning and end of project; - Action Monitoring and Evaluation Reports; - Annual Action Implementation Reports - Poverty measuring survey to be conducted in the Roma/Egyptian neighborhoods - Pereception survey on Roma/Egyptian inclusion and acceptance by the mainstream society; - Poverty measures survey that will allow tracking changes in poverty over time. - Central and/or local Government new / existing policies and actions pertinent to the achievement of the specific objective respectively adopted/improved 	<ul style="list-style-type: none"> - Surveys to measure changes in poverty rate of the target population, will be conducted before and after the intervention. - A comprehensive approach will be applied in order to achieve the integration of Roma and Egyptian families into the society. - Economic integration will be gradually conducting to social acceptance and inclusion. - There will be sufficient long-term incentives for Roma and Egyptian communities to mobilize and actively advocate for their rights. - Budgetary provisions for the achievement of the specific objective are duly allocated.
RESULTS	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCE OF VERIFICATION	ASSUMPTIONS

<p>Result 1: Increased opportunities offered to R&E citizens related to active employment measures and vocational training programmes through active labor market measures and vocational training to reduce the gap between R&E minorities and the majority of the population in the labor market</p>	<p>OVI related to Result 1</p> <ul style="list-style-type: none"> • Detailed mapping of the working age of R&E citizens conducted in each Action implementation site, distinguishing between the long-term unemployed, youth, women, and those with additional vulnerabilities. • At least 4 active labor market measures (labor market orientation and general employability training, public works, on-the-job and/or classroom training combined with subsidized employment, self-employment training / support, and internship schemes for recent graduates) designed and delivered tailored to the needs of the R&E communities • No. of R&E citizens capable of work that are empowered and motivated to enter the labor market through the provision of training aimed at enhancing general labor market skills • No. of R&E citizens oriented towards the use of the services of the National Employment Service and that become recipients of such services • No. of long term R&E unemployed jobseekers that participate in municipal and nationwide public-works programmes • No. of R&E unemployed jobseekers receiving on-the-job training combined with wage subsidies, and those that remain employed at least 6 months after the programme • No. of self-employed or unemployed R&E citizens that participate in the self-employment ALMM • No. of joint actions by competent authorities, the civil sector, the private sector, and the local communities with the aim of encouraging the social inclusion of and employability of R&E citizens. 	<ul style="list-style-type: none"> - Study on the mapping of working age of unemployed R&E - Operational guidelines for ALMM implementation - Annual Action Implementation Reports and general Action records (trainings reports, minutes of meeting, list of participation, etc). - NES ALMM Monitoring reports. - Integration measures that will allow understanding the extent that these communities are accepted by the mainstream society. - LGUs reports. - National legislation acts improved/approved; 	<ul style="list-style-type: none"> - The program will be well designed to meet the needs and interests of community members and market demand. - There will be a great interest from community members to participate in vocational training. - Community members will not face significant barriers to complete the program. - There will be strong collaboration between the MoSWY, local governments, community organizations and leaders. - Community members will participate in designing and implementing development plans. - Participation in the vocational program will be followed by a smooth transition to the job market. - Civil society organizations will be committed and support the integration of community members in Roma and Egyptian settlements. - The establishment of the data collection and monitoring system will allow tracking the impact of the intervention over time. - Municipal and nationwide public-works programmes will be open and involve R&E community members. - Willingness of Local authorities to sustain the initiatives.
<p>Result 2: Improved access to basic services and increased participation of R&E in local planning processes</p>	<p>OVI related to Result 2:</p> <ul style="list-style-type: none"> • No. of children and parents attending parenting and social care programs in community based services established in each community and/or through the model of schools as community centers. • No. of R&E community groups and local NGOs involved in participatory processes in local decision-making processes/ budgeting/identification of local priorities. • No. of Families benefiting from health outreach programs. • No. of partnerships and joint initiatives established with local R&E community-based groups and NGOs. • No. of R&E CSOs advocacy actions to promote rights of the R&E population • No. of intercultural community centers established and supplied serving in R&E neighborhoods. • 12 community development projects implemented in the Action areas 		
<p>Result 3: Enhanced institutional capacities at the central and local level to address social inclusion of R&E.</p>	<p>OVI related to Result 3</p> <ul style="list-style-type: none"> • Established procedures, models, tools and guidelines to implement the integrated approach to social/health and education outreach programs. • Established curricula and a core team of trainers on the model of Communication for Behavior Change. • Identified training needs for efficient performance and developed a training programme that is tailored to local needs. 		

	<ul style="list-style-type: none"> No. of inclusive policies/actions adopted by line Ministries responding to R&E needs. No. of inclusive policies/actions adopted by LGUs responding to R&E needs Establish framework for Monitoring and Evaluation of the Action. Establish an information management system and data collection database for monitoring and evaluation of the Action. No. of legislative changes in regard to social housing, prevention of eviction. 		
ACTIVITIES	MEANS	OVERALL COST:	ASSUMPTIONS
<p><u>Activities related to R1</u></p> <p>1.1 Conduct a skills needs/gaps study of the working age R&E citizens in each Action site, disaggregated by age, gender, employment / self-employment / unemployment / long-term, etc. status.</p> <p>1.2 Design 4 ALMMs tailored to the needs of the R&E communities (public work programmes for long-term R&E unemployed, on-the-job / VT training combined with subsidized employment, self-employment programme / support for informally self-employed and/or unemployed R&E).</p> <p>1.3 Operational guidelines for ALMM implementation, monitoring and evaluation.</p> <p>1.4 Capacity building to the NES and/or other implementing partners for ALMM implementation.</p> <p>1.5 Complement skills training with general employability training if/ and when necessary.</p> <p>1.6 Employment of mediators/coachers identified, trained and placed within the NES offices in the targeted regions.</p> <p>1.7 Implementation, monitoring and evaluation of the ALMMs.</p> <p><u>Activities related to R2</u></p> <p>2.1 Support the early inclusion and Parenting program featured to Roma and Egyptian communities by tailoring models.</p> <p>2.2 Conduct health outreach services and educational programs tailored to needs of communities.</p> <p>2.3 Support MoE initiative on Schools as Community Centre in 6-9 schools and sharing of learning at regional and national level.</p>		<p>4 million Euro</p>	<ul style="list-style-type: none"> Local government will sustain the proposed initiative. Local governments and communities will work in partnership. Communities will discuss their concerns with local government officials who will take the necessary steps to address them. The formalization of small businesses will be profitable for the entrepreneurs. Business development support will be appropriate to entrepreneurial circumstances. The central and local government will be committed to the social inclusion and integration of Roma and Egyptian communities. The Ministry of Social Welfare and Youth will implement the Action in cooperation with line Ministries, local governments, and the civil society.

<p>2.4 Capacity building to R&E local NGOs to strengthen their role in the community and increase community -based interventions.</p> <p>2.5 Support through grant schemes 5 local initiatives of R&E NGOs in each of 6 Action areas.</p> <p>2.6 Support community empowerment initiatives by mobilizing communities to get self-organized and undertake self-help actions.</p> <p>2.7 Support the participatory development of 6 Local Community Development Plans in line with National Roma Action Plan</p> <p>2.8 Implement 12 community-upgrading projects identified as priority actions in the 6 Community Development Plans.</p> <p>2.9 Support R&E communities to benefit from the legalization process undertaken in implementation of the new law ‘On legalization’.</p> <p>2.10 Support the mainstreaming of Roma inclusion into the existing and new legislation and raise the capacities of national and local authorities regarding its implementation.</p> <p><u>Activities related to R3</u></p> <p>3.1 Develop capacities, tools, and methodologies to strengthen community- based services through community based social work programs (support through MoSWY and Faculty of Social Sciences)</p> <p>3.2 Develop tools/campaigns on communication for behavior change model (CBC) to influence attitudes and behaviors of public servants at national and local level.(using as well social media and media tools)</p> <p>3.3 Raise the capacities of MSWY and its dependent structures to coordinate, monitor and evaluate the implementation of the National R&E Action Plan on a national scale.</p> <p>3.4 Support the capacities of line ministries to design inclusive policy responses and implement the actions of the National R&E Action Plan</p> <p>3.5 Develop capacity building training to local and central government officials in order to</p>			
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<p>effectively deal with specific issues of Roma inclusion in line with territorial and social care reforms (targeting at least 15 new LGUs in areas with the biggest number of R&E populations)</p> <p>3.6 Support the MoSWY to establish a coordinating forum on Roma issues with the participation of governmental and non-governmental organizations with the aim of increasing synergies and avoiding overlap.</p> <p>3.7 Support the networking of researchers and professionals for evidence based policy practice on Roma and Egyptian inclusion issues.</p> <p>3.8 Develop a comprehensive Monitoring and Evaluation Framework for the programme</p>			
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ADDITIONAL DESCRIPTION

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

Activities-R1: Support Employment and Vocational Education

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

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

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

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

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

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

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

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

The activity will consist in investing in capacities required for designing inclusive policy responses and delivering social care services for the R&E community. The programme will also support the establishment of a specialized dialogue forum on Roma issues and the research based initiatives and networks that provide added value to the R&E relevant policy making process. In addition, in view of the upcoming territorial reform, which will reduce the no. of LGUs in the territory, the programme

shall provide capacity building actions to the existing and new LGUs to design and deliver inclusive services to the R&E community.

3. IMPLEMENTATION ARRANGEMENTS

ROLES AND RESPONSIBILITIES

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

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

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

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

The Action is recommended to be implemented by indirect management through a contribution agreement with UNDP according to Article 54 of the Financing Regulation and the corresponding provisions of the Rules of Application (Art 190 (d)). UNDP is already providing longstanding significant assistance and institutional strengthening related to the rights of Roma and Egyptian communities in Albania and has successfully implemented the EU funded IPA 2011 project “Supporting Social Inclusion of Roma and Egyptian communities”. The current action builds up on this previous assistance and therefore the organization’s expertise in the specific field and in Albania is considered of added value to this Action.

In addition ,considering the complexity of the activities under the Action which includes technical assistance, NGOs grants, construction investments in various parts of the country, it is more feasible and effective to have the Action implemented through one single agreement managed by an International Organization such as UNDP. Through this approach the results will be maximized and better cohesion of various interventions will be secured.

4. PERFORMANCE MEASUREMENT

METHODOLOGY FOR MONITORING (AND EVALUATION)

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

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

The Steering Committee that will be established will perform, among other, monitoring duties of the Action implementation.

INDICATOR MEASUREMENT

Indicator	Description	Baseline (2010)	Last (year) 2012	Milestone 2017	Target 2020	Source of information
<i>CSP indicator(s)</i>						Eurostat
1. <i>Employment rate (15 to 64 years), females (%)</i>		44.4 (e)	49.58 (e)			
2. <i>Employment rate (15 to 64 years) total %</i>		53.49 (e)	56.40 (e)			
<i>Action outcome indicator:</i>						

5. CROSS-CUTTING ISSUES

ENVIRONMENT AND CLIMATE CHANGE (AND IF RELEVANT DISASTER RESILIENCE)

Envisaged Action activities do not require any environmental considerations.

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

Civil Society Organizations (CSOs) (R&E and non R&E) will be key partners in implementing several Action interventions under the three activities. They will be the targeted beneficiaries of several capacity building interventions of the Action included in the activity 2 and will be involved in the implementation of projects coming out from the call for grant proposals. Civil society organizations will also be involved in the implementation of several other interventions under activity 1 and 3.

EQUAL OPPORTUNITIES AND GENDER MAINSTREAMING

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

MINORITIES AND VULNERABLE GROUPS

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

6. SUSTAINABILITY

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

7. COMMUNICATION AND VISIBILITY

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

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

A broad public awareness and educational programmes that will be undertaken during the implementation of all three activities will target not only R&E communities but the whole Albanian society advocating for respect of equal rights and non-discriminatory and inclusive policies and practices. The action will ensure visibility for the EU and their contribution in the development agenda of the country. In partnership with EU Information Centers and other related networks and national and local media, activities under the action will reach a broad audience highlighting the EU contribution in line with EU visibility guidelines.

Also the web-site of the Ministry of Social Welfare and Youth (www.social.gov.il) will be used as a platform to share relevant information about the activities.

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

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

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

ANNEX

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

IMPLEMENTATION MODALITIES	BUDGET (€)		TIMELINE ¹²	
	Total	EU contribution	Launch of procedure	Contract signature ¹³
PROCUREMENT				
GRANT (UNDP, INDIRECT MANAGEMENT UNDER FAFA)	4,000.000	4,000,000	Q2 2015	Q2 2015
TOTAL	4,000.000	4,000,000		

¹²Timeline: QUARTER (Q1, Q2, Q3, Q4) YEAR

¹³Contract signature date: if relevant; i.e. for Direct Grants mainly