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# 1<sup>st</sup> INTERIM PROGRESS REPORT

**For the period: July 2012 – June 2013**

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## **Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC)**



Project No./Ref.: 00083017  
2012/284-615

### **Important Disclaimer**

Supporting Social Inclusion of Roma and Egyptian Communities is a EU-funded project. The direct beneficiaries of the project are Roma and Egyptian communities living in the regions of Korca, Vlora and Berat. The project is being implemented by United Nations Development Programme (UNDP) Country Office in Albania in partnership with the Ministry of Labour, Social Affairs and Equal Opportunities.

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## ACRONYMS

CCF	Community Counselling Forums
CDP	Community Development Plans
CUP	Community Upgrading Projects
CSO	Civil Society Organizations
EU	European Union
LG	Local Government
MoLSAEO	Ministry of Labour Social Affairs and Equal Opportunities
MoU	Memorandum of Understanding
NGO	Non-Governmental Organizations
NPO	Non Profit Organizations
R&E	Roma and Egyptian
RCASN	Regional Committees on Assessment of Social Needs
TRCCR	Technical Regional Coordination Committees for Roma
UNDP	United Nations Development Programme
WP	Work Package

## EXECUTIVE SUMMARY

The main objective of the project is to contribute to the social and economic empowerment of R/E people in Albania and improvement of social inclusion of most vulnerable communities, with focus in the regions of Berat, Korca and Vlora. The project contains five components, including: (1) participation in local planning and Community Upgrading Projects (CUP); (2) capacity building activities aimed at R/E Civil Society Organizations (CSOs); (3) measures supporting job promotion and entrepreneurship in the R/E communities; (4) assisting Technical Secretariat for Roma (*Sekretariati Teknik për Çështjet Rome*) and Office of Commissioner for Protection from Discrimination (*Zyra e Komisioneres për Mbrojtjen nga Diskriminimi*); (5) awareness raising and advocacy for R/E acceptance and inclusion. Ministry of Labor, Social Affairs and Equal Opportunities (MoLSAEO) and local authorities in three regions have a key role in implementing specific project activities and are all represented in the Project Management Committee.

Despite some startup delays in setting up the local offices and concluding the Memorandum of Understandings (MoU) with respective local authorities in three regions and also due to a slowdown of processes in public administration as a result of June 2013's parliamentary elections, Project has progressed well particularly with participatory planning, supporting of R/E civil society organizations, strengthening capacities of central and local authorities as well as awareness and advocacy for social inclusion. Having participatory and inclusive approaches at the core of the project actions, R/E communities in all three regions have been supported to dialogue with Local Government (LG) officials and have their priorities included in the LG Units plans.

The capacity and training needs assessment of R/E CSOs has led to the identification of key capacity gaps and training needs which are now being addressed through a comprehensive training programme for R/E NGOs.

The employment and entrepreneurship assessment in R/E communities in three regions will guide the implementation of component 3 of the project, which focuses on promoting job and entrepreneurship, taking into account the potentials and challenges encountered by R/E communities.

Training and coaching support to the Technical Secretariat for Roma (*Sekretariati Teknik për Çështjet Rome*) as well as to local officials on the newly established ROMALB monitoring-reporting system for the National Action Plan Indicators for the Decade of Roma Inclusion has been a significant step towards strengthening capacities at central and local level on both the reporting and monitoring process.

The wide array of activities supported under component 5 of the project focusing on awareness raising and information campaign, not only has marked a significant contribution towards

promoting R/E values and their influence in multicultural societies, but has also produced very good visibility for the project results and the importance that European Union gives to the social inclusion of R/E communities in Albania.

## **PROGRESS DURING THE REPORTING PERIOD**

### **WP1. Establishment of the Project Management Structures and Procedures**

#### **1.1 Signature of the Contribution Agreement, Core project staff selected, project management procedures drafted and operational, project launched and operational**

The European Union Delegation in Albania, the United Nations Development Programme and the Ministry of Labour, Social Affairs and Equal Opportunities launched the Project on July 11, 2013. The launching ceremony of the project was hosted by Municipality of Korca, and was accompanied by an intercultural artisan fair held at the city's traditional market place where R/E artisans from the region displayed their crafts. The event was attended by representatives of central and local authorities, as well as local civil society organizations and other partner organizations involved in social inclusion.

Following the launching event UNDP started the preparatory work for project commencement. As specified in the project document, 11 staff members were to be hired and four local offices (one in Tirana and three in respective regions) were to be established. The staff recruitment process took longer than expected with positions in Berat and Vlora being re-advertised in order to ensure competition and hire the best qualified candidates suitable for the positions. The setting up of regional offices particularly in Berat and Vlora have also taken more time than foreseen due to coordination with local authorities in making available the agreed office space for the local project staff.

The consultation process with local authorities at regions, municipality and commune level started during the design phase of the Action, was further enhanced and formalized upon the start of activities in the three target regions. Informative sessions with staff of LG units and Municipality/Commune Mayors aimed at creating a broad understanding of the Action's objectives and its participatory approaches, the role of various stakeholders and the need for coordinated actions.

## WP2. Participatory Planning and Infrastructure Supported Projects

### 2.1 Rapid Assessment of Potential Intervention Areas

A data collection and consultation process was undertaken in three regions with the participation of local government, de-concentrated offices of the central government, R/E and non R/E NGOs and community activists/leaders. Three Regional Profiles (Annex 3) were prepared identifying R/E settlements in each region, size of population, social economic situation, the presence of discriminatory practices, the challenges of R/E Communities in accessing or benefitting public services such as registration, housing, social welfare representation in local government forums, associations, and media. In addition, these profiles present a summary of local authorities and other partner organizations efforts for inclusive policies and practices targeting R/E. The regional profiles are also used as a baseline guiding the planning, implementation and monitoring of activities in the three target regions.

The participatory inception workshop organized at the start of the project set the project ground by identifying the project approaches and partners in the three project regions, making use of the baseline data of the regional profiles. The process led to the identification of 8 local units inhabiting 7000 R/E families in three regions as the focus of participatory planning and infrastructure development interventions, while additional 6 local units or about 1300 R/E families will be benefiting from training and grants to civil society organizations (CSOs) employment and entrepreneurship assistance, capacity support for local authorities to implement and monitor National Action Plan for the Decade of Roma Inclusion, as well as from the awareness raising and information campaign.

### 2.2 Community mobilization activities

The community mobilization/self-help component of the Action aims at mobilizing the members of the Roma/Egyptian communities to take their rights in their own hands and have a voice in the development path of their local unit. R/E activists, community leaders and members have joined local officials in the process of planning, execution and decision-making process for these activities. This is considered as fundamental for promoting ownership of the R/E communities in the whole Action process.

**R/E Community Counseling Forums (CCF)** are set up in each of the 8 R/E inhabited areas; 3 in Korca, 3 in Berat and 3 in Vlora region. Some 9 CCF consultative prioritization meetings are held in each locality with the aim of mobilizing R/E community members to actively participate in

23 community mobilization and self/help activities, have been organized in three regions, involving regularly around 150 R/E volunteers from the regions;

For greater outreach and encouraging continuity, the self-help activities with involvement of R/E volunteers are organized over the course of the year with the occasion of 12 internationally marked days, focusing on a variety of areas and target groups (i.e. women rights and fight against gender-based violence, voluntarism, human rights, environment, youth, illiteracy, poverty, tolerance, cultural diversity and exchange).

identifying priorities in several development fields. To promote active citizenship of R/E CCFs, project teams in Korca, Berat and Vlora have regularly organized educational informative events as well as self-help activities with participation of R/E community members (including youth, children parents, men and women) local government, employment, education, health, and police authorities. In addition, young R/E from three regions have been trained on the principles of voluntarism and its role in community mobilization efforts.

Other activities such as promotion of hygiene in schools, cleaning of environment and planting of trees, commemorating Europe Day with involvement of R/E pupils and youth have been regularly organized, and more importantly framed under the standard school curricular hours on community work at high school, the annual awareness raising calendar of education, health, and employment authorities. Particular attention has been given to cultural exchange between Roma and non-Roma participants as well as equal participation of male and female Roma individuals. (Annex 5, contains a list of community mobilization and self-help activities organized in the three regions)

### 2.3 Reinforcing of R/E representation in the Local Government Level

The local community development coordinators and community facilitators in the three regions supported local officials at the Regional level to establish three Technical Regional Coordination Committees for Roma (TRCCR) (*Grupi Teknik për Çështjet Rome*), composed of officials of education directorates, employment offices, healthcare departments, municipalities and communes inhabited by R/E communities, as well as representatives of R/E civil society organizations. The committee will be led by the Regional Council and the first meeting of the committee is planned to take place in September 2013, following the restructured composition of the Regional Directorates (de-concentrated offices of the Central Government) staff that might occur as a result of the political rotation in the county. The terms of reference for functioning of the TRCCR, are being tailored having regard to the decision of Council of Ministers regulating the functioning of the Regional Committees on Assessment of Social Needs (RCASN), (*Komiteti Rajonal për Vlerësimin e Nevojave Sociale*), as well as the established practice in other regions where UNDP has been intervening in support of Roma.

A training session on anti-discrimination, minority rights and intercultural education is being elaborated and will be offered to local and central officials towards the end of 2013. As part of the training, various case studies will be examined in the areas of school segregation, social housing, civil registration, legal aid, etc., from three intervening regions. This session will be combined with the participatory planning and budgeting training offered under section 2.5 below.

## 2.4 Preparation and Signature UNDP-Local Government Memorandum of Understanding ( MoU)

Project team has been working closely with local governments in selected regions with the aim of involving them institutionally at all phases of project implementation. Memorandum of Understandings (MoU) have been prepared and signed with ten local and regional authorities; three in Korca region (Municipality of Korca, Municipality Pogradec, and Commune of Bucimas); four in Vlora region (Vlora Regional Council, Municipality of Vlora, as well as Communes of Novosela and Shushica), and three in Berat region (Berat Regional Council, Municipality of Berat and Commune of Otlak). These MoUs have specified the modalities of cooperation for preparation of Community Development Plans, and Community Upgrading Projects (CUP). As regards the LGs financial contribution it should be noted that this is not an obligatory/mandatory requirement for the LGUs benefitting from the infrastructure projects. Neither the Description of the Action, nor the Budget refers to financial contributions from LGUs. This is introduced as an addition, going beyond project requirements. It aims at ensuring a long term commitment of LGUs to respond to R/E Communities challenges making them part of the LG development priorities. The MoUs signed with the Municipalities and Communes do not make reference to this contribution. Being aware of the financial crisis and budgetary cuts in the local budget, the project team is continuing discussions with local authorities to reinforce their commitment to development priorities of R/E Communities financial or in kind contributions making them part and parcel of Municipality/Commune plans and actions.

## 2.5 Design and Implement R&E Community Development Plans

Community planning and prioritization workshops have been facilitated in 8 intervention areas where R/E community leaders organized in CCFs have increased their knowledge on commonly shared problems, planning tools and prioritization criteria as well as the active role they should play in presenting to and advocating with the respective authorities.

As a result of these exercises, R/E communities have identified a list of CUP, utilizing agreed criteria among them such as number of beneficiaries, availability of funds, impact on development, readiness of local government to contribute and maintain. Among these CUPs are listed construction and rehabilitation of kindergartens, health centers, neighborhood roads and lightening system, community intercultural centers, sewage systems etc. Project team has provided guidance and support to R/E CCFs

To date 10 consultative and information sessions in Roma have been facilitated with experts on education, housing, employment, social welfare and legal aid, who have provided answers to more than 150 R/E households in Korca, Berat and Vlora regions.

Finalization of Community Development Plans will institutionalize this practice requiring the respective officials to provide informative and guidance to R/E community members on regular basis as part of terms of reference.

Respective authorities are being assisted to produce tailor-made informative flyers with standard information on criteria and procedures for accessing various public and social services.

in Korca, Berat and Vlora to present these priorities at local units by facilitating joint meetings with local officials or utilizing the participatory budgeting meetings that few local units implement (Municipalities of Korca and Berat). Local authorities have appreciated the discussion forums as an important way of institutionalizing a formal dialogue with Roma and Egyptian communities so that the groups' priorities get their deserved place in the overall LGUs plans. While recognizing the high need for several interventions in Roma/Egyptian neighborhoods, in many cases they have referred to recently introduced budget cuts that have deteriorated the local financing possibilities. Detailed explanations on concrete CUP priorities may be found in section 2.6 below.

During the planning and prioritization workshops other social issues have been raised such as school segregation, poor housing conditions, inability to attend vocational trainings, lack of civil registration documentation, inability to become part of social welfare or pension schemes, the need for free legal aid and the like. To assist this process, the Project teams in the three regions have organized consultative sessions with experts from respective authorities, who listen the specific problems of R/E individuals while answering questions and providing guidance on how to access specific services and rights. These consultative sessions have not only been considered as very helpful for providing answers and solutions to some community issues, but at the same time they have become instruments of local government and community dialogue which is often missing in the areas where Roma and Egyptian communities live. These exercises have preceded the process for preparation of the Community Development Plans which started recently (after the parliamentary elections). Part of the process is: the preparation of a guide for participatory planning and budgeting, respective training programmes in the three regions and community development plans for each intervention area.

## **2.6 Identify, select and implement nine Community Upgrading Projects**

Following community planning and prioritization workshops, 6 CUP have been identified in 3 regions and are being agreed with respective local authorities. While the local government units are encouraged to contribute financially with 20% of the CUP projects costs, their contribution also include the preparation of technical design, implementation of some volume of works in infrastructure interventions that can be realized by Municipality enterprises or staff; taking it over the completed projects and making it operational. The project team is lobbying with LGUs officials to consider Roma/Egyptian individuals when hiring new staff to run the completed projects. The project team has facilitated the dialogue initiated between local government representatives and R/E community leaders as regards to community project prioritization, promoting it as part of the regular participatory planning and budgeting process that LGs should undertake and sustain. A note on LGUs contribution and sustainability arrangements will be prepared for each of the interventions, duly highlighting the responsibilities for taking over, operating and maintenance costs.

The active consultative process so far has led to the identification 6 CUP as follows:

Construction of kindergarten, health and community center in Berat municipality;

The building facility of the kindergarten, healthcare and community center planned to be constructed at the industrial market of the city of Berat situated next to the Roma neighborhood inhabited by more than 200 Roma families. It will benefit a large number of families and in particular families of 50 Roma small traders who work at an adjacent market. While being next to Roma neighborhood, the intervention will benefit other non-Roma families living nearby as well as citizens accessing the market. The technical design has been finalized by the Berat municipality and the procurement process will be initiated in July 2013.

**Sustainability:** The facility will be taken over by Berat Municipality which will be in charge for running and maintaining the object. The staff of the healthcare center and kindergarten will be provided by the Regional Directorates of Public Health and Education.

Rehabilitation of kindergarten and library of nine-year school in Novosela commune/Vlora;

This intervention will benefit the 50 Roma families living in Novosela and will foster the good inter-ethnic relations between Roma and non-Roma, both at school, and kindergarten. The improved kindergarten will enable more Roma kids access the service serving as a model of inter-cultural early childhood development. The technical design is being finalized by the Novosela Commune and the procurement process will be launched within July 2013.

**Sustainability:** The kindergarten will remain part of the education complex and Novosela Commune will be responsible for its maintenance and running costs. There is no need for additional staff to be employed for the kindergarten.

Rehabilitation of the Roma Corner at the City Cultural Center in Pogradec Municipality;

An existing facility within the Pogradec city cultural center will be rehabilitated and transformed into a Roma Corner, containing a meeting room, a reading corner, display of artisan products, as well as information and communication corner. Roma corner will be managed by the Municipality of Pogradec and utilized by Roma NGOs in the city of Pogradec. The technical design is being finalized by Pogradec Municipality and the procurement process will be launched within July 2013.

**Sustainability:** The Roma Corner at the City's Cultural Center in Pogradec will remain under the administration of Pogradec Municipality. It has been agreed that a Roma individual will be

employed by the Municipality to coordinate the activities of the Roma Corner. The Municipality of Pogradec will be responsible for its maintenance and running costs.

Rebuilding of Kindergarten-Healthcare-Community Services facility and the surrounding sport ground in Morava/Otllak Commune

The intervention foresees the rebuilding of an existing deteriorated facility, which at present accommodates: a kindergarten, healthcare, two rooms for joint school classes. There are some 190 Roma families living in Morava village that will benefit from the intervention. The local team is coordinating the preparation of technical design by the Regional Council of Berat, as Otllak Commune does not have in-house engineering expertise. While the project has been considered as a high priority by the community and commune officials, the project team has been engaged in a dialogue with the officials of regional offices of Health and Education for the best use of the facility and the need of other actions to make the various premises of the center operational. The agreement on all the pending issues, is expected to be reached in September-October 2013 and the procurement process starting by the end of 2013.

**Sustainability:** The rehabilitated Kindergarten-Healthcare-Community Services facility and the surrounding sport ground in Morava/Otllak Commune will be under the administration of Otllak Commune. The Commune will take over the institutional coordination with Regional Directorates of Education and Public Health so that to ensure its functionality. Regional Directorates of Education and Public Health will continue to provide the respective staff. Otllak Commune will be responsible for its maintenance and running costs.

Construction of Community Intercultural Center in Korca Municipality;

The construction of the center will benefit over 400 Roma and 500 Egyptian families living in city of Korca. It will contain a meeting room, a reading corner, display of artisan products, as well as information and communication corner. The identified plot for building the center is located near the Social Service Directorate. The municipality is currently completing the procedures for making available the identified plot as well as finalizing the technical designs. The procurement process is expected to start before September 2013.

**Sustainability:** The constructed Community Intercultural Center in Korca Municipality will be taken over by the Municipality of Korca. It has been agreed that a Roma/Egyptian individual will be employed by the Municipality and in close consultation with the respective Local Government Units will coordinate the activities of the center. The Municipality of Korca will be responsible for its maintenance and running costs.

Reconstruction of road in historic quarter of Vlora inhabited by Egyptians;

The rehabilitation of the road in the historic quarter “Partizani” in Vlora is of a high significance for the city. It benefits directly over 200 Egyptian families inhabiting the quarter. The technical design is still in early phases and Project team is following up with Vlora municipality to check for the feasibility of the project taking into consideration the available funding for infrastructure intervention.

**Sustainability:** The reconstructed road in historic quarter of Vlora will remain under the administration of the Vlora Municipality. The Municipality will be responsible for its maintenance.

Depending on the costs of the first six prioritized needs, Project will support implementation of additional 3 CUP in three regions.

<b>Table 1: CUP projects agreed for co-financing</b>		
<b>Areas</b>	<b>CUP identified and agreed for co-finding with LGs</b>	<b>Status</b>
Berat Municipality, Berat Region	Construction of kindergarten/health/community center in Berat municipality.	Preparation of the technical design within July 2013
Commune of Novesela, Vlora Region	Rehabilitation of kindergarten and library of nine-years school in Novosela commune/Vlora.	Tender documentation ready within July 2013
Municipality of Pogradec, Korca Region	Rehabilitation of Roma Corner at the City Cultural Center in Pogradec municipality.	Tender documentation ready within July 2013
Otlak Commune, Berat Regions	Rebuilding of kindergarten-Healthcare-Community Services facility and the sorounding sports ground in Morava/Otlak.	Technical design to be completed by end of 2013
Korca Municipality, Korca Region	Construction of Community Intercultural Center in Korca municipality.	Pending confirmation of plot availability (expected within August 2013)
Vlora Municipality, Vlora Region	Reconstruction of the neighbourhood road in an historic quarter of Vlora inhabited by Egyptians	Technical documentation expected by end of 2013

### **WP3. Strengthening civil society capacity to combat discrimination**

#### **3.1 Assessment, capacity building and networking of NGOs in each target region**

A capacity and training needs assessment has been conducted for local Roma and Egyptian NGOs and activists, based on which a comprehensive training and coaching programme has been developed for enabling them to combat discrimination.

The assessment highlights the need for further strengthening the institutional capacities of existing and newly-established Roma/Egyptian organization. In particular emphasis is put on project cycle management, monitoring and reporting; effective partnering in lobbying and fundraising, advocacy campaigning on key social inclusion practices related to social housing, school segregation, employment subsidies, social services etc; networking of local activists and R/E community leaders in remote areas with well-established NGOs in main cities, strengthening cooperation with local authorities for greater participation in local planning processes.

The report highlights the establishment of new organizations by young and educated members of the community as a positive change factor and the need for fostering cooperation among new and traditional leaders.

Based on the findings and recommendations of the capacity and training needs assessment, a comprehensive training and coaching programme has been designed covering institutional development, existing fiscal framework and reporting, project management and implementation, communications, fundraising, partnering, networking and coalition building, minority rights protection, human rights and non-discrimination and community case management.

#### **3.2 Support collaboration of R&E NGOs and non R&E NGOs**

In follow up of the training and coaching assistance, the project will organize bank of ideas event with a focus on non-discrimination and tolerance aiming to strengthen the mutual trust and exchange between R/E and non-R/E organizations. Three best joint actions by R/E and non-R/E organizations will be supported for implementation. This activity is planned to start in early September 2013.

#### **3.3 Preparation and Launching of the Small Grant Program**

As part of the capacity building support there will be also a small grant programme for R/E NGOs, which is planned to start in October 2013. Terms of reference on the small grant programme have been prepared and will be announced following the training and coaching assistance.

## **WP4. Job and Entrepreneurship Promotion**

### **4.1 R&E Employment and business assessment**

A database with vocational training and micro-credit providers has been prepared for each of the three regions and a project expert is now analyzing how to effectively facilitate access of R/E individual to existing government and non-government employment and entrepreneurship promotion programmes.

For this purpose, an assessment of R/E individuals on employment and entrepreneurship is being conducted in three regions related to the challenges and opportunities of R/E job-seekers, R/E artisans as well as potential entrepreneurs. The preliminary findings of the assessment call for orienting the support to VET and artisans towards small income generation activities, rather than formal business development. In addition, formalization of fragile and non-competitive business requires more time than project life while unsuccessful entrepreneurs may lose the social welfare and the opportunity to return if their activity does not survive. This is negatively affected by the high level of informality in the country. The assessment report is expected to identify ways and approaches for monitoring the support to targeted groups and be completed in early August 2013. It will provide a useful reference document for the project as well as other future interventions.

### **4.2 Support and Coaching R&E businesses**

Three regional workshops were organized in Korca, Berat and Vlora during July 2013 with the aim of identifying challenges and opportunities of R/E VET trainees, artisans and potential small entrepreneurs. These workshops helped to build a common understanding on the support that project will provide for bridging the gap between R/E individuals (trainees, artisans and entrepreneurs) and local service providers (VET centers, provision of raw materials, marketing agencies, as well as supporters of income-generation activities or micro-crediting institutions). The workshops helped to document existing practices in each region allowing for better tailor-made and coordinated assistance from the project to R/E individuals. The workshops were a good opportunity for creating new links and coaching of R/E individuals, with regional professional service providers.

Several R/E NGOs particularly in Korca have been encouraged to assist R/E artisans with marketing their products, by facilitating their participation in competitions organized by artisan associations as well as organization of craftwork fairs. To date, three craftwork fairs have been organized, with the occasion of project launching (Korca, July 11, 2012), commemoration of International Roma day (Tirana, April 8, 2013) as well as the annual spring artisan fair (Korca April 20 – May 5, 2013). About 40 R/E artisans producing pottery, baskets, embroidery, and blacksmith products have participated in the fairs. A brochure with their products and contacts

has been produced and disseminated in Tirana and in the regions, including here travel agencies, hotels and restaurants frequented by tourists and potential clients.

In addition, artisans of Korca (the region with more potential in craftwork and with a higher number of artisans) are assisted to participate in a regional competition for craftwork design, organized with support of GIZ and Municipality of Korca. The product designed with support of the project (an embodied plate with a snapshot of Korca) was presented by the Egyptian Embroidery Association and got qualified among the best five products. This has increased the demand for that product by the souvenir traders, thus increasing the production and income generation for the Egyptian Embroidery Association.

Taking part in fairs and having their products and contacts displayed at the Artisan Brochure or by the social media, several artisans, particularly from Pogradec and Korca report an increase of demands for their pottery, straw and embroidery products.

#### **4.3 Promoting Employment**

Orientation sessions on vocational trainings offered at public and private vocational centers have been offer to over 60 R/E individuals (30 in Korca and Pogradec, 15 in Berat and 15 in Vlora) majority of which have shown interest to attend three to five months vocational training courses in various areas, such as barber, tailor, IT, cook and hairdresser. With completion of the job and entrepreneurship assessment (expected in early August 2013), the project will be supporting vocational trainings for interested R/E individuals, having regards to potentials that each individual has for self-employment or starting of income-generating activity after completion of the course.

Meanwhile, 18 Roma young individuals (6 from each of 3 regions) completed at the end of June 2013, a four-month on the job-training as journalists, camera operator and film/documentary producer. The training has been offered at a local TV in Korca, and at least 6 of the trained persons are expected to be hired by Disutni Albania (a Roma NGO which broadcasts news in Albanian and Romanes) as TV reporters from three regions.

A job fair is planned to be organized during 10-12 July in Korca where over 40 R/E individuals will be assisted to attend and apply for various employment opportunities. Currently, the young R/E job-seekers, some of them educated and others skilled in vocational trainings, are being assisted with preparation of CV, coaching for interview process etc.

#### **4.4 Monitoring and Recalibration of Support**

In order to set up the ways and approach for monitoring and recalibration of the support to targeted communities, the Project is finalizing a needs assessment of R/E individuals on employment and entrepreneurship in the regions of Korca, Berat and Vlora. As indicated also in

section 4.1 above, the project is trying to provide adequate and feasible support to Roma and Egyptian individuals taking into consideration realistically challenges and opportunities while ensuring that tangible results are met within the project life particularly in the area of job promotion and entrepreneurship. For sustained results in this challenging area it is considered feasible to encourage links and partnering of R/E community members with professionalized local service providers in each region. However, a refined approach on the way forward and means to be adopted will be made available upon finalization of the assessment report in early August 2013.

## **WP5. Providing support for the implementation of Roma Strategy and Decade Action Plan**

### **5.1 Supporting the MoLSAEO and the Roma Technical Secretariat**

During September – December 2012, the SSIREC Project Manager assisted the Technical Secretariat for Roma to organize training of 15 (5 from each of 3 regions) local officials on the newly established ROMALB monitoring and reporting system. Regional Councils and regional directorates of education, health, employment, social service are responsible to enter data periodically in the system and project team in three regions has assisted them to enter data and operate the system in coordination with the Technical Secretariat for Roma.

SSIREC Project Manager has provided advisory support to the Technical Secretariat for Roma at MoLSAEO for organizing two consultation workshops during February 2013, one with government institutions and the other with civil society organizations, as part of the consultation process on the future of the Roma Decade beyond 2015. As a result, both government and civil society organizations provided their inputs on how the actions targeting Roma should be tailored after 2015. A detailed report on this is expected by the central Decade Secretariat in Budapest, however, the recommendation provided almost unanimously during consultations called for continuation of the Decade and its alignment with EU 2020 initiative in support of Roma in member states.

A review of the roles and responsibility of the Technical Secretariat on Roma will be conducted within 2013 followed by preparation of necessary legal amendments for strengthening its role and increasing outreach. Training and coaching support will be offered to staff of Technical Secretariat for Roma related to project management cycle as well as reporting, in order to increase their capacities in management of donor support and be able to draft progress report of National Action Plan for Roma Decade.

Progress report on the National Action Plan for the Decade of Roma Inclusion will be produced with involvement of staff of Technical Secretariat for Roma and published towards the end of the year, utilizing the newly established data collection system and skills acquired at the training.

## 5.2 Supporting the Anti-Discrimination Commissioner

During July – November 2012, SSIREC Project Manager has been involved in a series of consultations with MoLSAEO as well as with Ombudsman Office for addressing the situation of the 50 forcedly evicted Roma families from their settlement. The input provided on behalf of the project involved legal comments to three legal recommendations respectively on social welfare, housing and transfer of residence that Ombudsman Office proposed to MoLSAEO, Ministry of Public Works and Transport and Ministry of Interior.

In March 2013, SSIREC Project supported one day training for 25 staff members of Ombudsman Office focusing on minority rights and anti-discriminatory issues. The training module included specific case studies related to the role the Ombudsman's institution could play for improving some the discriminatory criterias and procedures against R/E communities, banning them from accessing social and public services.

In addition, Project is facilitating several meetings of the Commissioner for Protection from Discrimination with R/E community members in three regions, following an earlier training that was delivered in 2012 to the staff of the Commissioner on R/E social inclusion. Two Open Days with the Commissioner for Protection from Discrimination in the regions have been taken place in Korca and Shushica commune, during April- May 2013. A “how to” manual is being developed as a practical tool for the staff of the Commissioner to guide them in providing support to R/E citizens in filing their complaints and in responding adequately to these discrimination cases. Following the finalization of the manual, a two-days training will be organized for the staff of Commissioner for Protection from Discrimination, with a special focus on Roma.

Informative flyers are being produced for public institutions and citizens, to inform them of potential discriminatory practices in the areas of education, health, housing, social welfare etc., and to guide them on the relevant procedures they should follow to file discrimination cases with the Commissioner for Protection from Discrimination.

Public information events are planned to take place in September 2013 in the regions of Korca, Berat and Vlora in support of Commissioner's outreach among R/E communities.

## WP6. Awareness Raising and Information Campaign

### 6.1 Preparation of the Communication Strategy and Action Plan

A Communication Strategy and Action Plan have been prepared. Among others, it calls for establishing of a network of Cultural Diversity Goodwill Ambassadors composed of prominent non-Roma personalities from the areas of art, sport and media as well as of R/E role models who would be involved in project activities to give a stronger message of social inclusion and respect

for diversity. Project's slogan in "Equal in Diversity" is being used in all promotion materials and publications. Specific attention has been given to implementation of EU Visibility Guidelines ensuring due recognition of EU contribution and that of other partners.

## 6.2 Implementing a national awareness and advocacy campaign

The awareness and educational activities have become an integral part of many other project components.

As part of the campaign, three football teams have been established, one in each region composed of R/E young men, who periodically organize thematic football matches in mixed teams with participation of artists, local authorities, police, journalists etc. with the aim of promoting intercultural exchanges amongst various minority and majority groups. To date, there have been 2 football matches: one in Korca and one in Berat, where mixed teams have been wearing sport uniforms with the slogan You & I Equal in Diversity.

Several volunteer-involving activities such as cleaning of territories, planting of trees in neighborhoods, school yards and other public places have been organized, with the occasion of internationally and national marked days i.e. environment day, voluntarism day, anti-discrimination day and the like.

Throughout these activities, R/E volunteers have partnered with other volunteer-involving organizations operating in the areas of environment and youth participation. Animators organized games for children and parents in three regions making use of Roma and Albanian symbols, leading to recognition and appreciation of respective symbols flags, colors etc.

The Project has produced a TV documentary with interviews of Goodwill Ambassadors and R/E role models, which will be screened on TVSH and other national and local TV channels.

Social Inclusion of R/E Communities in Albania was discussed and debated on April 8 2013 with the occasion of the International Roma Day, in a high profile TV show called "Duel" on the Albanian Public TV which is aired prime time. The show featured SSIREC Project Manager, Commissioner for Protection from Discrimination, Head of Technical Secretariat for Roma, Roma/Egyptian Civil society representative as well as R/E students and graduates and their non-R/E peers. The show provided an excellent opportunity to identify challenges faced by R/E Communities, but at the same time highlighted the assistance given by UNDP with the EU support and Albanian Government in this regard. Direct beneficiaries of the programme were also invited at the show.

With the occasion of the International Roma Day, on April 8, nine prominent personalities from the world of art, literature, academia and media were announced as UNDP Goodwill Ambassadors for Cultural Diversity in Albania. Their names are listed in the table below.

Mr. Zhani Ciko	Director of the Albanian Opera House
Ms. Arbana Osmani	Popular TV and radio host
Mr. Ermal Hasimja	Professor at New York University
Mr. Florian Kondi or Doctor Flori	Well know Albanian singer
Mr. Gazmend Paja	Actor
Mr. Kujtim Cashku	Film Producer
Mr. Marin Mema	Investigative journalist
Mr. Mina Qirici	Writer of several books on Roma culture
Mr. Pandi Laco	Writer and TV producer

The announced personalities will use their popularity and social status to reach diverse audiences and help influence decision makers, political leaders, and development partners to support the social inclusion agenda of the R/E Cultural Diversity Goodwill Ambassadors together with role models from the R/E community came together in a festive evening to convey a great message: Respect for Roma values, respect for cultural diversity and greater inclusion in the development mainstream.

As series of awareness raising activities were organized in the framework of the Roma Values Week, to mark the International Roma Day (8-12 April 2013). The calendar of activities included the annual inter-cultural artisan fair (8 April); A National Conference “Accurate Data – Relevant Policies” in the Framework of National Action Plan for the Decade of Roma Inclusion (9 April); R/E youth performed “*Les Miserables*” theatre at the University of Arts (11 April). At community Center “TEN” in Tirana, human rights documentaries and Roma movies were screened for a wide audience. A new documentary on the Roma cultural heritage with messages from Cultural Diversity Goodwill Ambassadors and Role models was broadcasted in the public TV channel (TVSH).

The putting on stage of “*Les Miserables*” by R/E students was an innovative means of promoting the cultural values of the R/E communities as well as preservation and development of their identity as an integral part of the national cultural heritage. An impressive part of the drama was the manner in which Roma culture and tradition were made present. The director had incorporated not only Roma music but also other elements such as traditional Roma costumes. The drama was conducted by Mr. Ram Hadroj, an Albanian Roma Student, who graduated from Andrews University Michigan with a Bachelor of Sciences in Behavioral Sciences (2010) and was directed by Mrs. Aneta Malaj a well-known professor at the University of Arts. In his opening remarks Mr. Hadroj highlighted the influential message of the drama: “There is nothing

like a dream to create the future”. Mr. Hadroj emphasized the fact that by putting on stage the drama in Albanian he had realized one of his longstanding dreams.

The Project has established a Facebook account (UNDP Albania-Supporting Social Inclusion of Roma and Egyptian Communities) where activities of the project are portrayed and shared with social networks. The Facebook page also serves as a tool for promoting inclusion and acceptance while appreciating the values and cultural heritage of the Roma and Egyptian communities in Albania.

A network of R/E NGOs, students and activities from all over the country has been established and consulted on the Post 2015 Development Agenda as part of the Global Consultation process in several countries of the world (Albania is one of 70 countries selected) to design new development priorities after 2015 following the MDG deadline. The consultations process across the country under the motto “The Future We want” has been part of an unprecedented global consultation which aimed to build consensus between people, communities, cities, countries stakeholders and groups that usually don’t participate in multilateral negotiations - on what are in their view key development priorities. Several R/E youth and community members have been part of such open debates and discussions focusing on issues related to youth employment, environment and inequalities, giving their vision for the future and voicing their ideas in several televised citizens panels organized.

## RISKS, COUNTER MEASURES, AND WAYS FORWARD

### Risks and Countermeasures

**Risk 1.** Delays in staff recruitment and setting up offices in the regions, preparation and signing of a higher number of Memorandum of Understandings with respective local authorities as per the number of intervention areas within three selected regions.

**Countermeasure 1:** Project Manager in close consultation with Programme Analyst assess the relevance of delayed activities and reflect that in the annual planning, whenever possible simplifying and grouping said activities in compliance with agreed requirements ensuring that output quality is duly maintained. New timing of delayed activities gets reflected in the updated annual work plan.

**Risk 2:** Benefits of formalization of R&E small businesses may not be sufficient to cover the costs of business registration. In case a member of the family registers a small business, the whole family is removed from the list of beneficiaries of social assistance with no prospects of getting back in if the business does not succeed. The economic situation is subject to changing conditions which might make the development of business activities more difficult both at

national and local level. The preliminary findings of the employment and entrepreneurship assessment stress that registration of newly set up R/E income-generation activities may not survive the competition, while threatening the R/E (small traders and artisans) with cutting of social welfare.

**Countermeasure 2:** The project will assess regularly the economic situation and provide additional support where needed in order to adapt businesses develop support to entrepreneurial circumstances. As concluded at the assessment, project will try to orient its support to self-employment and small income-generation activities rather than formally registered business, while strengthening the links between R/E individuals and local professionalized service providers.

**Risk 3:** Parliamentary elections of June 2013 may slow down the process of project implementation during the few months before and after elections, due to changes in political representatives and very likely also in the administration as well as possibility that new government staff may not be aware of the current plans of the project and of the work of the organization focusing on Roma social inclusion.

**Countermeasure 3:** After parliamentary elections, project manager and if necessary with support of programme staff will meet the newly appointed officials of de-concentrated offices of central governments at local level and renew the respective LG's commitment to cooperate with SSIREC project.

**Risk 4:** Certain R/E Communities may not be open to dialogue and willing to actively collaborate in the project, while the rest of Albanian society and representatives of authorities have a biased image of R/E people. The marginalized conditions of R/E Communities in Albania and the fact that they are perceived as second-class citizens might hamper project efforts towards social inclusion of R/E vulnerable communities.

**Countermeasure 4:** Close collaboration with R/E civil society organizations as well as other community based organizations operating at local level will facilitate project activities. Project manager and coordinators in three regions will establish close collaboration with civil society organizations and R/E community leaders.

### Other challenges

Several discussions have taken place among UNDP, EUD and MoLSAEO with the aim of making effective the GoA contribution to the project budget (45,000 Euro). Recent communication has shown some willingness to move ahead with the transfer of the contribution. UNDP is following closely with MoLSAEO.

The June's parliamentary elections have been slowing down the preparation of the technical design by respective local governments and postponed several activities including the preparation of the community development plans, as well as organization of Roma regional coordination committees and data reporting on National Action Plan for Roma Decade. Project is alert on these delays and once the elections are finalized will start a catch up campaign.

### Changes introduced in implementation

Although more an adjustment than a change, in some work packages certain activities have been grouped under a single one. This has been done having regard to the relevance of activities being grouped while observing the thresholds requirements for grouping of budget sub-lines.

- Under WP 2, the drafting of a guideline for LG, delivering training on participatory planning and coaching for preparing community development plans have been grouped together in a package of service, grouping also the three respective budget sub-lines namely 5.7.2 and 5.7.5 and 5.7.12.
- Under WP 3, designing and delivery of training and coaching programme for R/E NGOs, the organization of Bank of Ideas as well as preparing call for proposals have been grouped together in a single package, followed by grouping of three respective budget sub-lines namely 5.2.1, and 5.7.3 and 6.8
- Under WP 4, the provision of vocational trainings, business coaching assistance for R/E jobseekers, artisans and entrepreneurs will be grouped (upon finalization of the assessment report followed with grouping of several budget sub-lines, namely 5.1.3 and 5.2.2, and 5.2.3, and 5.7.6, and 5.7.7, and 5.7.9 and 5.7.10 and 6.12 and 6.13 and 6.15).

## LESSONS LEARNED

Social inclusion of R/E is often not viewed as a priority by local authorities, while national priorities are not fully observed. 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 coordinated actions for implementation and monitoring of relevant actions. The alignment of the Community Development Plans (CDPs) in each local unit with nationally decided priorities such as National Action Plan of Roma Decade, are a significant example of this lesson learned.

The preliminary findings of the employment and entrepreneurship assessment report stress that registration of newly set up R/E income-generation activities may not survive the competition, while threatening the R/E (small traders and artisans) with cutting of social welfare. This said, Project is considering orienting its assistance in self-employment and income-generation rather than assisting formal registration of businesses run by R/E individuals.

An exclusive focus on R/E vulnerability and non-discrimination is often increasing stigma and marginalization of these communities. In response, Project has focused more on the promotion of positive models and appreciation of cultural values of R/E, which in turn is diminishing the stereotypes and creating more acceptance and inclusion. 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 have contributed to a broader positive acceptance of R/E in the society.

Despite the fact that there is no formal commitment of LGUs for financial contribution expressed in the Description and Budget of the Action, the project team has encouraged the LGUs to allocate a financial contribution of approximately 20% for all CUP investments taking place in the territory under their jurisdiction. Though most of the LGUs agreed to contribute financially for the realization of CUP, it is becoming obvious that for some of the LGUs the financial contribution is not possible due to serious budget cuts in local government budgets during 2013. The project team is in regular contacts with LGUs to identify possible ways for in kind contribution or other support from municipality staff or enterprises for the infrastructure projects.

The updated work plan endorsed by the Steering Committee is attached under annex 8.

## **PARTNERS, COOPERATION AND VISIBILITY**

### **Partners and Cooperation**

Project has regularly exchanged information and coordinating with other partners' projects targeting Roma such as the OSCE/ODIHR Best Practices for Roma Integration; Council of Europe's Projects namely ROMED, Inclusive Education and Minority Protection, as well as other projects implemented by local NGOs such as Help for Children Foundation, SHKEJ, Employment Project implementing by Tjeter Vision with EU funding in follow up of Emilia Romania model, and the Cross Borders Cooperation project in Vlora on youth employment starting in September 2013.

When implementing project activities, particular care has been taken to ensure ownership of respective institutions such as local government, regional sectorial directorates, arts and cultural institutions etc.

Project supported the publication of the city guide brochure for Korca municipality where for the first time; the International Roma Day (April 8th) is included among other commemorative days. The brochure is disseminated to travel agencies, tourism information office, and hotels in Korca.

## MONITORING AND CONTROL

During the reportig period, the implementation of the project activities has been monitored through various means:

- regular contacts of the project Management with the EUD representative
- two Steering Committees meetings
- three on the spot visits by an EUD external monitor with relevant and follow up meetings
- one EUD managed ROM (Result Oriented Monitoring) mission with on the spot visits.

## **ANNEXES**

**Annex 1: Financial Report-Provisional Expenditures as of 28 June 2013**

**Annex 2: Progress vs. Objective Matrix**

**Annex 3: Profiles of Intervention Areas**

**Annex 4: Report on Inception Workshop**

**Annex 5: Community Mobilization Activities**

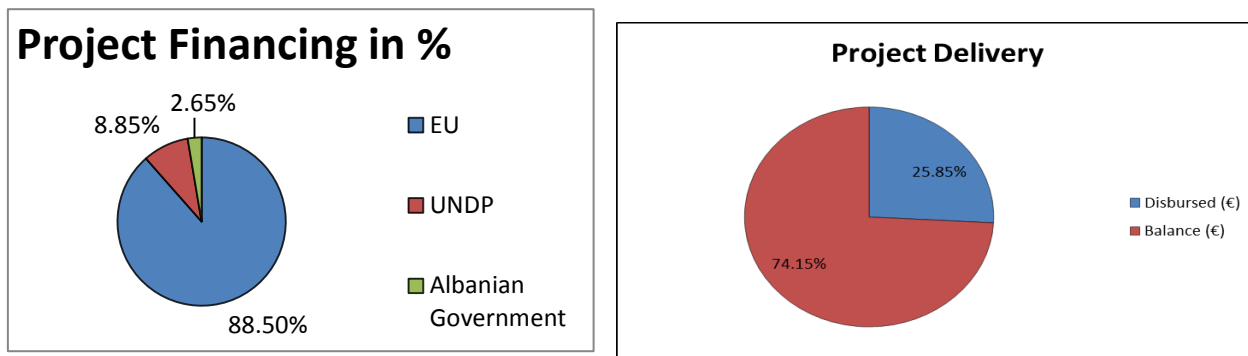
**Annex 6: Minutes of the 1st Project Management Committee**

**Annex 7: Minutes of the 2nd Project Management Committee**

**Annex 8: Updated Work Plan for January – December 2013**

## Annex 1: Financial Report-Provisional Expenditures as of 28 June 2013

Overall project funding is 1,695,000.00 €, out of which 1,500,000.00 €, equivalent to 88.50% of the estimated total eligible cost, from European Union, 150,000.00 € from UNDP core funds, and 45,000.00 € from Albanian Government Funds. The first installment of project finance was at beginning of project, July 2012: 584,398.3 €, (499,873.31 €, equal to 620,960.63 USD, from EU funds and 84,525.00 €, equal to 105,000.00 USD, from UNDP core funds)



Project delivery of the first installment (584,398.3 €) on 28 June 2013 stands at 25.85 %, with 151,065.09 € disbursed and a remaining balance of 433,333.24 €;

Project Delivery of the overall funds (1,695,000.00 €,) on 28 June 2013 stands at 8.91% with 151,065.09 € disbursed and a remaining balance of 1,543,934.91€.



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## ANNEX 2: PROGRESS VS. OBJECTIVES MATRIX

	<b>Intervention logic</b>	<b>Objectively verifiable indicators of achievement</b>	<b>To date progress ( July 2012 – June 2013)</b>	<b>Follow up comments</b>
<b>Overall objective</b>	Contribute to the social economic and political empowerment of R/E people in Albania	Positive assessment of progress made by the Government of Albania in the realisation of the rights of minorities		
<b>Specific objective</b>	Improvement of social inclusion of vulnerable communities (R/E) in Albania	<ul style="list-style-type: none"> <li>- Increased number of R/E women and men benefiting from community projects, becoming active in the labour market and self-employment activities;</li> <li>- Positive assessment of progress made by the Government of Albania in realisation of the rights of R/E communities.</li> </ul>		

<b>Expected results</b>	1. Increased participatory local planning materialized is seven to nine community upgrading projects. Those projects will be identified and prioritized by local R/E communities and implemented at local level. (WP2)	At least 9 community development projects identified by the local communities and implemented in a suitable manner.	6 community development projects (i.e. kindergarten, healthcare, community intercultural centres, road rehabilitation etc) prioritized by R/E CCFs and agreed for implementation with LGs in Korca, Berat and Vlora regions;  Project team has provided guidance and support to R/E Community Counselling Forums (CCFs) in Korca, Berat and Vlora to present these priorities at local units by facilitating joint meetings with local officials and utilizing the participatory budgeting meetings that few local units apply (i.e. municipalities of Korca and Berat).	Civil works for three of the identified priorities expected to commence by the end of September 2013.
	2. Capacity of civil society organizations to combat discrimination increased, and their participation in national and international support schemes supported. (WP3)	-Increased knowledge and expertise of civil society organizations' 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) and other relevant programs.  -Number of R/E CSOs advocacy actions to promote rights of the R/E population (baseline-very limited number of actions at the community level).	- Capacities and Training needs of R/E SCOs have been identified and a capacity building programme is being developed in line with the findings of the assessment.	Both existing and newly established SCOs will be benefiting from the training and follow up grant schemes for implementing small community upgrading projects.
	3. Increased income generation by newly established as well as	-Number of new businesses started since the beginning of the projects ( at least 20); -Number of new businesses registered ( both male and female owned, at	- Challenges and opportunities for R/E trainees, artisans and entrepreneurs identified through an employment and entrepreneurship assessment ; - Potentials partners and service	Follow up of the recommendations coming from NAIREE and review and agree on WP3 targets.

	reinforced pre-existing businesses run by Roma/Egyptians. (WP4)	<p>least 15);</p> <p>-Sustainability of existing businesses ensured through viable business plans and thorough selection process;</p> <p>-Number of youth receiving vocational training (at least 60).</p>	<p>providers in the areas of vocational training and micro-credit and entrepreneurship identified and linked with targeted communities;</p> <p>- Skills on journalism have been enhanced for 18 R/E young individuals from three regions;</p> <p>- Awareness of young R/E individuals raised on VET opportunities and capacities enhanced for succeeding at job interviews;</p>	
	4.Increased capacity of Technical Secretariat for Roma to monitor implement of the Strategy for Roma and its Decade Action Plan strengthened. ( WP5)	<p>Number and quality of annual progress reports prepared with inputs and feedback from line ministries and civil society (two annual reports).</p> <p>Number of trainings ( as per the needs) and of public information events (6) organized in support of the Commissioner for Protection from Discrimination ( CPD) as well as Ombudsman</p>	<p>-Monitoring and reporting skills of Technical Secretariat for Roma and local officials responsible for utilizing the newly established ROMALB system, increased;</p> <p>-One day training on minority rights and anti-discrimination with a special focus on Roma has been provided to 25 staff members of Ombudsman Office. Expertise is being provided to Ombudsman office for drafting of three legal amendments on social welfare, housing and transfer of residence to benefit Roma communities.</p> <p>Two open-days with CPD have taken place in Korca and Shushica providing guidelines to R/E citizens on services</p>	<p>A review of the roles and responsibility of the Technical Secretariat on Roma to be completed within 2013 accompanied with recommendations and proposals on how to strengthen its role and outreach. (Pending on the of the newly-elected government's actions in defining the appropriate structures at Ministry level.)</p>

			offered by CPD.	
	5.Raising awareness on social inclusion and appreciation of cultural diversity ( WP6)	Awareness events organized regularly with involvement of R/E communities and presented in TV and social media and networks	-Communication strategy has been completed guiding several awareness events to promote Roma values and acceptance as well as cultural diversity.	
<b>Activities</b>	WP1. Establishing the project Management structures and procedures.	UNDP staff appointed; Communication with relevant institutional stakeholders, equipment necessary for contribution agreement signature and set up of central team and RPIUs, incl., hiring of relevant external human resources	-11 project staff hired; -Four offices ( 1 in Tirana and 3 in Korca, Berat and Vlora) have been set up and furnished with necessary equipment	
	WP2. Developing participatory local planning and infrastructure supported projects	Communication channels set up with regional authorities; - Set up of three regional coordination committees; -Three local MOUs with LGs prepared and signed; -Recruitment of necessary HR; -Provide office equipment and support services; -Three-year Community Development Plans prepared; -Undertake trainings, workshops; -Field visits, meetings -Seven to nine CUPs	-10 MoUs have been prepared and signed with 8 LG authorities in Korca ( Korca city, Pogradec City, Bucimas commune), Vlora ( Vlora municipality, Novosel Commune and Shushica commune), and Berat ( Berat city and Otllak commune) and 2 with regional councils in Berat and Vlora; - 10 CCFs have been set up and prioritized local infrastructure needs with involvement of over 100 R/E men and women; - 6 infrastructure interventions are being agreed for implementation with LGs in three regions; -Work has started for drafting of Community Development Plans in selected areas to be finalized within 2013; - A guidebook on participatory planning and budgeting is being prepared, which	Finalization of Community Development Plans will institutionalize this practice requiring the respective officials to provide informative and guidance to R/E community members on regular basis as part of terms of reference.

			<p>will be accompanied with relevant trainings to LGs in three regions;</p> <ul style="list-style-type: none"> <li>- 10 consultative and informative sessions are facilitated with experts on education, housing, employment, social welfare, legal aid , providing answers and guide to 150 R/E households in selected regions;</li> <li>-Respective authorities are being assisted to produce tailor-made informative flyers with standard information on criteria and procedures for accessing various public and social services;</li> </ul> <p>23 community mobilization and self/help activities, have been organized in 3 regions, involving more than 150 R/E volunteers from the regions;</p>	
	WP 3. Strengthened civil society capacity to combat discrimination.	<ul style="list-style-type: none"> <li>- Capacity building exercises;</li> <li>- “Bank of ideas”;</li> <li>- Three joint proposals funded;</li> <li>- Up to 15 grants allocated</li> </ul>	<ul style="list-style-type: none"> <li>-Capacity and training needs assessment of R/E SCOs finalized;</li> <li>-Comprehensive training and coaching programme prepared for existing and newly established R/E NGOs ;</li> </ul>	Small grants programme will be launched, following the trainings for implementing at least 6 advocacy campaigns within 2013.
	WP4. Job promotion for R/E communities	<ul style="list-style-type: none"> <li>- Business assessment;</li> <li>- Field visits;</li> <li>- Business development training;</li> <li>- Start up kits;</li> <li>- Administrative and legal assistance;</li> <li>- Marketing support actions;</li> <li>- Training support measures;</li> <li>- Enrolment to VET courses.</li> </ul>	<ul style="list-style-type: none"> <li>-Assessment on challenges and opportunities for R/E trainees, artisans and entrepreneurs is in process of finalization. Database with regional vocational training and micro-credit providers, has been developed;</li> <li>- 18 R/E individuals from various regions of country have completed a four-months training in Korca as news reporters, camera operator and film/documentary</li> </ul>	<p><i>The preliminary findings:</i></p> <ul style="list-style-type: none"> <li>- Support needed towards small income generation activities, rather than formal business development;</li> <li>- Need for channelling the assistance to R/E communities via the professionalized local</li> </ul>

			<p>producers.</p> <p>-60 R/E individuals from three regions have been oriented on VET opportunities;</p> <p>- Additional 40 educated/skilled R/E men and women are assisted with career advice and participation in job interviews to be held at a Job fair in Korca, during 10-12 July 2013.</p>	service providers.
	<p>WP5.Providing support for the implementation of Roma Strategy and Decade Action Plan</p>	<ul style="list-style-type: none"> <li>- Training sessions;</li> <li>- National conference;</li> <li>- Web-based reporting and monitoring system;</li> <li>- Capacity support;</li> <li>- Outreach plan;</li> <li>- 6 public information events</li> </ul>	<p>-Training and coaching support provided to Technical Secretariat for Roma as well as 15 local officials on the newly established ROMALB monitoring-reporting system;</p>	<p>Follow up coaching and consultations are happening with designated officials at local level for entering the required data into the web-based system. This process will result in the completion of the annual progress report of the National Action Plan for the Decade of Roma Inclusion.</p>
	<p>WP 6. Preparing and implementing the visibility and communication campaign aiming at 6.1) raise the profile of R/ E engagement in community projects, business as the best way to combat discrimination;</p>	<ul style="list-style-type: none"> <li>- Communication Strategy and Plan;</li> <li>- Recruitment of necessary HR;</li> <li>- Field visits;</li> <li>- Written and TV media;</li> <li>- Two public events;</li> <li>- Two media training sessions;</li> <li>- Brochures and fact-sheets;</li> <li>- Social channels;</li> <li>- Three dissemination events;</li> <li>- Other capacity building actions</li> </ul>	<p>-A comprehensive communication strategy and plan has been finalized stressing on the involvement of the Cultural Diversity Goodwill Ambassadors and R/E role models under the slogan “you and me equal in diversity”;</p> <p>- Nine prominent personalities from the world of art, literature, media and academia announced as Cultural Diversity Goodwill Ambassadors as well as R/E role models have been selected to convey the message of social inclusion and appreciation for cultural diversity;</p> <p>-Project fast facts produced and widely disseminated to targeted beneficiaries,</p>	<p>- All events have been presented in various media sources ( i.e. TV, newspapers, social media) and have encouraged a greater focus on positive aspects of Roma in media.</p>

	6.2) raise their awareness about social inclusion		<p>local and central partners;</p> <ul style="list-style-type: none"> <li>-Two TV documentaries (“Equal in Diversity”, and “When Dreams Become Reality”) produced and broadcasted;</li> <li>-One TV show entitled “Diversity as priority” with the participation of the project manager and R/E role models organized at the National TV channel TVSH “Duel” show was broadcasted on April 8, 2013 with the occasion of the International Roma Day;</li> <li>-Roma values week consisting on a series of events ( i.e. artisans’ fair, staging of drama by R/E students at University of Arts, announcement of Cultural Diversity Goodwill Ambassadors and R/E role models, screening of human rights documentaries) organized with the occasion of International Roma Day;</li> <li>-Three football teams have been set up (one in each region) composed of R/E young men, who periodically organize thematic football matches with various LG representatives and distinguished personalities;</li> <li>-Various promotional items (notebooks, pens, USBs, t-shirts, hats, etc) with project slogan have been produced and widely disseminated.</li> <li>- Facebook account of the project (<i>UNDP Albania – Supporting Social Inclusion of Roma and Egyptian Communities</i>) set up and shared with social networks.</li> </ul>	
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## Annex 3: Profiles of Interventions Areas



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## Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC) Project

### Profiles of Intervention Areas

#### Korca Region

##### 1. Background information

Korca is a small city in south-eastern Albania with 84,000 inhabitants. According to the Municipal (Korca city) database of 2011, out of 28,851 families 1,200 families are beneficiaries of the Financial aid support scheme (averaging at 4,000 lekë/45 \$ per month). These are families where both parents don't work and they have to make a living with this very small amount of money. Thinking of the fact that 22% of the regional population lives under poverty line (evaluated that extreme poverty line is 4,891 lek/month/head<sup>1</sup>), and 80 % of the economical aid scheme come from the Roma and Egyptian (R&E) communities, then we can say that the economic situation besides other important social phenomena is a considerable factor stimulating marginalization and social exclusion for the R&E communities.

On average, Roma and Egyptian people receive only four- six years of schooling. Still, many children between ages 11 and 18 are obliged to work as many as seven hours a day, six days a week, leading to interrupted or abandoned education. This way they are unprepared to face the labor market undergoing so through a vicious cycle of repeated social behaviors – with Roma people always being the ones to do diminishing jobs and exhibiting negative social behaviors.

Breaking this vicious cycle of Roma people social behavior which is actually bringing them in disadvantaged and diminishing situations, requires a change in their mentality, empowerment of the family towards providing children elementary assistances to participate equally in social life, and strengthening traditional community based protection networks.

Several surveys show that the main drivers of R/E social exclusion are unemployment, low income and poverty. Almost half of the Roma are unemployed and this unemployment is long term. In absence of

<sup>1</sup> Regional Development Strategy, 2006 (Korca Region)

jobs in the formal sector, they work in the informal one where the trade of used clothes, casual jobs, music, collection of cans and begging are the main sources of income.

In this situational framework, considering the objective of the National, Regional and Local governmental structures on improving the quality of life of the poorest, state institutions and other civil society organizations are creating social policies and funds for supporting the less advantaged communities. The aim of such policies is not only to leverage the economic situation of these families, but as well to enable them have equal access to social life - which would in turn contribute to a better society.

## 2. Geographical distribution of R/E communities in Korça District

The information presented in this paper regarding data on Roma communities and respective interventions is based on observations, informal information and data from a Roma mapping survey done with the support of UNICEF in 2011. For each Roma community information on the number of population compared to the total population is presented.



### City of Korça, Municipality of Korça

At least 800 families or 23 000 Roma and Egyptian people live in various parts of Korça city. They came during the '20s, at the time of the population exchange between Turkey and Greece, mainly from Kostur. Some Roma NGOs and international organizations work with the Roma community. The main income sources are from trade of second hand clothes, occasional jobs, and collection of iron waste, pensions and economic assistance. A part of the Roma has migrated within the country (Tirana, Gjirokastër, etc) and in Greece.

Around 15 NGOs working on R/E inclusion issue are active in Korça; out of these 8 are Roma and Egyptian NGOs. They have been working on economic empowerment and social protection of families and especially children.

#### Rrëmbec Village, Commune Pojan, Region Korçë

Pojan is one of the biggest communes in Albania with 19 000 people; it includes 12 villages where 4500 families are settled. There are a lot of Roma and Egyptian families living in this commune most of them placed in Rrëmbec village. There live about 1000 Roma/Egyptina people in this village. Their income sources are mainly agriculture, occasional jobs, remittances and seasonal migration in Greece, trade of second hand clothes. No NGO is active in Rrëmbec- but an International NGO (World Vision) has been implementing some child protection activities.

#### City Pogradec, Municipality Pogradec, Region Korçë

In Pogradec live around 38 894 people out of which 1000 come from Roma community and around 900 people come from the Egyptian community. Some families live in Gur i Kuq area, at former hotel of mining workers near train station, and others in the former military building near the quarry. Their main sources of income are from occasional jobs, second hand clothes selling and from collection of iron waste.

Around 15 NGOs are active in Pogradec ; out of which 3 are Roma CBOs. They have occasional projects supported by donors in the field of social protection.

#### Commune of Bucimas, Korçë Region

In the Commune of Bucimas out of 19 000 people are 700 Egyptian people living through agriculture, occasional jobs, iron collection and economic assistance. There are identified though, several artisans coming from this community like iron-producers, pottery, etc. There is a background and knowledge about these professions. The commune of Bucimas is willing to intervene and cooperate on improving the local economy through supporting small artisan businesses.

A CBO (Egyptian Brotherhood) has been established recently with considerable capacities to work towards inclusion. Other NGOs have been implementing occasional activities in the social protection field (the most present being Nehemia Foundation). Generally Egyptians of this commune are educated up to high school, but there are youngsters attending university too.

#### Maliq City, Municipality Maliq, Region Korçë

In the city of Maliq live around 7990 people out of which about 300 come from the Roma and Egyptian communities. The main sources of income are from occasional jobs, collection of iron waste, pensions and economic assistance. No NGO is active in Maliq , but Korca CBOs are intervening time after time with project activities in the socio-economic field.

#### City Bilisht, Municipality Bilisht, Region Devoll

More than 500 persons from the R/E communities live in different areas of the city. The main sources of income are from trading of used clothes, occasional jobs, and collection of iron waste, retirement pensions and economic assistance. Part of the Roma have migrated or migrate seasonally within the country. Many families have migrated in Greece. No NGO is active in Bilisht , but Korca CBOs are intervening time after time with project activities in the socio-economic field.

### Identified CUP in Korca Region and number of beneficiaries:

1- Construction of Community Intercultural Center in Korca municipality – 800 Roma families and 1300 Egyptian families benefiting.

2- Rehabilitation of Roma Corner at the City Cultural Center in Pogradec municipality –450 Roma families and 400 Egyptian families benefiting

3. Present interventions in the area of social inclusion of the Roma and Egyptian communities (most information is based on data from the city of Korca and Pogradec)

### Local & national NGOs

Stakeholder	Stake in the project Intervention in the R&E communities	Target group	Possible area of partnership	Contact person/details
World Vision in Albania  Vision Fund	Inclusive education Support communes to build child-friendly schools Support education of Roma and Egyptian children	Roma and Egyptian children Roma and Egyptian CBOs Roma and Egyptian families	Capacity building of the R&E CBOs  Income generating activities	Olti Drabo  Project Manager 52822 0682032122
Terres des Hommes	Activating community structures Increase participation in policy-making	CBOs and informal community groups	Increase participation in policy-making	Etleva Thimo 0695268020
Help the Children	Inclusive education Vocational training of the R&E youngsters	Children CBOs Youth	Vocational – training linked with Income generation activities	Robert Stratoberdha 43603 53795
Dorcas Aid Albania Misioni Emanuel	Direct assistance to poor families Education of the R& E children Community development	Youth CBOs R&E families	Infrastructure interventions  CBO capacity building	Ilia Dishnica  0692061215
Kennedy foundation	Direct assistance to poor families Education of the R& E children Community development	Youth CBos	Roma and Egyptian CBOs Children Families	Ian Loring  0692091025

### Roma and Egyptian Community based organizations

Stakeholder	Stake in the project Intervention in the R&E communities	Target Group	Possible area of partnership	Contact person & details
Roma Active Albania	Advocate Policymaking for the R&E communities Encourage youth participation in policy- making	Children Youth	Encourage/build capacities of Advocating youth groups from E&E communities	Voulneteer  Gerta Xega 0692735242
Amaro Drom	Manages a community kindergarten (where R&E) children participate Roma women empowerment	Children. Women	Increase participation of R&E women in policymaking	Donika Rrapush 0693227221
Community Counselling Group	Community development Lobyinbg & advocating for R&E policies	R&E community	Build capacities Connect to Local government	Florian Karafili
Romani Baxt	Increase quialty of life for the roma community	Roma community	...no intervention going on	Miranda Fejzo 0692952631
Roma for integration	Sensitize Roma communities to access public goods and services	Roma community	...no intervention going on	Artur lamova 0696992675
Embroidery Associaltion	Women empowerment	Women of R&E communities	Strengthening women groups Sensitizing activities in the community	Etleva Tare  0683489548
Amaro Roma	Roma employment	Roma community	Vocational training Apprenticeship	Avni Kallo

### State Institutions

Stakeholder	Stake in the project Intervention in the R&E communities	Assistance/support needed Possible area of partnership	Contact person & details
Prefecture of Korca	Regional Action Plan for Roma (2010); based on the objectives of the Roma decade	- There is no follow-up and monitoring/reporting on implementation - Lack of clarity about who is doing what/Clarification of duties/responsibilities	Roma Focal Point Donika Ristani  0694117468

	Manage a multi-disciplinary group working on the Roma issue	<ul style="list-style-type: none"> <li>- Too technically oriented and formal.</li> <li>- No funds available after spontaneous funds from donors</li> <li>- Regular updating meeting on progress.</li> <li>-Exchange of information</li> </ul>	
Municipality of Korca	Direct assistance for R& E families Build capacities of the R&E CBOs Support traditional celebrations  Support infrastructure	-Infrastructure projects -Support traditional -Build capacities of the public offices to implement Roma decade obligations -Build capacities of the public offices to implement Roma decade obligations -Income generation activities - Push for Roma objective obligations in the city plan	Mayor Niko Peleshi 0682070745
District of Korcfa (QARKU)	Roma needs assessment group	-Build capacities of the public offices to implement Roma decade obligations - Push for a better coordination of the District and the Secretariat for Roma at the MOLSAEO	Tatiana Gushe 0692800588
Regional Employment office	Needs assessment and vocational trainings for the R&E community members Data on unemployment	Income generation activities Vocational training	Specialist Elena Zhappa 0692253235
Regional office of State Social Structures	Data on the CBOs Statistical data on R&E communities	-Build capacities of the public offices to implement Roma decade obligations - assist the R&E have access on public good and services - Push for a better coordination of the District and the Secretariat for Roma at the MOLSAEO	Irena Bozdo Specialist 0682544561

## Vlora Region

### 1. Background information

The Region of Vlora is one of the 12 Regions in Albania. It consists of the districts Delvine, Saranda and Vlora .

As of January 1, 2010 the population of the Vlore District was estimated to be 211,773. Vlorë County has grown in importance in agriculture with very large-scale planting of olive and fruit trees, and the city has become center of the food processing, oil and bitumen export industries.

The county is mainly agricultural and pastoral, producing oats, maize, cotton, olive oil, cattle, sheep, skins, hides and butter. These commodities are exported. Tourism has become a major industry in recent years, with many hotels, recreational centers, and vast beaches.

Some NGOs operating in Vlora County are: Terre des hommes, Amaro Drom, Auleda, Vatra center, Aulona, World Vision etc.

Regarding Roma and Egyptians communities, they are placed mostly in the below-mentioned areas such as: Vlora City, Novosele Commune, Shushica Commune, Delvina and some areas in Saranda precisely as below:

### 2. Geographical distribution of R/E communities in Vlora District



#### Shushice Commune, Llakatund Village

There are about 106 Roma families and 432 inhabitants living in Llakatund. The main problem of this area is:

- Lack of Community Center
- Riconstruction of graveyard in Llakatund area
- Riconstruction of 700 m road

Lack of health service

Placing garbage bin

There are about 220 Egyptian families. 818 inhabitants living in Grabian village

There are about 143 Egyptian families. 594 inhabitants living in Risili village.

There are about 8 Egyptian families. 34 inhabitants living in Ceprat village.

Total numbers of R/E families for Shushice Commune are: 106 Roma families- 432 inhabitant and 418 families and 1629 inhabitant

Akerni Village, Novoselë Commune, Vlora Region

17 Roma families with 58 persons live s in two – three areas of the village. Some families have migrated in Greece. The main sources of income are agriculture, livestock, occasional jobs, remittances from migration and collection of iron waste.

Novosela Village, Vlora Region

In 2 or 3 areas of Novoselë village live 45 Roma families and 199 persons. Some families have migrated to Italy and Greece. Their main sources of income are from agriculture, livestock, occasional jobs, remittances from migration and collection of iron waste. The main problems of this area are:

Lack of Community Center

Lack of sewage sistem and brige for 10 families

Road construction

Creating a sportive and green area

Canal Cleaning

Vlora City

Some Roma families, nearly 26 persons, arrived mainly from the villages, are located in different areas of the city, and the majority is fully integrated. Regarding the Egyptians, they are mostly placed near Partizani neiboorhood. There are about 400 Roma families in Partizani area.

#### Identified CUP Interventions in Vlora Region and number of beneficiaries:

1- Reconstruction of the neighbourhood road in an historic quarter of Vlora inhabited by Egyptians. There are about 400 Egyptian families benefiting.

2- Rehabilitation of kindergarten and library of nine-years school in Novosela commune/Vlora –45 Roma families benefiting from Rehabilitation of kindergarten and library of nine-years school in Novosela.

3- Present interventions in the area of social inclusion of the Roma and Egyptian communities.

## Local &amp; national NGOs

Stakeholder	Stake in the project Intervention in the R&E communities	Target group	Possible area of partnership	Contact person/details
World Vision in Albania  Vision Fund	Inclusive education Support communes to build child-friendly schools Support education of Roma and Egyptian children	Roma and Egyptian children Roma and Egyptian CBOs Roma and Egyptian families	Capacity building of the R&E CBOs  Income generating activities	Mireta Petraj Project Manager < <a href="mailto:mireta_petraj@wvi.org">mireta_petraj@wvi.org</a>  Mobile 0689010746
Terres des Hommes	Activating community structures Increase participation in policy-making	CBOs and informal community groups	Increase participation in policy-making	Sajmir Kazanxhi Mobile 0682525379
Auleda	Income generation  Vocational –training	Roma and Egyptian families	Vocational – training linked with Income generation activities	Mirela KOCI <a href="mailto:mirela_duka@yahoo.it">mirela_duka@yahoo.it</a> Mobile:0692075550

## Roma and Egyptian Community based organizations

Stakeholder	Stake in the project Intervention in the R&E communities	Target Group	Possible area of partnership	Contact person & details
The Voice of Roma in Albania	Encourage youth participation in policy-making	Children Youth	Encourage/build capacities of Advocating youth groups from E&E communities	Fatos Koci 0696344192
Roma Women Center for Development	Roma women empowerment	Children. Women	Increase participation of R&E women in plicymaking	Luljeta Kazanxhi 0696120789

## State Institutions

Stakeholder	Stake in the project Intervention in the R&E communities	Assistance/support needed Possible area of partnership	Contact person & details
Prefecture of Vlora	NA	<ul style="list-style-type: none"> <li>- There is no follow-up and monitoring/reporting on implementation</li> <li>- Lack of clarity about who is doing what/Clarification of duties/responsibilities</li> <li>- Too technically oriented and formal.</li> <li>- No funds available after spontaneous funds from donors</li> <li>- Regular updating meeting on progress.</li> <li>-Exchange of information</li> </ul>	Eduart Vecani
Municipality of Vlora	NA	<ul style="list-style-type: none"> <li>-Infrastructure projects</li> <li>-Support traditional</li> <li>-Build capacities of the public offices to implement Roma decade obligations</li> <li>-Build capacities of the public offices to implement Roma decade obligations</li> <li>-Income generation activities</li> <li>- Push for Roma objective obligations in the city plan</li> </ul>	Shpetim Gjika
District of Vlora (QARKU)	NA	<ul style="list-style-type: none"> <li>-Build capacities of the public offices to implement Roma decade obligations</li> <li>- Push for a better coordination of the District and the Secretariat for Roma at the MOLSAEO</li> </ul>	Rezarta Agalliu 0664018193
Regional Employment office	Data on unemployment	Vocational training	Vera Aliaj aliajpranvera@yahoo.it 0695879071
Regional office of State Social Structures	Statistical data on R&E communities	<ul style="list-style-type: none"> <li>-Build capacities of the public offices to implement Roma decade obligations</li> <li>- assist the R&amp;E have access on public good and services</li> <li>- Push for a better coordination of the District and the Secretariat for Roma at the MOLSAEO</li> </ul>	Ylber Brahimaj 0674013331

## Berat Region

### 1. Background information

Berat District consists of Berat city, Kucove city and Skrapar city, in this district live about 500 Roma families with a total of 3100 inhabitants. Roma population in the region stem from: Kinship, Karbuxhi, Cergare tribes and are located in six local government units, in or near their towns. The Roma population is concentrated in: Berat, Morave, Orizaj, Lapardha, Pashalli, Kuc, Rreth Tapia, Kuçove, Perondi. The inhabitants are residents in the majority, only about 5% of population is itinerant. Roma residents of Morava are considered indigenous, they are closely associated with their settlements. Relations with the majority population have traditionally been good. The Roma population is dominated by young age (20% of the population is under 18 years old). The municipality of Berat is the center of Berat district with 64083 inhabitants. In the city's economic development a key role plays light industry food, tourism, handicrafts and commerce. Unemployment is high, while about 1190 households have as only source of remittances the economic aid.<sup>2</sup>

### 2. Geographical distribution of R/E communities in Berat



### Berat Municipality

In the municipality of Berat live about 670 R/E families. Roma community is composed of 130 families with more than 600 inhabitants. Roma households are concentrated in Administrative Unit 2, and have itinerant character. 52 Roma families benefit from the economic aid scheme. Revenues are mainly provided by the used clothing trade, immigration, collecting cans and scrap, economic assistance, disability pensions. A portion of these residents are being directed in large urban centers to exercise the trade of used clothes, to collect scrap or to exercise begging in the streets. Housing is a very sensitive issue, 35 families have houses outside the standard and about 15 families live in tents in extreme conditions of poverty. 12 families have the homeless status, none of them has benefited from housing to social housing programme. About 20 families that have established their settlements near the river Osumi,

<sup>2</sup> Strategy for economic development (2005-2010) Berat Municipality

are threatened every year by flooding. Infrastructure and sewage remains an issue in these communities. The number of unemployed Roma is high. Reasons that influence the high level of unemployment are: lack of preference to residents from Roma community, lack of market for traditional handicrafts (disappearance of the tradition of preparing oaten), and lack of public vocational training centers.

Civil registration of Roma inhabitants is a serious concern, traditional marriages unaccompanied with the celebration act have led families to be unregistered in the civil registries, and more than 50 children are unregistered.

A lack of organization of this community in associations or interest groups is observed.

The Egyptian community is more integrated than the Roma community, this community problems are mainly related to poverty, lack of income and employment. A good part of Egyptian families have as source of income only the economic aid (148 families) another source of income is Egyptian women's employment in the façon industry, from the social housing program has benefited more than 20 Egyptian families. Poverty has become a cause for generating many social problems: attendance problems schools, youth involvement in criminal acts, abuse of narcotic drugs, prostitution. Still, the level of school attendance is positive compared to the Roma community, many young Egyptians pursue higher and postgraduate education.

There are about 111 Roma children aged 0-18 years old in the municipality of Berat. Most children fail to complete high school school, partly because their families live in deep poverty but also because of the involvement of children in untimely work.

#### Municipality of Kucova, Berat Region

In Kuçova municipality live 136 Roma families with about 878 inhabitants, including the Roma residents of rural areas as Tapi, Perondi etc. Most of them migrated from the villages of Myzeqe and have settled in Kuçova in the 50's.

Numerous problems which this community occurs are employment and housing. About 40 families live only with incomes from economic aid while 200 Roma women figure registered in the Regional Employment Department as unemployed.

#### Commune Otlak

In commune Otlak live about 197 Roma families with 931 inhabitants in total

#### Village Moravë, Commune Otlak, Region Berat

Morava is composed of 99 families with 350 inhabitants. Source of income for these families is mainly agriculture and livestock. In Stan/Morave 37 Roma children learn in unified classes, of interest is the integration of these children in the middle school. Healthcare is provided in an outpatient center but still remains a problem the equipment of residents with health books. No family is supported with economic aid due to land ownership. The Roma organization "Amaro Drom" that operates with some community projects has managed to integrate some members of the Roma community in the area..

#### Village Pashalli, Commune Ura Vajgurore, Region Berat

In Pashalli village, near Ura Vajgurore, live 15 Roma families and 70 persons from Meçkar kinship. Pashalli village has three neighborhoods. The Roma families live in Pashalli, Sektor and Qender. Some families have migrated to Greece. Their main sources of income steam from agriculture, occasional jobs, remittances from migration etc. The Roma community is integrated.

#### Village Ura e Kucit, Commune Poshnje, Region Berat

In the place called Ura e Kucit live 16 Roma families with 69 members of Karbuxh kinship. The main income sources are the trade of used clothes, collection of iron waste and cans and occasional jobs.

#### Village Orizaj, Commune Otlak, Region Berat

In Orizaj village live 20 Roma families and 80 persons from Meçkar kinship. Some families have migrated to Greece. Their main sources of income are from agriculture, occasional jobs, remittances from migration etc.

#### Village Lapardha, Commune Otlak, Region Berat

In Lapardha village live 5 Roma families with 21 persons of Meçkar kinship. Some families have migrated in Greece. The sources of income are from agriculture, occasional jobs, remittances etc.

#### Identified CUP Interventions in Berat Region and number of beneficiaries:

Construction of kindergarten/health/community center in Berat municipality – 130 Roma families benefiting.

Rebuilding of kindergarten-Healthcare-Community Services facility and the sorounding sports ground in Morava/Otlak– 190 Roma families benefiting

### 3. Present interventions in the area of social inclusion of the Roma and Egyptian community

#### Local & National NGO-s

Stakeholder	Stake in the project Intervention in the R&E communities	Target group	Possible area of partnership	Contact person/details
“Help for Children” Foundation	-Support for the education of R/E children  Vocational courses  Promotion of Roma culture & tradition	vulnerable R/E children, their families and communities	Capacity building of the R&E CBOs  Educational and recreational activities	Llazar Palla Project Manager <u>Tel/fax</u> 032236849 <i>mob</i> 0692051817
Association  “Defending the rights of	- Vocational courses  - Legal assistance, treatment and referral of cases for	Women  Children	...no intervention going on	Arta Dyrmishi  Executive Director

women”	abused women Socio-economic support for families in need	Vulnerable families		<i>mob 0695563857</i>
Red Cross , Berat Branch	Emergency humanitarian aid Vocational courses Socio-cultural activities Awareness activities about environment and personal hygiene	Women Children Families in need and CBO-s	Vocational trainings & orientation toward labor market of the members of r/e communities Joint awareness campaigns	Tatjana Toska Berat Branch Secretary mob 0694573005 tel 232916
The Center for Children with special needs “Little House”	Rehabilitation services for children with special needs Community Development	Children CBO-s	CBO-s capacity building Case treatment	Suor Mikaela Moussu Tel/fax 036220555 Cel 0692913544
Association “Orphans in Focus”	Legal services, economic assistance for orphans	Children	CBO-s capacity building Socio-cultural activities	Arian Kamberi/Director Cel 0692550143

### Roma and Egyptian Community Based Organizations

Stakeholder	Stake in the project Intervention in the R&E communities	Target group	Possible area of partnership	Contact person/details
"Sfinks" Egyptian Association	Advocating for the rights of the Egyptian community Empowerment of Egyptian community	Youth/ members of Egyptian community	CBO-s capacity building Encouragement of private enterprises Encourage the participation of Egyptian youth in policymaking processes.	Isa Kapinova Director 696204940 Dorian Lato/Activist 0695151800
Union of Albanian Roma "Amarodrom" –Kucove Branch	-Various projects in infrastructure - Support small businesses that generate income - Projects in health, education, culture, cultural heritage - Awareness raising	Youth/women Roma community	Encouragement of private enterprises	Ahmet Sinanaj Director 695877743

	campaigns			
Association "Roma United"	Empowerment of Roma community		...no intervention going on	Laver Myrteli/Director 692880067

### Local Institutions

Stakeholder	Stake in the project Intervention in the R&E communities	Possible area of partnership	Contact person & details
Municipality of Berat	Direct assistance for R&E families  Build capacities of the R&E CBOs  Support traditional celebrations  Support infrastructure	-Implementation of infrastructure project  -Building capacities of the public offices to implement Roma decade obligations  - support for integration in local development policies of r/e community development plans	Mayor  Fadil Nasufi  0694050868
District of Berat	Needs assessment committee for providing services to r/e communities	-Build capacities of the public offices to implement Roma decade obligations  - Push for a better coordination of the District and the Secretariat for Roma at the MOLSAEO	Bashkim Allajbeu
Regional Employment office	Data on unemployment  Employment promotion programs	Promote the involvement of r/e community members in the employment programs	Specialist  Alma Laska  032/234086
Regional Department of Public Health	Various trainings and meetings on the ground for diverse health topics  Free analysis service	Support for the operationalization of community center  Awareness activities with Roma children youth and women.	Specialist  Greta Oboni  0672012352
Regional Education Directorate	Support for inclusion of r/e children in public education  Efforts for implementation of Roma decade obligations	Support for the operationalization of community center  Various activities in the framework of self-help	Director  Beqir Baci

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## Annex 4: Report on Inception Workshop



*Empowered lives.  
Resilient nations.*

## Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC) Project

Approach and Activities of the “Supporting Social Inclusion of Roma/Egyptian Communities” (SSIREC) Project, *Funded by EU and implemented by UNDP in partnership with MoLSAEO*

Held in Tirana on October 3, 2012

*Prepared by: Bujar Taho, UNDP/SSIREC Project Manager*

Challenges and opportunities aiming at the empowerment of Roma and Egyptian communities in the regions of Korca, Berat and Vlora were the focus of a consultative workshop, organized by UNDP in Tirana, on October 3, 2012.

The workshop was held in the framework of the newly launched Project “Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC)”, funded by the EU with a budget of EUR 1.6 million, and implemented by UNDP in partnership with the Ministry of Labor, Social Affairs and Equal Opportunities (MoLSAEO). The project is developed in close collaboration with Ministry of Integration under IPA National Programme 2011 for Albania. Participants in the workshop were representatives of central and local authorities and the European Union Delegation, as well as other partner institutions, civil society organizations and activists.

Succeeding opening remarks and greeting speeches by the members of the panel composed of representatives from MoLSAEO, UNDP, and EUD, participants were introduced with SSIREC’s approach and activities, key findings of the UNDP 2011 Needs Assessment Study on R/E as well as a summary on the existing development initiatives identified through project summary sheets submitted by participating organizations. Before breaking into working groups the panelists and participants provided their input, which in summary consisted of the following:

Mrs. Yesim Oruc, UNDP Country Director emphasized the fact that social inclusion of vulnerable Roma and Egyptian remains a priority in this country and the consultative workshop constructs an effort towards enhancing coordination and strengthening cooperation amongst central and local authorities as well as fostering collaboration between development agencies and local civil society organizations;

Mrs. Ilda Bozo, Director of the Directorate of Cross-cutting Strategies at MoLSAEO, in her greeting speech highlighted the importance that the newly launched SSIREC Project has in expanding the effective practices in support of Roma/Egyptian individuals in various regions of Albania;

Mr. Stefano Calabretta Programme Manager at the EU Delegation in Tirana underlined the constant commitment of the EC both at political and financial level in favor of social inclusion. Mr. Calabretta highlighted that at political level the Delegation is in constant contact with the relevant governmental counterparts for the implementation of the conclusion of the Workshop on Social Integration held in December last year. At financial level, the Commission is providing funding both at regional and national levels to several projects in support of inclusion of Roma & Egyptian communities. In this setting, the project implemented by UNDP has good preconditions for a successful implementation, stressed Mr. Calabretta.

Ms. Entela Lako, UNDP Cluster Manager presented the results of a Needs Assessment Study on Roma/Egyptians in Albania, prepared in 2011 by UNDP with the assistance of the Center for Economic and Social Studies (CESS). The study found alarming figures in terms of the socio-economic situation of Roma and Egyptian individuals. 90 % of R/E individuals do not have regular working contracts and do not pay social insurance; 42 % of the Roma and 24 % of Egyptians do not possess healthcare cards and are not aware of the necessary procedures to obtain one; 40.3 % Roma and 12.7 % Egyptian are illiterate.; 38 % of Roma and 45 % of Egyptian families live in old houses, while 21 % of Roma and 11 % of Egyptian families live in shacks. However, the study indicates that R&E communities are surprisingly less mobile than first thought – 50% of Roma and 69.2% of Egyptians had lived in the same location for the last 20 years. Only less than 6% of Roma consider the relations with neighbors as “not good” and this number dwindles down to 1.6% for the Egyptians. It is striking the level of civic engagement of both communities as expressed in their participation rate in the elections – more than 4 people out of five declare to have voted, which is well above the national average. Ms. Lako mentioned that the study will be published before December, 2012.

Mr. Bujar Taho, SSIREC Project Manager provided an overview of the SSIREC Project’s approach and activities in the targeted regions Korca, Vlora and Berat, highlighting the five project components, (1) participation in local planning and infrastructure development; (2) capacity building for R/E Civil society to combat discrimination; (3) employment and entrepreneurship promotion; (4) Assisting Technical Secretariat for Roma and Office on Commissioner for Protection from Discrimination; (5) awareness raising and advocacy for R/E acceptance and inclusion. Mr. Taho stressed the role that MoLSAEO and local authorities such as municipalities will have in both implementing specific project activities as well as in being represented in the Project Management Committee. Special attention was given to the consolidated approach of UNDP in enabling R/E communities in setting their own local

priorities, partnering with LG in implementing infrastructure priorities identified by R/E themselves, engaging R/E individuals in staff of development project at both managerial and implementation levels. Mr. Taho emphasized the lack of a comprehensive and effective case-management system to respond to the humanitarian-like needs of Roma/Egyptian, as a great challenge for extending the development support to the most marginalized R/E groups. He highlighted the fact that SSIREC views social inclusion policies as a tool to enable R/E to access their right as equal citizens (not as a government/donor generosity), and unconditioned with recognition as a minority;

### **Plenary Session - Key Highlights and Recommendations;**

- Regional coordination committees on assessing social needs (facilitated by Regional Councils) and child protection units (under municipalities and communes) could be key stakeholders to coordinate with, in the implementation of SSIREC activities;
- Terres des Hommes, and Swiss Contact have been implementing respectively (a) child-protection and (b) vocational training and business start-up case-management systems in some of the SSIREC regions, which is a strong basis for coordination with SSIREC Activities;
- Help for Children Foundation, is working primarily in urban areas in Korca and Berat region with two similar components namely preparation of community plans and vocational trainings support, thus leaving room for complementation and coordination with SSIREC activities in these two regions;
- With the intensified assistance to the Office of the Commissioner for Protection from Discrimination (CPD), there is need to focus in two directions, 1-enabling R/E members to access CPD services and, 2-facilitating the cooperation with R/E NGOs;
- The role that regional council and municipalities/communes will have in the project implementation should be clearly defined;
- The completed project summary sheets that were submitted by participating organizations are entered into an excel database which could be processed and reveal information on who is doing what and where. A snap shot of the database can be found in one of the annexes of this report.

With the assistance of four facilitators participants worked in four working groups (respectively for three project regions and a fourth one on Tirana where most partner institutions and organizations work on the overall social inclusion policies). Members of the working groups provided their views on specific challenges and opportunities that the SSIREC project may consider in its assistance to the Roma and Egyptian communities in each region. Representatives of local authorities along with members of the Roma and Egyptian civil society organizations identified local priorities in the areas of community consultation and representation; capacity building for community associations and youth; utilization of vocational trainings; as well as localizing of the Roma Decade Action Plan. The input gathered is expected to guide the work of

SSIREC and other development initiatives in the three regions during the next two years. The full input collected in each working group could be found as an annex to this report, while a summary of it follows;

## **Working Groups - Key findings and recommendations**

### **Working Group 1 - Tirana**

Tirana is not an intervention region of SSIREC project. However, a fourth working group with representatives of central institutions and partner organizations working in Tirana and other several regions was established, in order to collect feedback/comments/suggestions on the overall SSIREC approach and activities. The following encompasses key findings and relevant recommendations.

- Generally, R/E community participation (representation and consultation) at local government is low or lacking, and R/E issues are not considered a priority at local level. There is poor institutional memory at local level on social inclusion policies designed by central government and the engagement of local governments in support of R/E communities remains sporadic and non-sustainable.
- Members of R/E communities are not aware of their rights and are unable to seek representation and consultation for matters such as drafting of local budgets. Although there is a LG practice of participatory budgeting, yet there is no indication of R/E being explicitly involved in these consultation processes. In few regions (for example in Elbasan, Korce and elsewhere) some R/E individuals happen to be members of city councils, representing mainstream political parties, however, their attitudes are allegedly dictated by other local political leaders not necessarily sensitive on Roma issues.
- Capacities of the Roma / Egyptian organizations (especially in the regions including those led by Roma women) are low. There is lack of LG sensitivity for cooperating with R/E NGOs to create employment opportunities for young R / E trained individuals.
- Some municipalities (reportedly municipality of Tirana) offer internship programs for university graduates (no specific criteria for the ethnicity of candidates). In addition, UNDP, Soros, Swiss Contact and Roma organizations offer assistance for internship / vocational practice for R / E individuals. Despite of these opportunities and the increasing number of R/E trained / educated individuals still the number of R /E employed in local administration is insignificant;
- Employability of the most socially-excluded Roma (often left in a long-standing humanitarian emergency-like situation) requires a comprehensive and effective case management system which links together transitory and standard services in the areas of housing, education, health and employment. There have been frequent cases of discrimination (deportation) of Roma from their settlements, as such negatively affecting their housing, employment, education and healthcare situation. Transitory assistance is a

key factor in enabling marginalized families to meet criteria for standard social/public services and be able to benefit from development assistance.

- R/E are perceived and treated as inferior (second class) citizens and often encounter systemic barriers (i.e. being unable to obtain documentation for transfer of residence and meet certain criteria for accessing social welfare, obtaining free legal aid etc) to access basic social/public service. The immediate needs of R/E do not allow them to make mid-term and reasonable solutions (for example, collecting scrap v. attending a vocational training).
- Despite the employment and business- start up assistance offered by various actors ( i.e Swiss Contact, NPF, etc) the Employment Institutions (EI) lack a leading role in the employment programs implemented by civil society organizations and their (EI) participation is generally very weak and superficial.
- Low level of implementation of the Strategy and National Action Plan for the Roma Decade due to the fact that the line Ministries do not allocate special funds /specified for the implementation of the specific measures. An online monitoring and reporting system has been set up by MoLASEO with support of UNDP to be operated by 100 local and central officials, and expected to generate in early 2013 annually progress reports as per the indicators of the Decade Plan for the Roma Inclusion.
- Technical Secretariat for Roma under the Department of Cross-Cutting Strategies in MOLSAEO has a coordinating and monitoring role on the Decade Plan which cannot exercise effectively due to its low administrative position and the fact that sectorial budgets for each area of the strategy/decade action plan are dependent on line ministries where the role of the secretariat is negligible;
- The solution of cases reported to the Office of Commissioner for Protection from Discrimination (CPD) is not immediate and this brings forward an attitude from the NGOs which than express a lack of trust/cooperation with this institution. The coordination of actions between institutions (office of the CPD) and the R/E NGOs should be improved;

## **Recommendations**

- Assisting and enabling R/E community members to embark on an active role in the consultation processes for setting of local priorities;
- Promoting representation of R/E civil society in local and regional policy-making structures (i.e. Regional Committee on Assessment of Social needs);
- Capacity building of R /E NGOs in several districts (including those led by women);

- Support for R / E students / activists for pursuing qualifying internships, conditional on active civic engagement;
- Lessons learned and coordination with existing case management systems (TdH's on CPUs; Swiss Contact's on VET/business startup; ILO, UN Youth Employment Programme, etc.) could be a good basis for SSIREC in adjusting its employability and entrepreneurship assistance. Profiling of the potential candidates and ensuring systemic cooperation with employment authorities remain key elements;
- Analyzing closely the role / position in the administrative hierarchy of the Technical Secretariat for Roma, with an eye to strengthening its role in relation to line ministries and donors;
- Involve as many Roma NGOs in monitoring the Implementation of the National Roma Action Plan;
- Increased cooperation and understanding between the commissioner's office and Roma NGOs, about identifying problems and generating possible solutions.

## **Working Group 2 - Korca**

There are about 800 families or 23 000 Roma and Egyptian individuals living in various parts of Korça region with greater concentrations in the city of Korca and its suburbs, Pogradec, Pojan, Maliq and Bilisht. More than half of the Roma/Egyptian are long term unemployed individuals. In the absence of a job in the formal sector, they work in the informal one, where the trade of used clothes, casual jobs, music, collection of cans and begging are the main sources of income. Main stakeholders, working in the area of social inclusion are World Vision, Terre des homes, Help for Children Foundation, Dorcas Aid Albania and several branches of R/E NGOs as well as local R/E local associations.

## **Key findings**

- The housing problem amongst R/E is aggravated due to the ownership issues which they are unable to resolve. R/E generally lack access to childcare services for children of 0-3 years. In addition there are poor sanitary and hygienic conditions in R/E settlements (particularly in Bilisht & Pogradec) among others due to the lack of waste collection services. Lack of funding remains a problem in addressing infrastructure needs while R / E families stand 'passive' due to their low level of education and employment.
- NPF (help for the children foundation) & Municipalities have made some efforts towards the rehabilitation of children's playgrounds and sportive areas in some schools and suburban parts of the cities. However, entertainment/ sportive environments that could attract R/E individuals to school and take them away from the streets still remain an issue.

- Local authorities (municipalities & communes) have shown an increased sensitivity towards the needs of R/E people. Municipalities and communes have been organizing "Participatory Budgeting" for some years now.
- Local R/E NGOs need to strengthen their capacities for initiating and managing community development activities, and cooperate with community- groups as well as public administration. There is a lack of information exchange amongst organizations and LG on community projects targeting R / E while local R/E NGOs face financial difficulties for maintaining registered NGOs as per the requirement of tax authorities;
- Some R / E households with low level of education, lacking employment skills, are surviving through informal and casual work, and have become seemingly very inactive due to their long involvement in social assistance scheme and lack of an inclusive formal labor market.
- MOLSAEO and also local NGOs such as Tabita, NPF, etc., offer employment services aiming at promoting employment. In addition, there are organizations ( i.e. Vision Fund ) which provide interest-free loans open also to businesses of R / E families, yet as reported generally R/E do not meet the criteria for loans or have bad credit history, lacking also the knowledge and skills to survive in the market. There is also poor cooperation with local structures to secure adequate market for products of R/E businesses;
- The ongoing local initiatives are still weak and R /E communities are not well-informed about public services and structures. There is a lack of funding by central and local government for the implementation of the Roma strategy and the National Action Plan.
- The Needs Assessment Committee and several awareness raising activities on human rights are existent. However, still local authorities believe that there are no regional/local effective structures responsible for the implementation of the action plan, and its monitoring and evaluation.

## **Recommendation**

- Identifying and documenting the needs of R/E communities through active involvement of the R/E families;
- Enhance cooperation with the local structures for investment opportunities and enable and encourage the community to demand accessible services at the local administration;
- Setting up an information exchange system on initiatives aimed at improving the situation of the R/E communities and their civil society organizations. Encouraging greater collaboration between R/E organizations, their communities and local authorities;

- Legal, technical and financial assistance/support for R/E family businesses is necessary while cooperation with local structures for initiating financial policies advantaging the R/E business need also needs to be encouraged;
- It is deemed appropriate the establishment of a regional group which could monitor the implementation of action plan and ensure suitable information services on supporting policies (initiated by state or private institutions) targeting R/E communities. This however, should take into consideration the existing structures (i.e. Coordination Committee on Assessment of Social Needs, facilitated by Regional Councils).
- Also the R/E participation (through consultation and representation) in local and regional policymaking structures needs to be promoted and assisted.

### **Working Group 3 – Berat**

Berat region is inhabited by roughly 2400 Roma and 3000 Egyptian families spread in the city of Berat, Kucove, as well as in Otlak, Ura Vajgurore, Poshnje and communes. The Roma families are located in the periphery of the city, or mostly in rural areas, whereas the Egyptians are generally settled in the city or urban quarters. Although there are R/E families who own land their involvement in agriculture activities is not well-organized and some of them have migrated to neighboring countries. Other vulnerable R/E families living in semi-urban areas have as their main source of income trading of second hand clothes, collection of iron waste, occasional jobs, begging and economic assistance (welfare). Roma have a lower level of education than Egyptians and majority. Among organizations that are operating in Berat are Swiss Cooperation and NPF which cooperate with local Roma association (United Roma of Berat Association) or local branches of mainstream R/E NGO (Amaro Drom).

### **Key findings**

- R/E neighborhoods generally have poor housing infrastructure, with lack of potable water and sanitation, and unpaved streets. Childcare services are not accessible in certain cases due to the long distance to the nearest health center. There are cases of unregistered children, and public services (education, health, housing, employment) are not reachable by the R/E community, as a result of lack of awareness and impossibility to follow the administrative procedures, internal migration, and moreover due to discriminatory/inferiority attitude of the rest of the community (majority) and even public officials;
- There are efforts for representation of the R/E communities in the Municipal council/Communal council, promoting community mediation services (RomEd initiative), sensitizing activities on education problems (child-education), mainly through projects of civil society organizations. Although the involvement of public authorities has not completely lacked, their role is still weak and not sustainable;

- Lack of community trust in the existing R/E NGOs and their financial insecurity is translated as a lack of capacities of the R/E NGOs to gain the trust of communities and as well as to access the various development financial schemes. Some urban areas populated by R/E lack the community organizing (Berat, Ura-vajgurore etc) and as a result their voice is not heard at decision-making processes and structures;
- Generally, there exists a weak cooperation of NGOs and local government and other institutions. Organizations and institutions do not have updated data on the social issues facing the R/E communities and there is no periodic information exchange on the activities of the community organizations;
- The employment situation of R/E is negatively influenced by work at the black market (including child labor), lack of motivation to attend vocational training courses, as well as opened discriminatory/refusal attitude of potential employers against R/E;
- In certain occasions the patriarchal mentality and gender issues as well as childcare responsibilities become real barriers impeding especially young R/E women to explore skills development opportunities and find employment;

### **Recommendations**

- Capacities of the new and existing community organizations need to be strengthened in the area of community outreach and participation, institutional capacities and fundraising, with the view to gaining the trust of communities and mobilize resources for self-development initiatives;
- Advocating/working with local governments to encourage allocation of specific budget for extension and improving public service delivery in R/E communities/neighborhoods. Trainings and exchange of experiences with other NGOs and local authorities in the regions would also be of benefit;
- Professional/vocational courses need to be supported with involvement of local associations, mediations/negotiations with local businesses while businesses and private entrepreneurship of the R / E families need to be assisted and promoted;
- Facilitating policies for marketing of traditional handicraft products of R/E artisans and linking them also with vocational training center and other qualification opportunities;
- Assisting exchange of information between public authorities and R/E associations and supporting the coordination of work among them. Making use and strengthening the functioning of the existing structures ( Needs assessment committee at the district level and Technical Group on Roma issues at the regional level);

- Promote coordination between NGOs and local government while support capacity building of R/E organizations in various areas, including that of civil registration and access to legal aid ( which have a high cost, not affordable by R/E communities, taking also a long time for having a case resolved/registered);

#### **Working Group 4 - Vlora**

There are over 500 Roma and at least 1500 Egyptian families living in the several units of Vlora region. Egyptians are mainly settled in cities of semi-urban suburbs in quite spread and mixed neighborhoods, whereas Roma are mostly in rural areas mostly in separated or Roma dominated quarters. The major areas inhabited by R/E are Vlora city, Shushice, Novosele, Akerni, as well as Delvine, Saranda and their suburbs. Vlora region is mainly agricultural and pastoral, and tourism has become a major industry in recent years, with many hotels, recreational centers, and vast beaches. Such profile possesses great potentials for development of R/E communities, yet social exclusion of these communities remains a real barrier leaving most of them in the informal sectors of economy. Some NGOs operating in Vlora region are Terre des hommes, Amaro Drom, Auleda, Vatra center, Lidia Foundation.

#### **Key findings**

- There are limited funds to address infrastructure issues and R / E communities, R/E do not have their own representatives in municipal and commune councils so that they could influence the decision-making or preparation of local budgets. Usually meetings of the municipal/community councils are not announced in public media, and there seems to exist a lack of consultation with communities including R/E in setting up local priorities;
- There are few R/E local associations or branches of mainstream R/E NGOs working in Vlora region and therefore R/E community participation in development initiatives has been quite limited. There is a lack of local policies to support R/E communities and associations, presumably due to legislative vacuum and insufficient resources;
- There is insufficient exchange of information between R/E community structures/associations and local government units;
- Preparation of community action plans have been supported by local NGOs (i.e. AULEDA, an association that is funded by OXFAM). Nonetheless, there is no information on whether R/E populated areas were covered;
- Participatory budgeting practice exist mainly in municipalities (not in communes), however, there is no explicit involvement of socially-excluded R/E communities in such consultation processes;
- Lack of representation of women in the respective associations or groupings of R/E communities. The issue of education still remains a challenge;

- R /E communities consider the role of other organizations as more important in development than their own. Roma communities are not well integrated with the rest of society;
- Lack of effective employment policies and support for private initiatives/soft loans and subsidy schemes. There are no quotas for R/E communities in projects launched by MOLSAEO, while R/E artisans lack capacities for marketing their products;
- Lack of accurate data from state structures and stakeholders in relation to situation of R/E communities and continuous change of staff in administration add significant difficulties in implementing measures targeting vulnerable R/E communities;
- In the Vlora regional council there are officials who are trained to collect data and enter them into the national database for monitoring of the Roma Decade National Action Plan. However, continuous assistance is necessary for correct data collection and reporting.

### **Recommendations**

- R/E community organizations should be supported to get recognized, registered and be more pro-active in involving their own communities in development initiatives. Challenges and problems encountered by the R/E communities should be made more visible and understandable for the R/E leaders and Associations also with the involvement of R/E women;
- Strengthening the existing structures or clusters at the R / E community and mobilizing the community by using the initiatives already in place in the city of Vlora;
- Dissemination of information in all steps of the project implementation considering particularly issues addressed in the component of “participatory decision-making and infrastructure development”;
- Trainings on crafting and entrepreneurship and support for social businesses with coaching assistance throughout the process;
- Assessing the feasibility for preparation of a regional action plan for Roma covering the region of Vlora with clear monitoring and evaluation framework, taking into the consideration both local needs and nationally decided policies ( i.e. Roma Decade National Action Plan);
- Strengthening and replication of participatory budgeting in all local government units of the Vlora region based on positive practices regarding infrastructure development at the Commune of Shushice.

## Annex 5: Community Mobilization Activities



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## Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC) Project

### Community Mobilization and Self-help Activities

#### KORCA REGION

Activity	Objective	Outcome
Access to social services	The Directory of Public health the Children's day care centre were supported to organize a one day awareness raising activity with R/E children on providing information about dental hygiene and available services in the city.	50 R/E children were sensitized on the importance of dental hygiene and available free services for children in the city. <i>Photo 1&amp;2 below</i>
National Volunteer Day, 18 Feb	Training of 35 R/E youngsters on the benefits of volunteering and social responsibility	35 R/E youngsters from Korca, Pogradec and Bucimas were sensitized about the importance of social responsibility actions and community volunteering. <i>Photo 3&amp;4 below</i>
Int'l Roma Day, 8 April	A sensitizing activity promoting Roma culture was organized in Korca in cooperation with local CBOs	More than 200 people from Roma and non-Roma communities participated. Messages of diversity as a value, education as the way to education and participation as a means of inclusion were highlighted. <i>Photo 5, 6&amp;7 below</i>
Environment Day, 5 June	A sensitizing /volunteering activity was organized in the commune of Bucimas.	30 R/E young people volunteered in cleaning up the lake region preparing for the touristic season. This activity will be part of the Community Development Center agenda next year. <i>Photo 8&amp;9 below</i>

Community Awareness activity	Youth Actions against discriminative behaviours. Awareness raising leaflets, banners, and other messages were produced with real stories from the city of Korca.	30 young people organized a door-to-door activity to make people aware of the consequences of these behaviours. <i>Photo 10&amp;11 below</i>
Community Awareness activity	A friendly football match was organized between the Police Department and Roma NGOs. Messages of collaboration and diversity were reinforced through this activity.	<i>Photo 12&amp;13 below</i>
Community Awareness activity	Two community self-help activities were supported in Korca and Pogradec on raising awareness about protecting the environment and green areas.	About 100 trees were planted by the R/E active citizens in the Roma neighbourhoods. <i>Photo 14&amp;15 below</i>



Photo 1



Photo 2



Photo 3



Photo 4



Photo 5



Photo 6



Photo 7



Photo 8



Photo 9



Photo 10



Photo 11



Photo 12



Photo 13



Photo 14 (Pogradec)



Photo 15 (Korca)



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## Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC) Project

### Community Mobilization and Self-help Activities

#### BERAT REGION

Activity	Objective	Outcome
<p>Self-help activities have been intended to encourage the active participation of citizens in issues of community interest through actions for greening the cleaning of environment, activism of young people in voluntary work in public institutions, sports activities, etc.</p> <p>1) 29 April, 2013 2) 2 March, 2013 3) 5 March, 2013 - Community action to increase awareness on civic engagement for environmental protection- Uznove school, Berat 4) 5 April, 2013 - Sporting activity with Roma youth in Morava community and Egyptian youth from Berat</p>	<p>Community involvement in activities that promote volunteerism as a value that affects the development of the communities In this action were involved ten volunteers from high schools ,more than 10 parents ,school pupils&amp;3 municipality employees</p>	<p>1) In the context of community hours, volunteer units from high school "Babe Dude Karbunara " and the Roma community, Morave, spent several hours with residents of the center for persons with disabilities "Lira", and worked together for fertilization of fruit trees - <i>Photo 1&amp;2 below</i></p> <p>2) Five young people from the Roma community took part in the training of "Red Cross" about giving First Aid in the context of partnering with local organizations</p> <p>3) <i>Photo 3&amp;4 below</i> 4) <i>Photo 5&amp;6 below</i></p>

National Volunteer Day, 18 Feb	Training of 40 R/E youngsters on the benefits of volunteering and social responsibility	Youth in the city of Berat gathered to discuss on the values of volunteerism and the importance of the active involvement of young people in volunteering activities  <i>Photo 7 below</i>
Int'l Roma Day, 8 April	Promotion of "Roma Values Week" 8-12 April in Tirana  Cultural and promotional activity in the context of 8 April, the International Roma Day in Berat	As part of the events organized during "Roma Values Week" we could mention the intercultural artisan fair, a theatre performance "Les Miserables", put on stage by volunteer Roma Students in collaboration with University of Arts peers, screening of documentaries and movies promoting Roma values and respect for human rights. -70 Roma pupils involved in an intercultural activity  -About 300 participants became aware of the significance of April 8 in Roma culture and were presented with elements of Roma tradition and culture  -Promotion of SSIREC Project through media and animations  - Strengthened cooperation with local partners for the development of other projects ongoing  <i>Photo 8&amp;9 below</i>
"International Day against Racial Discrimination" 21 march 2012	Equal in Diversity!- Promoter activity of Roma culture & tradition in order to respect cultural differences between ethnicities. This was the closing event of a series of events that have been organized since date February 8, in collaboration with both "Shyqyri Lakra" and "Ylli I Mengjesit" schools.  The purpose of this project was to introduce children through games, classes and creative activities, extracurricular hours on Roma tradition and culture and education of equality values while respecting the diversity of each other.	More than 100 children became aware on the values of diversity  The school staffs experimented new methods to approach Roma /non-Roma children (through different photos, videos, meetings etc) and shared materials about Roma culture and tradition  "Ylli Mengjesit" school directorate expressed readiness to make available all sports venues to other creative activities of SSIREC project with Roma children in the future  <i>Photo 10&amp;11 below</i>
World Cultural Diversity Day, 21 May	Football match between the Roma and Egyptian youth team as well as the youth team of "Tomorri" sport-club, in order to raise awareness about social equality and social inclusion.	The event was organized by a group of volunteers and was followed with interest by the community. This activity contributed significantly to bring young people closer to the project.  <i>Photo 12&amp;13 below</i>

International Children's Day- 1 June	<p>"Colorful World " - Recreational activity in the framework of International Children's Day-Morave</p> <p><i>Objective</i> :Increase awareness about children's rights and create a festive atmosphere with different games, performances, etc.</p>	<p>A better understanding of children on their rights, revival of community life, promoting of "Roma Chance" association and approach of Roma activists with SSIREC Project.</p> <p><i>Photo 14&amp;15 below</i></p>
Environment Day, 5 June	<p>Healthy environment - sustainable development! Community action to increase awareness on environment and healthy products-Morave</p> <p><i>Objectives</i>: Community awareness on the importance of cultivating healthy and bio products/Door to door awareness campaign on the importance of waste recycling/Youth activism for cleaning of territories</p>	<p>In this activity were involved more than 25 young people and members of the community , the goal was to bring the youth closer to SSIREC project through community action and sport activity &amp; to promote Roma farmers and their enterprises.</p> <p><i>Photo 16&amp;17 below</i></p>



Photo 1



Photo 2



Photo 3



Photo 4



Photo 5



Photo 6



Photo 7



Photo 8



Photo 9



Photo 10



Photo 11



Photo 12



Photo 13



Photo 14



Photo 15



Photo 16



Photo 17



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## Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC) Project

### Community Mobilization and Self-help Activities

#### VLORA REGION

Activity	Objective	Outcome
Two CCF consultative meetings are held in each locality	Mobilize Roma/Egyptian (R/E) community members to actively participate in identifying priorities in several development fields.	<i>Photo 1&amp;2 below</i>
27 April 2013	Cleaning of environment activity in Vlora region.	15 Roma community members were enrolling in this activity <i>Photo 3&amp;4 below</i>
6 May 2013	Promoting Roma Culture in the framework of Erdelezi Fest.	50 Roma community members were enrolling in this activity <i>Photo 5&amp;6 below</i>
9 May 2013	Environmental and volunteer activity in the framework of European day.	30 Roma Community members were enroll in this activity. <i>Photo 7, 8&amp;9 below</i>
21 May 2013	Football match activity in the framework of Culture diversity.	25 Roma Community members were enroll in this activity <i>Photo 10 below</i>

24 May 2013	Support Roma NGO to organize activity in the framework of promoting books reading.	50 Children were enrolling in this activity. <i>Photo 11&amp;12 below</i>
1 June 2013	Promotion of Social Inclusion for Roma and Egyptian children.	100 children participated <i>Photo 13&amp;14 below</i>



Photo 1



Photo 2



Photo 3



Photo 4



Photo 5



Photo 6



Photo 7



Photo 8



Photo 9



Photo 10



Photo 11



Photo 12



Photo 13



Photo 14

Annex 6: Minutes of the 1<sup>st</sup> Project Management Committee


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**Minutes of the Project Management Committee (PMC)**  
**For**  
**Support Social Inclusion of Roma and Egyptian Communities (SSIREC) Project**

*Funded by EU and implemented by UNDP in partnership with MOLSAEO*

**Location and time:** UNDP Country Office – Conference Room  
Tuesday, November 6<sup>th</sup>, 2012, 11.00-13.00

**Participants:**

Ms. Zineb Touimi-Benjelloun - United Nations Resident Representative  
Ms. Yesim Oruc - UNDP Country Director  
Mr. Freddy Austli - UNDP Deputy Country Director;  
Mr. Stefano Calabretta - Programme Manager, EU Delegation in Albania;  
Ms. Ilda Bozo - Director, Directorate of Monitoring Crosscutting Strategies at the Ministry of Labor, Social Affairs and Equal Opportunities;  
Ms. Silvana Bastri – Specialist of Technical Secretariat for Roma, at Ministry of Labor, Social Affairs and Equal Opportunities  
Ms. Patris Hida – Director of IPA Directorate, at Ministry of European Integration;  
Mr. Redinald Papa – Specialist at Ministry of European Integration  
Ms. Vjollca Hoxha – Director of Social Services Directorate at Municipality of Berat;  
Ms. Rezarta Agalliu – Director of Finance Directorate, at Regional Council of Vlora;  
Mr. Ilir Zguri – Director of Strategic Planning and Services Directorate, at Municipality of Korca;

Mr. Zini Kore – President of the BKTF (United for Child Care and Protection) Civil Society Coalition;  
Ms. Entela Lako - Programme Cluster, UNDP  
Mr. Bujar Taho - SSIREC Project Manager, UNDP

**Minutes taken by:** Enkeleida Pashaj, SSIREC Project Assistant

Ms. Zineb Touimi-Benjelloun, UN Resident Coordinator, opened the 1<sup>st</sup> meeting of Project Management Committee (PMC) for SSIREC Project, by welcoming the participants and introducing the members of the PMC.

Ms. Ilda Bozo Director of Directorate of Monitoring Crosscutting Strategies at MOLSAEO highlighted the importance of the project in implementation of the National Roma Decade Action Plan at local level and extension of the inter-sectorial assistance of UNDP also in three new regions.

Stefano Calabretta Programme Manager, EU Delegation in Albania stressed the importance of participation of the LG representatives from three regions in the PMC as well as the representation of the civil society through a civil society coalition such as BKTF working both with Roma and non-Roma target groups.

The following topics and issues were discussed during the meeting.

The project progress for period July – October 2012 as well as three-quarter work plan covering the period October 2012 – June 2013 have been presented, following introduction of the role and responsibilities of the PMC, and a short presentation of the conclusions of the inception SSIREC consultative workshop held on October 3, 2012. The feedback and issues raised as well as the decisions of the PMC are summarized in the following table.

Agenda	Discussions and Comments	Follow-up	Conclusions and Time Line
Role of the Project Management Committee	<p>-The PMC acts as principal supervisory body for implementation of the project and provides policy guidance and recommendation regarding project strategy and objectives. It is composed of representatives of UNDP, EUD, MoLSAEO, MoEI, DSDC, local governments in Korca, Berat and Vlora (one per region) as well as one civil society representative;</p> <p>- The civil society in the PMC is represented by the President of the BKTF United for Child Care and Protection coalition entailing 28 civil society organizations among which Roma</p>	Project Manager in consultation with Cluster Manager	<p>It should be reflected in the reviewed TORs that UNDP, MoLSAEO and EUD may call an extraordinary meeting of the PMC, as need may be.</p> <p>The participants of the</p>

	<p>organizations;</p> <ul style="list-style-type: none"> <li>- The PMC is responsible for the overall strategic direction of the project, approving annual priorities and reports, providing guidance at the substantial and political levels and oversee annual reviews, mid-term and final evaluation;</li> <li>-Additional meetings of the PMC may be convened exceptionally upon the request of any of the Co-Chairs and EUD representative;</li> <li>- Representation of local authorities by three authorized local officials, from each respective region, is a guarantee for strengthening common understanding and cooperation in project implementation;</li> <li>-The Project Manager will assist the organization of the PMC meetings and due recording of PMC proceedings</li> </ul> <p>The complete details of the PMC responsibilities can be found in the PMC ToRs (Annex I).</p>		meeting agreed on the PMC TORs
Short presentation of the Conclusions of the Consultative Seminar on SSIREC Approach and Activities	<p>-findings and conclusions of the inception workshop identified challenges and opportunities for each region, in the areas of community participation, capacity building for R/E organizations, employment and entrepreneurship promotion as well as implementing and monitoring measures targeting vulnerable R/E communities have been shared with partner organizations and have also been reflected in the SSIREC work plan. The complete report of the inception workshop could be found attached. (Annex II)</p>		

<p>SSIREC Progress for the reporting period July – October 2012);</p> <p>Presentation of three-quarter Work plan ( Oct 2012 – June 2013)</p>	<ul style="list-style-type: none"> <li>- While most of the staff have started work during the period September-October, two more staff are in the process of recruitment, expected to be finalized within November;</li> <li>- Project Offices have been set up in Tirana and Korca while in Berat and Vlora are expected to be operational within the month. 7 R/E populated areas in three regions have been recommended for project intervention through rapid needs assessment involving municipalities of Korca, Progradec, Berat, Vlora as well as communes of Otlak, Novosela and Shushica.</li> <li>-Other R/E populated areas (i.e Delvina) in Vlora region, could not be considered at this phase due to their limited accessibility as result of long distance from regional office.</li> <li>-Project launch event, the organization of intercultural artisan fair in Korca, and the inception consultative workshop in Tirana were the main activities implemented during the reporting period. Work Plans and Terms of References for various project components have been drafted.</li> <li>-The three-quarter work plan ( October 2012 – June 2013) has been presented explaining planned activities for achieving the overall objective of the project to contribute to the social, economic and political empowerment of Roma and Egyptian people in three regions through five components; (1) participation in local planning and infrastructure development; (2) capacity building for R/E Civil society to combat discrimination; (3) employment and entrepreneurship promotion; (4) Assisting Technical Secretariat for Roma and Office on Commissioner for Protection from Discrimination; (5) awareness raising and advocacy for R/E acceptance and inclusion.</li> </ul>	<p>Project Manager in consultation with Cluster Manager</p>	<p>PMC approved the three-quarter Work Plan and requested a copy of the project document (attached as Description of Action) to be disseminated to members of PMC</p> <p>The timeline for activities must be aligned to the extent possible with that of the project document.</p> <p>The project team to expedite efforts in partnership with local governments to start up activities in Vlora and Berat.</p>
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	<p>-Trainings to LG on participatory planning and budgeting need to be provided within December so that local authorities could utilize them for preparing the 2013 budgets. Regardless of this, some kind of agreements needs to be finalized with respective local authorities while informing them in advance about their expected co-funding of infrastructure projects.</p> <p>-Involvement of the entire community living in the same vicinity (including also non-Roma/Egyptian members), is crucial in ensuring an effective and sustainable R/E community participation in decision making and setting of local priorities;</p> <p>-Project needs also to envisage how the local existing or new R/E organizations could be sustained, after the project ends.</p>		
Role of local governments	<p>-In the framework of SSIREC Project, local authorities shall:</p> <ol style="list-style-type: none"> <li>(1) Be represented at Project Management Committee which meets twice a year to overview the overall implementation of the project activities ( one local representative per region);</li> <li>(2) Host within their office premises two local staff in charge of implementing the project activities at the local level;</li> <li>(3) Prepare the technical documentation for agreed infrastructure projects (part of the community development plan) and send it to UNDP for the latter to proceed with tendering of civil works;</li> <li>(4) Contribute with 20% funding for the Infrastructure Development Projects, which will be tendered by UNDP. Based on the established practice, the LG contribution is</li> </ol>	UNDP Country Office	Some type of formal agreement need to be concluded with respective local authorities.

	<p>included in the local budget and transferred to UNDP account upon completion and certification of 30 % of the civil works ;</p> <p>(5) Play a leading role in facilitating the preparation of the community development plans as per the agreed modalities in the project document;</p> <p>(5) Make operational and maintain the completed infrastructure projects, after they have been finalized by UNDP and handed over to municipality. Ensuring that Roma/Egyptian individuals be hired for operationalizing and maintaining the completed projects;</p> <p>-It has been confirmed that regional councils may assist the communes in preparation of technical specifications for agreed infrastructure projects, to be tendered by UNDP, as well as ensure co-funding if involved communes are not able to contribute.</p> <p>-To ensure co-funding by LG, respective agreements are necessary.</p> <p>(Annex III)</p>		
Follow up	Next meeting is anticipated for some time in June 2013		

Annex 7: Minutes of the 2<sup>nd</sup> Project Management Committee


*Empowered lives.  
Resilient nations.*

**Minutes of the Project Management Committee (PMC) meeting  
For  
Supporting Social Inclusion of Roma and Egyptian Communities (SSIREC) Project**

*Funded by European Union and implemented by UNDP in partnership with MoLSAEO*

**Location and time:** UNDP Country Office – Conference Room  
Wednesday, July 3, 2013 at 11.00-13.30

**Participants:**

Ms. Yesim Oruc - UNDP Country Director  
Mr. Freddy Austli - UNDP Deputy Country Director  
Mr. Stefano Calabretta - Programme Manager, EU Delegation in Albania  
Ms. Ilda Bozo - Director, Directorate of Monitoring Crosscutting Strategies at the Ministry of Labor, Social Affairs and Equal Opportunities  
Ms. Blerina Zoto – Head of the Technical Secretariat for Roma, at Ministry of Labor, Social Affairs and Equal Opportunities  
Ms. Ada Bedini – Expert at the Ministry of European Integration  
Ms. Vjollca Hoxha – Director of Social Services Directorate at Municipality of Berat  
Ms. Rezarta Agalliu – Director of Finance Directorate, at Regional Council of Vlora  
Mr. Ilir Zguri – Director of Strategic Planning and Services Directorate, at Municipality of Korca  
Mr. Zini Kore – President of the BKTF (United for Child Care and Protection) Civil Society Coalition  
Ms. Entela Lako - Programme Analyst, UNDP  
Mr. Bujar Taho - SSIREC Project Manager, UNDP

**Minutes taken by:** Jorida Malevi, SSIREC Project - Programme/ Public Information Assistant

Ms. Yesim Oruc, UNDP Country Director, opened the second Project Management Committee (PMC) meeting by welcoming the participants and highlighting the importance of the meeting in ensuring that the project builds on the strengths and lessons learned developed during the first year of the project implementation. She emphasized that some the findings of the ROM report are deemed valuable and will assist the project team in enhancing further the ongoing work.

Mr. Stefano Calabretta, Programme Manager, EU Delegation in Albania, stressed the importance of participation of the LG representatives from three regions in the PMC and was eager to hear their opinion on the progress made during one year of project implementation as well as challenges encountered on the ground.

Ms. Ilda Bozo Director of Directorate of Monitoring Crosscutting Strategies at MOLSAEO, highlighted the importance of the project in implementation of the National Roma Decade Action Plan at local level and extension of the inter-sectorial assistance of UNDP also in three new regions. Project's assistance in organizing round tables with the appointed local authorities for entering data into the ROMALB web-based system was considered as an immediate need.

Ms. Entela Lako, Programme Analyst, UNDP reviewed quickly the follow up actions as per the minutes of the first Project Management Committee meeting and kindly asked for the members of the PMC to submit their feedback on the progress report until Thursday, July 11, 2013.

Mr. Bujar Taho, SSIREC Project Manager, presented the Project's progress to date, the challenges faced and the work plan for the period of July – December 2013

The feedback and issues raised as well as the decisions of the PMC are summarized in the following table.

Agenda	Discussions and Comments	Follow-up	Conclusions and Time Line
Introduction and Opening remarks	<ul style="list-style-type: none"> <li>-Community Mobilization and Local Participatory Planning crucial components of the project;</li> <li>- ROM report compiled with valuable findings;</li> <li>-Hearing the views of LG representatives on the objectives of the Project was deemed very important;</li> <li>- MoLSAEO enthusiastic about the Project's support in</li> </ul>	<ul style="list-style-type: none"> <li>-Project's work to be adjusted according to the findings of the ROM Report;</li> <li>-Roundtables to be scheduled for September/October with LG authorities on the web-based</li> </ul>	

	organizing round tables in each of the intervention areas on the web-based monitoring and reporting system of the Roma Decade National Action Plan;	monitoring and reporting system of the Roma Decade National Action Plan;	
Quick review on Follow up Actions as per the Minutes of First Project Management Committee Meeting	<ul style="list-style-type: none"> <li>-8 areas of intervention have been selected and respective MoUs have been signed;</li> <li>-Feedback on the presented draft- progress report expected until July 11, 2013;</li> <li>-There is an outstanding co-funding by MOLSAEO at the amount of 45,000 Euro which is still pending.</li> </ul>	<ul style="list-style-type: none"> <li>Final minutes of the first PMC meeting to the re-circulated to PMC members</li> <li>-MOLSAEO and Mol members of the PMC could provide more details on the status of GoA Albania contribution to SSIREC project.</li> </ul>	
SSIREC Progress for the reporting period October 2012–June 2013);	<ul style="list-style-type: none"> <li>- 11 Project staff recruited;</li> <li>-Management procedures approved at the 1<sup>st</sup> PMC meeting;</li> <li>-4 Project Offices (Tirana, Korca, Berat, Vlora) set up and are in full operational state;</li> <li>-10 MoUs have been signed (8 with LG units and 2 with Regional Councils);</li> <li>-3 Regional Profiles on R/E communities have been prepared;</li> <li>-8 R/E settlements have been selected for intervention;</li> <li>-10 R/E CCFs mobilized in the regions of intervention which have implemented 23 community mobilization and self-help activities;</li> <li>- Community Development Plans are being drafted and trainings of LG on participatory planning and budgeting is scheduled to start in September 2013;</li> <li>-6 infrastructure development projects (i.e. kindergarten, healthcare, community intercultural centers, roads) prioritized by CCFs are being agreed for co-financing with LGs;</li> <li>-The training and coaching needs of R/E NGOs and</li> </ul>	<ul style="list-style-type: none"> <li>-ToR and Expression of Interest template for small grants, when ready should be consulted with EUD;</li> <li>-The needs assessment report and the training manual should be made available to EU info centers in Tirana, Vlora and Shkodra so that a wider group of CSOs have access to them.</li> <li>-Names of Institutions should be unified and written in brackets in Albanian in all documents;</li> <li>-Vertical coordination with the MoLSAEO and LG will be crucial in the future progress of the project;</li> <li>-Posting or publication of photos</li> </ul>	SSIREC Project Manager and UNDP Program Staff in consultation of EDU Program Manager

	<p>activists have been identified and a training programme is currently being developed;</p> <p>-Small grant programmes for R/E NGOs will be launched following trainings;</p> <p>-3 regional workshops have been organized on the identification of challenges and opportunities of R/E trainees, artisans and potential small entrepreneurs;</p> <p>-18 individuals trained in journalism, camera operation and film/documentary production;</p> <p>-Communication strategy has been finalized and several awareness raising and promotional materials emphasizing the positive attributes/values of the R/E communities have been produced as detailed in the progress report;</p>	<p>(especially those of children) should follow rules and regulations on parental permit. Due templates for seeking parental permit will be prepared and used for all future cases.</p> <p>-PMC members approved in principle the Interim Progress Report progress report and were invited to provide written comments on the circulated draft by Thursday 11<sup>th</sup> July 2013</p>	
Lessons learned and ways forward	<p>-The importance of LG responsibilities in terms of co-funding/cost associated with the the infrastructure projects is very important in terms of securing sustainability. All the identified interventions are carefully assessed in terms of the budgetary capacities of the respective LG units, and enjoy the endorsement of the LG. The size and capacity of LGUs (municipality versus commune) are crucial for sustaining operations of the new investments.</p> <p>-VET should be tailored as per the market needs and profile of potential beneficiaries (suggestion was made to go beyond the classic vocational courses and consider also veterinary, agriculture, fishing, olive oil production, as relevant);</p>	<p>-Profiling of the community intercultural centers should be carefully reviewed in order to achieve sustainability. Profiling should include operations of each of the centers as well as contributions from LG in staff, operating and maintenance costs.</p> <p>-A LG letter of commitment should always accompany infrastructure development projects and have the legal value of MoUs signed;</p> <p>-Tailor-made VET course be specifically addressed in the assessment report;</p>	SSIREC Project Manager and UNDP Programme Staff in consultation of EDU Program Manager

	<p>-Formal vs. Informal integration into the labour market is a debatable issue in R/E communities. An immediate and premature formalization of the R/E income generation activities may have a counter effect, leading to R/E being cut of social welfare and having their activity bankrupted. The most socially excluded communities should be given a grace period (which may go beyond the project life) for starting up and formalizing their activities. ;</p> <p>-LG in Korca region is piloting an ad-hoc initiative where families that are currently benefiting economic aid ( <i>ndihme ekonomike</i>) will not be cut-off of it until their business initiatives start to generate profit;</p> <p>-LG in Berat region through a decision of the Municipality Council has exempted from tax obligations small businesses that operate in historical areas of the city;</p>	<p>-Premature formalization of income-generation activities needs to be avoided and analyzed properly at the employment and entrepreneurship assessment report;</p> <p>Korca and Berat municipal experiences will be documented and shared with MOLSAEO ( i.e. grace period for economic aid and tax-exemption) on mentoring income-generation activities started by socially-excluded R/E communities.</p>	
Presentation of the work plan (July – December 2013)	<p>-Finalization of the Community Development Plans in each region;</p> <p>-Manual on participatory planning finalized and trainings provided to LG;</p> <p>-6 grants (out of 15) to be provided to R/E NGOs;</p> <p>-30 out of 60 individuals to complete VET trainings;</p> <p>-30 R/E artisan entrepreneurs to be assisted;</p> <p>-3 Roundtables (1 in each region) to be organized on the web-based monitoring and reporting system for the Roma Decade National Action Plan;</p> <p>-Manual for training to AD Commissioner to be finalized;</p>	<p>-PMC endorsed the Work Plan</p> <p>-The timeline for activities must be followed closely.</p>	
Documentary on Roma Values Week	<p>-A short documentary portraying all the activities organized and coordinated by the Project during the Roma Values Week was presented;</p>	<p>-Documentary is to be further worked on/edited ensuring due visibility of all partners;</p>	

	-Vlora region requested the staging of the “ <i>Les Miserables</i> ” Drama in Vlora during the summer season;	-Project team to assess the feasibility of the staging the R/E students’ performance in Vlora region	
Follow up	-Next meeting is anticipated for some time in January 2014		

**WORK PLAN**  
**Supporting the Social Inclusion of Roma and Egyptian Communities (SSIREC) Project**  
Jan 2012 – Dec 2013

Major Activities	Actions	Timeline Jan - Dec 2013												Budget (EUR) /Comments	Detailed budget
		Q1			Q2			Q3			Q4				
		Jan	Feb	Mar	April	Ma	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Work Package 1:	Establishment of the Project Management Structures and Procedures													110,634	
1.1 Signature of the Contribution Agreement, Core project staff selected project management procedures drafted and operational, project launched and operational	-Eleven Project staff recruited and working in Tirana, Korca, Berat and Vlora	x	x												done
	-Project Management Procedures drafted and approved by first meeting of the Project Management Committee	x	x												done
	-Four Project Offices (Tirana, Korca, Berat and Vlora) have been set up and provided with furniture and equipment	x	x												done
	-Second meeting of the Project Management Committee					x	x	x							done
Work Package 2:	Participatory Planning and Infrastructure Supported Projects													152,315	
Act. 2.1 Rapid Assessment of Potential Intervention Areas															
	- Consultative Workshop on SSIREC Approach and Activities	W1													done

	-Conduct region-based assessment and select potential areas Korca region (Korca, Pogradec, Starove); Vlora region ( Vlora, Novosela; Shushica; Berat region (Berat, Otllak, Kucova)	x	x	x	W4										done
<b>Act. 2.2 Community mobilization/self-help activates in three regions in marked ( national and International days) ( community gathering, sports and cultural events 5.10)</b>															
	National Volunteer Day, 18 Feb ( 3 activiteies )	<b>x</b>	x												Done
	Int'l Woman Day, 8 March ( 3 activities)		x	x											Done
	Int'l Roma Day, 8 April ( Roma Week in Tirana + 3 small partnering in regions )			x	x										Done
	World Cultural Diversity Day, 21 May ( 3 activities)				x	x									Done
	Environment Day, 5 June ( 3 activities)					x	x								Done
	Friendship Day, 30 July ( 3 activities)						x	x							
	Int'l Youth Day, 12 August ( 3 activities)							x	x						
	Day Against Illiteracy, 8 September ( 3 activities)								x	x					
	Day against Poverty, 17 October ( 3 activities)									x	x				
	Day of Tolerance, 16 November ( 3 activities)										x	x			
	Int'l Volunteer and Human rights days, 5, 10 December( 3 activities)											x	x		
<b>Act. 2.3. Reinforcing of R/E representation in the LG level</b>															
	-Established three Technical Regional Coordination Committees for Roma (TRCCR), under the Regional Coordination Committees on Assessment of Social Needs ( RCASN) functioning under the leadership of Regional Council							x	W4 - ToRs confirmed	W1- Korca ; W2- Berat W3- Vlora					ToRs for functioning of the TRCCR to be consulted/agreed with RCs by Sep

	-Facilitate quarterly meetings of the RCASN in each region										x	x	x			
<b>Act. 2.4 Preparation and signature of Memorandum of Understandings with UNDP – LGs</b>		x	x	W4												Done
<b>Act. 2. 5 Design &amp; Implement R&amp;E Community Development Plans</b>																
	Finalize and advertise Call for Proposal on drafting a guideline and delivering training on participatory planning, as well as coaching for preparing 9 CDPs in three regions ( 5.7.2; 5.7.5; 5.7.12)		x	x	X Tors	X tendere	W2 contr	acted								Contracted
	-Evaluate the proposals and finalize the contracting					W2										
	-Three trainings for local government officials in Berat, Korca and Vlora on participatory local planning (5.7.2.)							W4 Korca	W2 Berat	W2 Vlora					3 trainings	
	-Prepare a guideline for LG and community on participatory planning and preparation of CDPs ( revised 5.7.5)										x	x	W1		3 events during the 2nd year	
	-Coach with community members and LGs in three regions ( nine areas) to identify community development priorities and prepare, at least 6 from 9 Community Development Plans ( revised 5.7.12)							W4 Korca (1)	W4 Berat (1)	W4 Vlora (1)	W4 Korca (2)	W4 Berat (2)	W4 Vlora (2)			
<b>Act. 2.6 Identify, Select &amp; Implement Nine Community Upgrading Projects</b>																

	-Prepare tender dossier, contract and complete civil works for at least 3/9 agreed infrastructure projects; (1.1.1.2; 6.5.; 6.1.)		x	x	x	x		W4 Korca (1)	W4 Berat (1)	W4 Vlora (1)				9 infrastructure projects by end of project	
	Construction of the Community Center in Korca	x	x	x	x	x	x	x	W4 Tender	W4 Contract	x	x	W4 inaug		Pending confirmation of plot availability (expected within August 2013)
	Rehabilitation of Roma Corner at the City Cultural Center in Pogradec municipality	x	x	x	x	x		W2 Tender	W2 Contract		W1 Inaug				
	Construction of kindergarten/health/community center in Berat municipality	x	x	x	x	x	W4 Tender	W4 Contract	x	x	W4 inaug				Tender documentation ready within July 2013
	Rehabilitation of kindergarten and library of nine-years school in Novosela commune/Vlora		x	x	x	x	x	W4 Tender	x W4 contract	x	x	W4 inaug			Tender documentation ready within July 2013
	Infrastructure project in Vlora city near Egyptians' quarter			x	x	x	x	x	x	x	x	W4 Tender	W4 Contract		By end of 2013
	Rebuilding of kindergarten-Healthcare-Community Services facility and the surrounding sports ground in Morava/Otllak .			x	x	x	x	x	x	x	x	W4 Tender	W4 contract		Technical design to be completed by end of 2013
<b>Work Package 3: Strengthening Civil Society Capacity to Combat Discrimination</b>														<b>67,934</b>	
<b>Act. 3.1. Assessment, Capacity Building &amp; Networking of NGOs in each target region</b>															
	-Prepare a training and capacity needs assessment on local R/E civil society organizations and activists working in three regions (5.2.1 & 6.7.)	x	x	x	W4									Expert for 30 days	DONE

	-Finalize and advertise RFP on designing and delivering a comprehensive training and coaching programme for the R/E NGOs, organization of Bank of Ideas and preparing call for proposal ( 5.2.1. and 5.7.3 and 5.7.4 and 6.8 )	x	x	x	x	W4 Tender	W3 Contract							Capacity assessment;	
	-Develop a training package as per the needs assessment, and offer 3 trainings to local R/E CSO representatives and R/E activists in three regions (5.7.3)							x	x	x	x	x	W3	6 trainings by end of project	
<b>Act. 3.2 Support collaboration of R&amp;E NGOs and non-R&amp;E NGOs</b>															
	-Organize the Bank of Ideas Event to generate joint actions by Roma/Egyptian NGOs and non-R/E NGOs with a focus on non-discrimination and tolerance aiming to strengthen their mutual trust and exchange (5.7.4)							x	x	W3				1 event during 1st year	
	-Support best 3 joint actions of R/E and Non-R/E NGOs through "Non-Discrimination and Tolerance" grants (6.3)								W4 open	W4 evaluate	W4 Contract			3 grants during 1st year	
<b>Act. 3.3 Preparation &amp; Launching of the Small Grant Program</b>															
	- Announce call for proposal for R/E Civil Society Organizations and provide 6 first SCO grants						x	W4 Open	W4 evaluate	W4 contract				15 SCOs grants for R/E NGOs;	
<b>Work Package 4: Job and Entrepreneurship Promotion</b>														<b>54,375</b>	

<b>4.1 R&amp;E Employment and business assessment</b>															
	-Make an assessment of R/E employment and business/entrepreneurship opportunities, and prepare an outline streamlining the project support to R/E job-seekers and entrepreneurs (6.4)		x	x		W1 contr acted	W1 ToR posted; W4 lcs contr act	x		x	W4 Asse sme nt read y				
	-Finalize and advertise RFP on providing vocation and business coaching programme for the R/E jobseekers, entrepreneurs and artisans ( 5.1.3 and 5.2.2 and 5.2.3 and 5.7.6 and 5.7.7 and 6.12 and 6.13 and 5.7.9 and 6.15 and 5.7.10.)									W3 RFP post ed	W3 Evaluati on; W4 contra ct				
<b>Act. 4.2. Supporting &amp; Coaching R&amp;E Business</b>	-Provide business development services ( through a specialized agency) to R/E new and existing entrepreneurs ( i.e. identification of business-idea and preparation of business plans, financial analysis, costing, marketing, financial reporting and taxes (5.2.2)										x	x			
	-Develop training modules/manual for two training phases for R/E entrepreneurs tailored as per the data gathered during the assessment phase (5.2.3)									x	x	x			
	- Provide the first phase of business development training ( six trainings to 60 R/E individuals) (5.7.6)									x				6 trainings during the 1st year	
	- Provide the second phase of Training/coaching programme on businesses planning and management to 30 selected (5.7.7)									x	x	x		3 trainings to selected individuals only	
	- A legal consultant will be hired to make a legal review of laws affecting Roma on social housing, economic aid, civil registration, education, employment,health, entrepreneurship ( 6.1.6)									W2 ToR ann ounc ed	W1 cont ract ed	x	x W3 Rep ort		

	- Prepare a brochure on “How to start-up and maintain income generation activities” tailored as per the needs and possibilities of R/E communities (5.1.3)								x	x	x				1000 pcs ( 500 during the 1 year )	
	- Organizing the R/E products marketing fair with occasion of International Roma Day commemorated on April 8 (5.7.13)		x	x	W1										3 events by end of project	
	- Assist R/E artisans with specialized craft-product development (6.12)								x	x	x				during the 1st and second year	
	- Assist R/E entrepreneurs with marketing guidelines, programme and actions also with regard to their participation in national and international sectorial networks/organizations (6.13)					x	x	x	x	x					during the 1st year	
<b>Act.4.3.Promoting Employment through vocational courses and on the job training/internships</b>	- Vocational Training provision from public and non-public institutions including professional tools costs (5.7.9 and 6.15)).			x	x	x	x	x	x	x					Expert and vocational trainings for around 30	
	- Facilitate on-the-job training/internships for R/E individuals (5.7.10.)							x	x	x	x				Internships for additional 30 individuals - 60 individuals for vocational trainings and internships by end of project	
	- Start-up kits for 30 individuals x 400 EUR ( 3.2.30)											x	x	x		12,
<b>Act. 4.4. Monitoring &amp; Recalibration of Support</b>					x	x	x	x	x	x					As per the assessment report;	

Work Package 5: Providing support for the implementation of Roma Strategy and Decade Action Plan															19,410
Act. 5.1. Supporting the MoLSAEO and the Roma Technical Secretariat															
	- Supporting the regular data entering/reporting by three regions in the Roma Decade Web-based Monitoring system through coaching and training ( 5.9. and 6.9 and 6.10 )					X	x	x	x	x				To be discussed with Technical Secretariat	
	- 1 training and coaching support to Technical Secretariat for Roma at MoLSAEO on project management cycle in order to increase their capacities in management of donor support projects ( 5.7.15)					X	x	x	x					2 trainings by end of project	
	- Publication of progress report of Roma Strategy/Action Plan on Progress report ( 5.1.6; 6.17)										x	x	x	At second year	
	- Preparing legal amendments as needed ( based on the progress report) to strengthen the role of the Technical Secretariat at MoLSAEO and increasing its community outreach ( 6.16)												x	during the 2nd year	

<b>Act. 5.2 Supporting the Anti-Discrimination Commissioner</b>															
	- Prepare a “how to” manual to serve as a practical tool for staff of Commissioner in providing assistance to R/E citizens in filing complaints and in responding adequately to discrimination cases						x	x	W2						
	- 2 training sessions ( 1 in Tirana and 1 in any three regions) on anti-discrimination, minority rights and intercultural education (5.7.8 and 6.11 )						x	x	x	W2-training 1			W2 – training 2	4 training by end of project	
	- Producing a brochure on functions and services offered by Commission for Protection from Discrimination, tailored in a simple language as relevant to R/E communities (5.1.4.)					x	x	x	W3					during the 1st year	
<b>Work Package 6: Awareness Raising &amp; Information Campaign</b>														<b>48,510</b>	
<b>Act. 6.1. Preparation of the Communication and Strategy and Action Plan</b>															
	- Prepare a communication strategy and action plan for the all duration of project and ensure maximum outreach on public relations and advocacy through specialized assistance (6.6 and 6.14 )		x	X	x	x	W4							during the 1st year;	
	- Organize 3 visibility actions ( 1 in each region) to be defined in the communication strategy (5.8.3)									W1	W1	W1		during the 1st year	
<b>Act. 6.2. Implementing a national education awareness and advocacy campaign</b>															

	- Organize 3 events ( 1 in each region) to promote R/E women/girls equality and their potentials in the economic development (5.7.14)				x	x	x	x	x	x				6 events by end of project	
	- Organize 2 advocacy/awareness raising events (involving R/E role models from high school/university) to increase public awareness on rights of R/E communities and promote their acceptance and integration in society away from any form of discrimination public information event (5.8.1)					x	x	x						4 events by end of project	
	Organize 1 Talk Show to promote engagement of R/E role models (5.8.2)							x	x	x				2 events by end of project	
	- One documentary on Roma/Egyptian culture and identity production and airing (5.8.4)								x	x				1 event overall	
	- Two TV Educational campaigns promoting the cultural diversity of Albanian people presenting R/E as part of the mainstream society (5.8.5)			X	x									2 campaigns in years year	
	- Produce a quarterly bilingual Eng/Alb brochure with Project activities (5.1.1)				W4				W4				W4	4000 copies by end of project	
	- Produce project factsheet highlighting key results of project (5.1.2)			X	x									1000 copies overall	

	- Produce and disseminate other promotional toolkits i.e. notebooks, pens etc (5.1.5.)			X	x									1000 pcs overall	
	- Prepare information leaflets with simple language on key social/public services that R/E individuals are entitled to receive as Albanian citizens(5.1.7)					x	x	x	x	W1				1200 pcs overall 600 pcs in first year	
	- 1 training event for journalists focused on anti-discrimination and protection of human dignity and respect for culturally diverse communities (5.7.11)								x	x	W2			2 events by end of project; 1 event in first year	
	- Organize 1 culture event (theatre, concert, show) to promote R/E values (5.11)													2 cultural event by end of project; 1 cultural event in first year	
<b>TOTAL</b>														<b>453,178</b>	