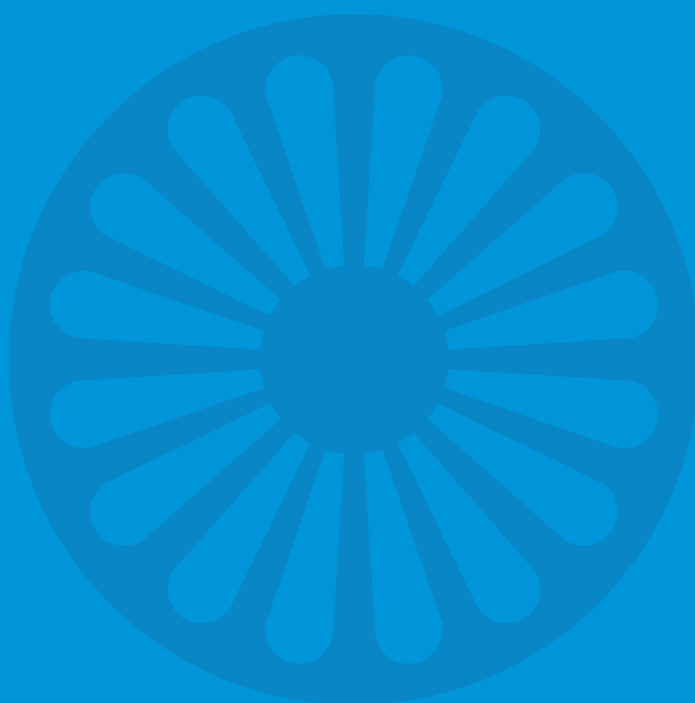




REPUBLIC OF ALBANIA

# THE DECADE OF ROMA INCLUSION

National Action Plan  
2010-2015





# THE DECADE OF ROMA INCLUSION

National Action Plan 2010-2015



Tirana, 2011



# Acknowledgments

The National Action Plan for the Decade of Roma Inclusion 2010 – 2015 is a document of the Albanian Government that aims at integrating the ROMA minority of Albania in the socio-economic life of the country. This document highlights the four national priority areas: Education, Employment, Health and Housing, as well as two local priority areas: social inclusion and equal opportunities and cultural heritage.

The National Action Plan for the Decade of Roma Inclusion is an expression of the Government's commitment to address the complex needs of the Roma minority and it has been compiled in collaboration with the Ministry of Labour, Social Affairs and Equal Opportunities and United Nations in Albania.

Roma Organizations in consultation with the State Committee on Minorities, and in coordination with the Technical Secretariat for Roma, were actively involved throughout the consultation process.

The inputs of the officials and experts of the Ministry of Labour, Social Affairs and Equal Opportunities, focal points at line Ministries and representatives of the UNDP and United Nations in Albania are gratefully acknowledged and appreciated.

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# Introduction

The Decade of Roma Inclusion is an initiative of nine countries of Central and Eastern Europe to improve the socio-economic status and social inclusion of the Roma minority in the region. The Decade Initiative was launched in 2005 and covers the period from 2005 to 2015. It represents the first multinational project in Europe to actively raise the Roma living standards. The Decade constitutes a political commitment of participating countries to reduce disparities in terms of human and economic development of the Roma through implementing policy reforms and programmes designed to “break” the vicious circle of poverty and exclusion.

In 2005, the governments that joined the Decade committed themselves to narrow the gap that exists in the welfare and living conditions of the Roma as compared to the non-Roma population, take measures to reduce poverty and combat the social exclusion in which many Roma find themselves. All participating countries developed National Decade Action Plans, which specify the goals and indicators in the Decade priority areas: Education, Employment, Health and Housing.

Albania expressed the will to join the Decade in 2007 and became a member with full rights in July 2008.

The National Action Plan for the Decade of Roma Inclusion 2010-2015 (NAP-DRI), is a document of the Albanian Government that was designed with support from the United Nations Development Programme (UNDP) and represents the framework of activities aimed at the integration of Roma population in Albania. The plan has been developed based on Social Inclusion Strategy (2007-2013), National Strategy “On Improving the Living Conditions of the Roma Minority” (2003), as well as taking into account the different sectoral strategies adopted by the Albanian government.

In recognition of the difficult situation of Roma community in Albania, the Albanian Government is politically committed for drafting this national action plan which aims at institutionalizing the programmes and policies for poverty reduction and integration of the Roma community, by guaranteeing protection of human rights as well as preservation and development of their identity.

The Albanian NAP-DRI identifies goals, objectives and measures on the four Decade’s global priority areas such as education, employment and social protection, health, housing and infrastructure, as well as on two other local priority areas namely cultural heritage, and social inclusion and equal opportunities, deriving from the National Strategy “On Improving the Living Conditions of Roma Minority”. Three other cross-cutting issues such as poverty reduction, non-discrimination and gender equality are associated with each of the six priority areas.





The NAP-DRI was elaborated by the working groups composed of *Technical Secretariat for Roma* within the Ministry of Labour Social Affairs and Equal Opportunities, and *Roma focal points in line ministries*, in close consultation with the *Department on Strategy and Donor Coordination* at Prime-Minister Office, *State Committee on Minorities*, and with support from *UNDP's Empowering the Vulnerable Communities Project*. Roma civil society organization and representatives of local governments have provided great input in preparation of the NAP-DRI.



## Short History

Roma are one of the minority groups living in Albania and are considered as a language minority. Studies in linguistics have noted significant similarities between the Roma language and some Indian dialects, which (according to the scholars) confirm the Indian origin of the Roma. They have moved to Albania and other European countries between the 13th and the 15th century and have lived in these territories for 600 years.

There are no complete and accurate statistics regarding the number of the Roma population in Albania; however, according to the representatives of Roma organizations in the country, and studies made by independent institutions, the figures range from 90 to 120 thousand<sup>1</sup>. Most of the Roma reside in urban and suburban areas of the cities.

Recent estimates show that the growth rate of the Roma population is 3%, which is higher than the growth rate of the Albanian population. Compared to many other Eastern and Central European countries, Roma population in Albania is relatively smaller.

Albania has historically been renowned for the harmonious and peaceful coexistence between national communities and minorities. Every minority has demonstrated its authenticity by contributing to this coexistence. Moreover, the originality and the identity of each minority in the country have been respected and opportunities are provided for all of them to maintain their original features, across generations.

Albania's membership in International Organizations such as the OSCE, the Council of Europe etc, and the approval or ratification of almost all human rights conventions, allowed that the treatment of the minorities take on a new dimension in Albania after the 90s.

The Constitution of the Republic of Albania guarantees equality before the law<sup>2</sup> and prohibits discrimination based on gender, race, ethnicity, language, religious beliefs, and on political, philosophical or parental affiliation.

Moreover, the constitution allows for the implementation of positive<sup>3</sup> discrimination, thus providing for specific opportunities or protection in favour of certain individuals or groups, whenever a reasonable and objective justification exists. All these with the final aim of guarantying equal protection of the law for everyone.

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1 1. Based on French sources, 62 thousand Roma lived in Albania in 1980. In 1995, Minority Rights Group International estimated that between 90 to 100 thousand Roma were living in Albania. Also in 1995, the University of Maryland published that there up to 120 thousand Roma were residents in Albania.

2 Article 18, paragraph 1 of the Constitution.

3 Article 18, paragraph 3 of the Constitution.







As a member of the United Nations, and Council of Europe the Republic of Albania has ratified the most important instruments on the protection of human rights.

To ensure basic minority rights and freedoms, the Albanian government has also adopted a series of laws and bylaws of special importance, which provide not only the recognition and protection of minority members' rights, but also ensures the undertaking of concrete measures for their inclusion and integration in the country's public life, and the development of their cultural values and ethnic identity.

The Albanian National Strategy for the Improvement of Living Conditions of the Roma Minority (2003-2015) was adopted in 2003 by a Decision of the Council of Ministers<sup>4</sup>. The strategy was later followed by a poverty research conducted by the World Bank, a study made at the request of the Albanian Government, as the first step in addressing the problems of Roma and Egyptian communities within the context of the National Strategy for Socio-Economic Development (NSSD). Some of the main problems identified in the World Bank's poverty study as well as in other studies, include:

**Low level of education** - low rates of registration in schools and the rapid spread of illiteracy within Roma.

**Poverty and unemployment** - many Roma families live below the poverty line and unemployment rates in the Roma communities are much higher compared to the rest of the population.

**Poor living conditions** - many Roma families lack safe housing, sanitary conditions or supply of potable water.

**Insufficient health services** - some areas inhabited by Roma have no access to health service providers and/or the Roma population can not pay for health services or medicines.

The approval of a national strategy which would address the problems faced by the Roma Minority was greeted as a positive step by all the actors and the Roma community itself. The actors involved in implementing the National Strategy on Roma are the relevant line ministries, which should cooperate with the dependent institutions and local authorities. Technical Secretariat for Roma at the MoLSAEO was established as the responsible body for the monitoring of this strategy.

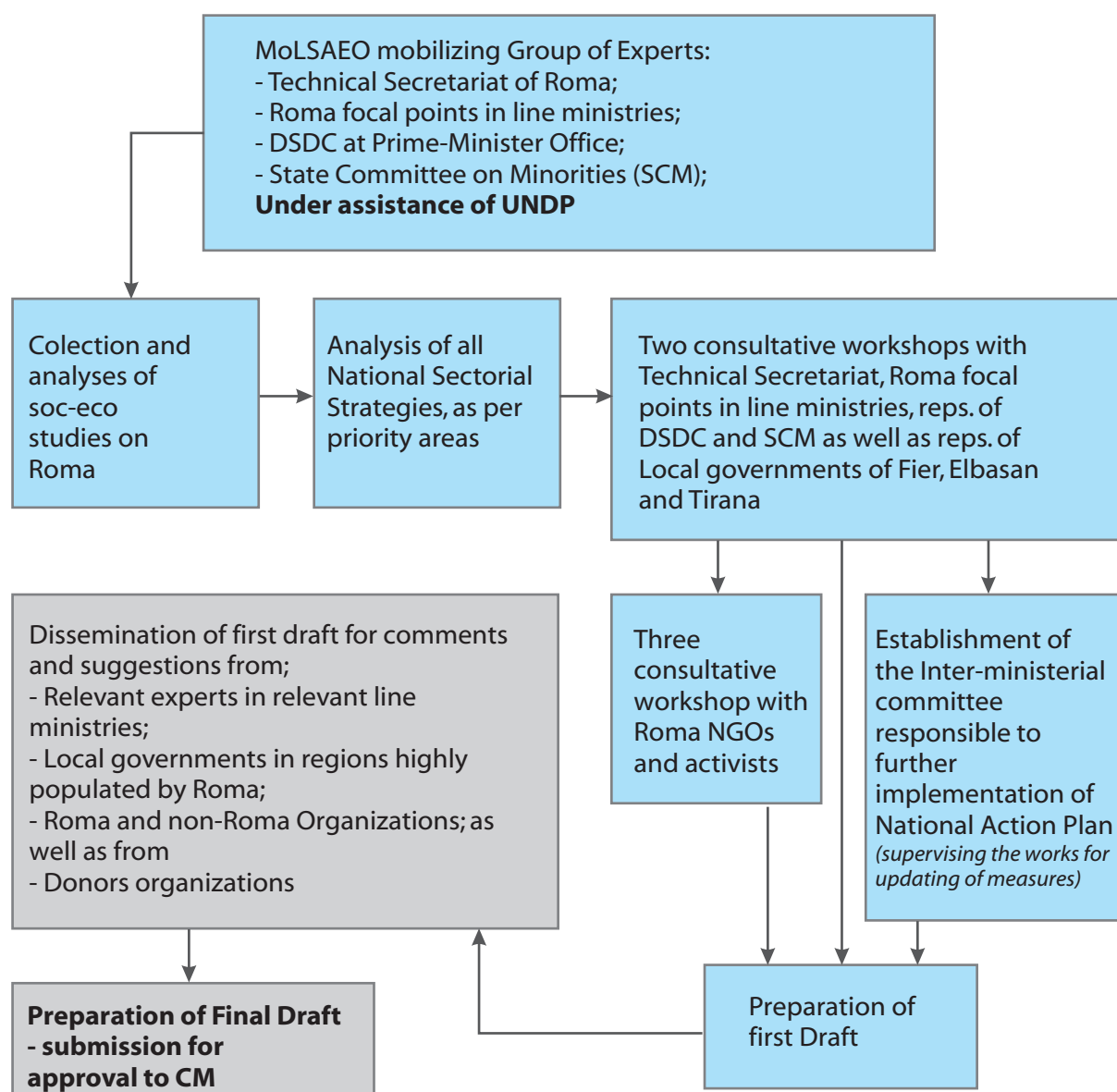
Technical Secretariat for Roma at MoLSAEO, with support from UNDP, prepared the first progress report on the National Strategy on Roma. The report revealed a slow progress toward achievement of the objectives, and identified several recommendations which were later undertaken by the inter-ministerial group established to lead the work for preparation of the National Action Plan for the Decade of Roma Inclusion (NAP-DRI). Among the recommendations were: identification of SMART indicators, clear sharing of responsibilities between implementing and monitoring institutions as well as identification of funding sources. Various recommendations stemming from different studies and reports have also been reflected in the Action Plan, aligning it with the Government's commitment under the Declaration on the Decade of Roma Inclusion.

<sup>4</sup> Council of Ministers Decision No.633, Official Gazette, 18 September 2003.

## 3 Methodology

The process of preparing the NAP-DRI was based on the careful study of the needs of the Roma community. The study took into account the qualitative and quantitative needs of these groups and used statistical data from official and unofficial sources related to the degree of vulnerability and social exclusion, locations and density of the vulnerable Roma population. The information from these sources, although to a certain extent incomplete and not well-supported, has served

### Process June 2008 - October 2009





to identify the socio-economic development trends as well as a variety of phenomena, to understand the dynamics of change, and to assess its impact on the life of the Roma community.

The NAP-DRI passed through a series of stages as underlined above. The NAP-DRI was based on the analysis of the situation in all priority areas identified in the existing strategy on Roma, the measures taken and the results achieved so far. The working group composed of Roma focal points in line ministries, supported by the Technical Secretariat for Roma at MoLSAEO and the expert of UNDP, made use of several publications from seminars, round tables, conferences and symposiums which were held to improve the policies and actions regarding the situation of the Roma community. This included various studies and reports about the Roma in Albania, the first progress report on the National Strategy "On Improving the Living Conditions of the Roma Community"; several documents from line ministries, other national sectoral and inter-sectoral strategies related to improving the living conditions of Roma, etc. Moreover, throughout the process consultative meetings have been held with Roma NGOs and activists. The draft was discussed by a group of experts from line ministries, the Technical Secretariat for Roma, local government representatives and Roma associations. The comments and suggestions received from all stakeholders were taken into consideration in the final version of the NAP-DRI. The whole process has been under the guidance and supervision of the Inter-ministerial group composed of deputy-ministers from line ministries.



# Priority Areas of the National Action Plan of the Decade of Roma Inclusion

## 4.1 EDUCATION

### 4.1.1 Description of the situation

Roma in Albania have generally lower education level and spend fewer years in school as compared to other population groups. The registration rate of Roma children in preschool institutions is less than 10 percent<sup>5</sup> of the total number of Roma children that are eligible to enrol to these institutions.

The level of education and literacy among the Roma population is much lower than the national average. The average literacy ratio of the Roma who were part of a UNDP survey<sup>6</sup> was only 62 percent, while the literacy level of the non-Roma population resulted 97 percent.

The average education level of Roma women is lower than that of Roma men. Only 58 percent of Roma women and 66 percent of Roma men are literate; in comparison, 96 percent of non-Roma women and 98 percent of non-Roma men are literate. The average number of school years attended by Roma individuals was 3.4 (3.8 for men and 3.1 for women), while for non-Roma population this indicator is 9.8<sup>7</sup>.

The number of Roma students at all levels of the education system is significantly lower than the number of students from all other communities. There are visible indicators that show that a large number of Roma children do not attend school at all or interrupt their studies at the third or fourth grade; they often drop out since during first months of the first grade in primary school. This phenomenon is even more spread among Roma girls.

The causes of the low education level in the Roma community are numerous, but the most important one is extreme poverty. Monthly income per capita among the Roma is 3.3 times lower

5 World Bank (2003). Assessment of poverty in Albania

6 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 22

7 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 24



than that of non-Roma and numerous Roma families live in hardship<sup>8</sup>. Due to the extreme poverty, 67 percent of Roma families interviewed claimed that they could not afford purchasing textbooks and other school materials, or feeding their children properly or buying clothes for them to wear at school<sup>9</sup>. Very often Roma children enter the labour market at a very early age in order to contribute to the survival of their families.

**Migration and emigration** are other factors that affect the percentage of registration or school dropout rates of Roma children. Some Roma children do not enrol in school or they leave it because their families migrate during the academic year or decide to go somewhere abroad. In such cases it is difficult that Roma children return to education and complete the class by attending until the end of the school year.

A major obstacle to their registration in school is also the fact that the Roma face difficulties in securing identification documents.

**The low education level of Roma parents** and consequently their low expectations constitute one of the reasons that prevent children from going to school, or leads to eventual abandonment after registration. About 13 percent of the Roma children interviewed claim that they had not received education because “were not allowed from their parents”<sup>10</sup>.

The inability to speak Albanian is another challenge faced by Roma children when they start going to school. This difficulty is caused by the lack of preschool education in Albanian for these children and the lack of Roma teachers who may assist children in their studies<sup>11</sup>. The language barrier is among the reasons which lead Roma children to school drop-out. According to the study, 53 percent of Roma children above the age of 6 have not finished first grade, while 62 percent of Roma children between 7 and 20 years old have never attended school<sup>12</sup>.

## 4.1.2 The existing initiative

Efforts to reform the education system have been focused on drafting a comprehensive legal framework to guarantee the right to education for persons belonging to ethnic minorities, while aligning the school curricula with modern European standards. For this purpose, the necessary legal acts as well as contemporary educational programmes have been adopted<sup>13</sup>.

8 De Soto, H., Beddies.S. and Gedeshi.I.: Roma and Egyptians in Albania; From Social exclusion to the social inclusion, World Bank 2005, pg. 56

9 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 8

10 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 25

11 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 26

12 De Soto, H., Beddies.S. and Gedeshi.I Roma and Egyptians in Albania. From exclusion to the social inclusion, World Bank 2005, pg. 55

13 The Constitution of the Republic of Albania, Law No. 7952, of 21 June, 1995 “On the pre-university education system...”amended by Law No. 8387, of 30 June, 1998, “On some amendments to the Law no. 7952, of 21 June, 1995 “ For the pre-university education system” and a number of other decisions issued by the Council of Ministers and also guidelines given by the Ministry of Education and Science issued in accordance with the Albanian legislation, which guarantee and ensure the protection and development of the minority rights in the field of education.



Albania has drafted a National Education Development Strategy 2004-2015<sup>14</sup> which focuses on pre-University education. The main goal of this strategy is to improve the quality of the teaching and learning process and to increase the number of school enrolment rates from low-income groups. The strategy identifies four priority areas, with relevant goals, and indicators to measure achievements, as well as sets deadlines for their implementation. The four priority areas include: (i) governance reform and strengthening of management capacities, (ii) improvement of the quality of teaching and learning process, (iii) financing pre-university education and (iv) capacity-building and human resources development.

In the framework of implementation of the National Strategy “On Improving the Living Conditions of the Roma minority”, the Ministry of Education and Science (MoES), in collaboration with UNICEF and Save the Children, completed a study for identification of the educational situation of Roma in Albania and is pursuing the completion of many projects for preschool education.

During the period 2004-2008 the MoES also launched legal initiatives and special programmes to minimize some of the difficulties in the field of education, and to improve the access of Roma children at all levels of compulsory education. The MoES issued an instruction<sup>15</sup> allowing the registration of Roma children in school, even if they lack a valid birth certificate. This measure has led to the elimination of the barrier to enrolment of the Roma children who are not registered with the civil registry.

The “Second chance” programme was introduced to help children who have dropped out of school<sup>16</sup>. Under this project 61 classes were created with a total of 469 students, where as reported, over 50 percent of the students were of Roma ethnicity. Currently, the second phase of the project is being implemented.

During the years 2004-2008, MoES funded the reconstruction and construction of kindergartens and schools in areas populated by Roma. In 2007, MoES also amended the policies to fund projects through competitive grants, where the projects focusing on the needs of vulnerable communities, including Roma, were given priority during the evaluation phase.

In terms of the recent education reform, the teaching of human rights has become part of the compulsory education curricula in all schools of compulsory and secondary education. Civic education textbooks provide general information about cultural traditions of minorities in Albania, aiming at promoting the acceptance and appreciation of different cultures, as well as the recognition of minorities’ contribution to the Albanian society<sup>17</sup>.

Children from poor families can buy books at 10 percent of their market value getting refund for the 90 percent of the price. In some cases, the total cost may be refunded. However, parents have

14 [www.mash.gov.al](http://www.mash.gov.al)

15 MOES, Instruction No. 6, of 29.03.2006 “For the registration of Roma students in school who are not equipped with Birth Certificate”

16 MOES, Directive No. 34, of 08.12.2004 “On the implementation of the Second Chance project for the education of students who have left school and students secluded because of blood feud”

17 See [www.achr.org](http://www.achr.org) for more details about the project



to pay the full cost and then apply for reimbursement, which in most cases cannot be afforded by poor Roma families.

In terms of curricular reforms, it is now possible to include the teaching of Roma language as an elective subject in schools where the number of Roma students is substantial. However, there are very few Roma language teachers in Albania and most of them do not possess the required education and qualification.

New admission policies in the university education system have created greater opportunities for Roma students. Students from low-income families can also apply for scholarships to the local government authorities.

Special attention is also given to extra-curricular educational activities. The purpose of these programmes is to promote the integration of Roma children and the cultural exchange between communities. Some international and national<sup>18</sup> organizations in close cooperation with Roma NGOs have developed and successfully implemented several projects to improve the situation of the Roma in the education system. Some of these projects have become an integral part of the programmes accredited by the MoES.

### 4.1.3 Recommendations for future actions

*Strategic goal: Improving the Education Situation of Roma Minority*

#### Objectives and main actions

##### 1. Ensuring equal access to all levels of the educational system for children and youth from the Roma minority

- 1.1 Developing and/or improving statistics in the education field in order to allow for continuous analysis on the education situation of Roma children.
- 1.2 Providing parental counselling at schools and kindergartens for Roma parents regarding their rights and responsibilities for the educational development of their children.
- 1.3 Integrating in the kindergarten educational programme, preparatory classes for children who face difficulties in communicating in Albanian in order to assist their integration into the compulsory education system.
- 1.4 Financing sufficiently and systematically, throughout the country the “Second Chance” programme for children who have abandoned school, aiming at their integration into the regular education system.
- 1.5 Provision of school transport services by the local authorities for Roma students whose school is far from the residential centre.
- 1.6 Provision of free textbooks and school materials for Roma children who attend compulsory education and who come from poor families.

<sup>18</sup> UNICEF, Save the Children, Children Aid, World children and Albanian Children, Foundation of Open Society for Albania



- 1.7 Providing supplementary classes on different school subjects during the “free classes”, in accordance with the needs of Roma children to ensure their normal performance.
- 1.8 Providing scholarships for Roma University students, especially those attending education and social science studies, through creation of a Roma Fund, within the general scholarship fund.
- 1.9 Allocating special quotas in public universities, for Roma students.

## **2. Elimination of the excluding and inferior attitudes towards Roma in the school community and transformation of cultural diversity into a source of knowledge that is conducive to an environment of mutual respect, tolerance and understanding**

- 1.1 Including requirements that ensure respect and non-inferior attitudes towards Roma children and youth, in the by-laws and internal regulations of preschool, pre-university and university institutions, as well as in job descriptions of the education staff, thus creating an inclusive environment for the Roma.
- 1.2 Eliminating the language that evokes distance from and inferiority towards Roma minority, from all levels of school curricula as well as including Roma history and culture in the respective curricula.
- 1.3 Developing training manuals on teaching in a multi-cultural environment as well as periodic training of teachers in the respective sessions.
- 1.4 Organization by schools of inter-cultural social activities with Roma and non-Roma parents and pupils, in order to increase knowledge and understanding between Roma and non-Roma children.
- 1.5 Ensuring the participation of Roma parents in the parents boards or other school governing bodies;
- 1.6 Giving priority to the enrolment of Roma children in preschool institutions;
- 1.7 Creation of opportunities for students attending Pedagogical studies at public universities to conduct a part of their teaching practice (internships) in Roma organizations that provide services in the field of education.

## **3. Preserving and developing the cultural identity of Roma pupils and students**

- 1.1 Developing a curricula for teaching Roma language and culture at pre-university and university levels.
- 1.2 Establishment of the Roma language and culture course, in the Faculty of Foreign Languages at the University of Tirana.
- 1.3 Providing scholarships for Roma and non-Roma students who study Roma language and culture in order to increase the number of Roma language teachers.
- 1.4 Preparation of systematic qualification and training programmes (induction and ongoing) for Roma language teachers.
- 1.5 The introduction into the university curricula/pedagogical Faculties of the Roma language and culture as an elective subject.
- 1.6 Provision of Roma language and culture classes in pre-university education also for non-Roma students.





## 4.2 EMPLOYMENT AND SOCIAL PROTECTION

### 4.2.1 Description of the situation

In comparison with most of the population in the country, Roma have less employment opportunities and a higher unemployment level. Based on a World Bank study, unemployment among the Roma population in 2002 was 71 percent, while national unemployment rate was only 15.8 percent<sup>19</sup>.

The incomes of Roma families usually come from employment in low-skilled jobs, often in the non-formal sector. The most common occupations include collecting scrap metal, street cleaning, and seasonal work in the agricultural sector, or sale of second hand clothes. These jobs provide very low incomes to Roma families. The results of a UNDP survey showed that the unemployment rate for Roma individuals who completed elementary education is 39 percent, secondary education levels is 15 percent and the percentage of those who have completed higher education is just over 8 percent<sup>20</sup>.

The unemployment duration for a Roma person is longer than that of a non-Roma while for those Roma with low level of education the unemployment period is several times longer.

The UNDP survey showed that 72 percent of the Roma respondents secure their incomes from self-employment, occasional work or small business, while 13 percent receive their income from pensions, social assistance or unemployment compensation; 5% from work in agriculture and 2% from non-formal activities such as begging<sup>21</sup>. The average income of Roma is significantly lower than that of non-Roma individuals.

Due to the overall lack of employment opportunities in Albania, as reported, 92 percent of Roma face great difficulties in finding a job. Moreover, there is little demand for traditional professions such as instrumentalist or artisans, professions which were exercised by the Roma during the socialist period. Most Roma head-of-households do not benefit from the financial aid schemes, either because they are not registered at the civil registry offices, or for not meeting specific criteria such as that of transfer of residence.

Integration of Roma through education and professional training is considered one of the measures that would increase employment and relieve the Roma community from poverty.

### 4.2.2 Existing initiatives

The Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO) has carried out a needs assessment regarding the strengthening and development of social protection programmes,

19 UNDP Albania, Human Development dep., 2005, pg. 38

20 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 29

21 In danger: Social Tangibility of Roma in Albania, UNDP Albania, 2006, pg. 30

and is implementing various social policies aimed at improving access to services and benefits for all categories and vulnerable groups of the society, including the Roma.

Taking into consideration law no. 8872 of March 29, 2002 "On vocational education and trainings in the Republic of Albania", the Decision of Council of Ministers No. 616 of 4 December, 2002 "On outlining the special categories that benefit from the aforementioned law", the Order of the MoLSAEO nr.2222, of 31 October, 2002 "On counselling and orientation regarding vocational training", it is clear that special attention is being devoted to the vocational training of specific groups.

MoLSAEO has adopted the necessary legal framework<sup>22</sup> to encourage Roma to participate in the vocational training system.

Based on the MoLSAEO's respective directives on "the fees of vocational trainings", currently public vocational training centres waive registration fees for individuals from vulnerable groups, including the Roma minority, who are registered as unemployed job-seekers in the Employment Offices. As a result of such policies, during 2004 and 2005, about 50 and 86 Roma individuals, benefited from these courses respectively.

The relatively low level of Roma participation in these programmes is linked to the lack of information and awareness on the benefits of vocational trainings.

In the Council of Minister's Decision Nr. 632 of 18.09.2003, "On stimulation of the employment programme for unemployed job-seeking women", employment of women above 35 years of age, Roma women, women with social problems and women head-of-households is considered a priority.

This programme provides that employers who hire an unemployed job-seeking woman (registered with the Employment Office) through a regular one-year contract, can benefit a reimbursement of 70 percent of the compulsory insurance cost during the entire employment period; when a work contract is valid for 2 or 3 years, the compensation is respectively 85 percent and 100 percent of the amount of compulsory insurances. In the case of employment of individuals from specific groups (including Roma), the abovementioned reimbursement for 1, 2 and 3 years, is complemented with 4-6 wages at the national rate, respectively.

Also between 2006 and 2008 priority was given to stimulating the employment of specific vulnerable groups and encouraging employment of women, including Roma women.

The MoLSAEO decision No. 645, of 20 March, 2006, "On priorities of the employment promotion programme for 2006", stipulated that 20 percent of the participants should come from the vulnerable groups including Roma while 50 percent of the total fund had to be utilized for supporting employment of unemployed women job-seekers. The programme however, was implemented only during 2006.

Women job-seekers that secured employment through promotion programmes not only earn incomes but also gain professional qualifications, which may lead to long-term employment in the

<sup>22</sup> Directive no. 394, of 23.02.2004; Direction no. 782, of 04.04.2006



future. Until recently three stimulating programmes have been implemented and as reported; the total number of women who have benefited is 500 among whom 86 were Roma women<sup>23</sup>.

Legislation in power at first glance does not discriminate the Roma community in terms of economic aid eligibility or access into public and social services. They are treated like all other vulnerable groups and are assisted to improve access into social services aimed at vulnerable groups or individuals in need. In most cases however, a major part of the eligibility criteria for receiving economic aid or other social services cannot be met by Roma individuals. One of the criteria that directly exclude the Roma is that of residence: according to the legislation in power, individuals are eligible to receive economic aid if their place of residence has remained unchanged until 1991, or if the application for economic aid has been submitted one month prior to the transfer of residence.

The State Social Service (SSS), in its regional offices, has recently appointed staff who monitors the standards of social services, the benefits from social programmes as well as the update of offices with the latest and relevant legislation and the overall implementation progress of the programme objectives.

MoLSAEO has also developed the legal framework in the field of social policies<sup>24</sup>. The Social Protection Sectoral Strategy (2007-2013) as well as other legal acts adopted pursuant to Law No. 9355, allow the implementation of new policies targeting vulnerable groups for the reduction of poverty and improvement of the quality of life. Although there is no discrimination from the legal standpoint, until now Roma population continues to have low access to social protection, due to social exclusion factors which do not allow them to meet most of certain set criteria.

Based on law no. 9355, of 10 March 2005, "On social assistance and services", in municipalities and communes have been appointed social administrators who among other duties, are responsible to identify the specific needs of vulnerable groups and individuals (including Roma) and provide information and assist them in completing the necessary documentation for economic aid. Meanwhile there has been an increase of the economic aid ceiling to 7000 Leke which has affected also those Roma who meet the criteria and receive the support.

Finally from 2008 a program targeting unemployed job-seekers who are in difficult situations (pursuant to Decision Nr. 48, of 16.01.2008, as amended) has started. According to the programme, employers who hire unemployed jobseekers in difficult situations with a regular one-year employment contract, may benefit among others; 100 percent of the employer's share of compulsory social insurance for one year, as well as 100 percent of the national minimum wage, for four months, which is disbursed from the ninth month of employment until the end of the contract.

The programme, aims at integrating unemployed jobseekers from vulnerable groups into the labour market. The category of vulnerable groups includes: long-term unemployed jobseekers, recipients of unemployment compensation and economic aid, individuals between 18-25 years

<sup>23</sup> Progress report on the implementation of the Strategy for the improvement of the living conditions of Roma community

<sup>24</sup> Law No. 9355 "About the help and social services", of 10.03.2005

of age who enter the labour market for the first time, persons above 45 years of age, members of the Roma community and persons with disabilities – all of which constitute the largest number of registered unemployed at the employment office.

Through this programme, the unemployed jobseekers who find themselves in a difficult situation, and who demonstrate the necessary work skills will be able to: secure employment and benefit more incomes; acquire professional qualifications through their job and benefit from the real chances employment.

### **4.2.3 Recommendations for further action**

*Strategic goal: Empowering the Roma community by increasing access to the labour market, training programmes and social protection schemes.*

#### **1. Initiating and implementing special programmes that enable the employment of Roma people**

- 1.1 Conducting a study on the situation and causes of unemployment among Roma people and providing concrete recommendations
- 1.2 Organizing awareness raising campaigns on the opportunities and benefits of the employment programmes, targeting unemployed Roma individuals. .
- 1.3 Involving unemployed Roma in the implementation of public works programmes, in order to improve their employment situation and reduce poverty in this community.
- 1.4 Further involvement of Roma in the schemes for promoting employment of persons in need, such as salary subvention schemes and tax crediting for employers.
- 1.5 Drafting, in cooperation with international institutions, of economic development and employment programmes/projects in order to enable Roma to reduce their poverty.

#### **2. Integrating Roma community in the public education and vocational training programmes**

- 1.1 Opening of vocational training and other qualification programmes for Roma youth in order to create a new trained Roma generation who can compete in the labour market
- 1.2 Provision of vocational training courses for Roma youth in the area of traditional artisan work.
- 1.3 Improving the quality of vocational training programmes and curricula to better address the needs of Roma people as well as training programmes for trainers/instructors, etc.
- 1.4 Providing support services for Roma entrepreneurs and participants in income generation programmes. They should be given the opportunity to receive information on the supporting structures and to get trainings, on business management and administration (for example the development of business plans, accounting, legal procedures), as well as training in marketing.
- 1.5 Organizing information campaigns on the Roma rights and obligations in the employment field, about different assistance programmes as well as about the function of the social security schemes



### **3. Enhancing capacities and improving the quality of services for the protection of Roma children**

- 1.1 Strengthening of existing and/or creating new structures on child protection to ensure timely intervention in the cases of Roma children prone to any kind of abuse, violence or exploitation.
- 1.2 Stimulating and supporting Roma associations/NGOs which are operating on child protection issues.
- 1.3 Establishment of daily centres which will serve as shelter and school for abandoned children.
- 1.4 Implementing programmes/projects in collaboration with local and foreign donors on the education and integration of children in need.
- 1.5 Monitoring regularly cases of Roma children labor and exploitation.

### **4. Increasing the access of Roma minority in the social protection schemes through facilitating measures.**

- 1.1 Organizing awareness raising campaigns to inform Roma individuals on the rights and opportunities regarding social protection such as economic aid, unemployment payment, pregnancy and birth-giving benefits as well as other schemes in support of the poor
- 1.2 Monitoring implementation of the facilitating measures undertaken to help Roma people benefit from the social protection schemes.
- 1.3 Ensuring implementation of the ordinance directed to local government units to offer help and assistance to Roma individuals in completing the necessary documentation for benefiting from the social protection programmes.

### **5. Eliminating the abusive cases of the violation of the labour legislation affecting Roma**

- 1.1 Conducting regular controls by the State Labour Inspectorate on business and institutions that have employed Roma community members to monitor compliance with the law and regulations governing labour relations and protection of employees.
- 1.2 Organizing awareness raising campaigns with the Roma community related to their rights stemming from the labour legislation.

### **6. Increasing the number of Roma individuals registered at the volunteer social security scheme;**

- 6.1 Organizing awareness raising campaigns and media programmes on the importance and benefits of paying the volunteer social security contribution, in cases of unemployed individuals (including Roma) who still earn family incomes from remittances, or small trade;
- 6.2 Regular inspection by the State Labour Inspectorate to raise awareness and encourage traders in the open marketplaces (including Roma traders) to register with the volunteer social security scheme.

## 4.3 HOUSING AND INFRASTRUCTURE

### 4.3.1 Description of the situation

The general living conditions of the Roma are very similar in all regions where they are settled. Many areas inhabited by the Roma are informal and do not have essential facilities such as sewage systems, waste removal services, supply with potable water, or proper road infrastructure while most of the dwellings are transitory, unsafe and unable to sustain weather changes.

According to a study conducted by the World Bank, 45 percent of Roma have no access to running water at home, because water pipes are not installed<sup>25</sup>. Same study<sup>26</sup>, indicates that 88 percent of the Roma own a house through privatization, heritage or are owners of new houses which in most cases are built without permission.

Land ownership is one of the problems that created many difficulties in the implementation of the housing strategy, because often areas where Roma have been settled are not part of those informal areas which are subject to new legalization reform. According to data from the Ministry of Public Works Telecommunications and Transport (MPWTT), only 4.3 percent of Roma individuals own the plots on which their homes are built; 87 percent of these areas are owned by other people while 8.7 percent are owned by the state.

In 2007 the MPWTT has identified the housing and infrastructure needs in all areas inhabited by Roma. According to the data collected in Roma settlements throughout Albania there is need for constructing 464 new dwellings and rehabilitating 443 existing ones. Also cost estimates have been calculated for improving the housing infrastructure (including sewage, water supply, road networks), as well as rivers' beds in areas inhabited by Roma.<sup>27</sup>

#### 4.3.2 Existing initiatives

After having identified the housing and infrastructure needs in all Roma settlements, the MPWTT started with financing local governments' projects on rehabilitation of dwellings and infrastructure in Roma settlements in 5 cities namely Tirana, Korca, Kucova, Bilisht dhe Pojan, The fund allocation for 2008 was 30 million ALL of which only 10 million has been utilized, as reported due to insufficient coordination with respective local governments.

Local governments in towns with high concentration of Roma population such as Tirana, Elbasan, etc, have invested to improve the water supply network, sewage and roads. The ministry also included in the 2007 budget funds for development projects in four pilot areas, for the rehabilitation of 89 existing houses and construction of 154 new houses.

25 De Soto, H., Beddies, S. and Gedeshi, I.: Roma and Egyptians in Albania: From the social exclusion to the social inclusion, World Bank 2005, pg. 49

26 Id.

27 Information on measures taken for implementation of the Strategy for "Improving the Living Conditions of Roma" provided to Technical Secretariat for Roma by the Directory on Housing, at MPWTT 2009, page 1



Another initiative of the Albanian Government (October 2007) is the project for “Building Social Houses” which is expected to benefit 1.100 homeless families. This project includes several Municipalities with high concentration of Roma communities. Although it is expected that the Roma communities will benefit from this programme, they will need legal assistance to be able to meet the relevant criteria.

The funds needed to intervene in the rehabilitation of residential areas for this community have been calculated and their impact on the State Budget will amount to about 886 million Lek.

The information provided by MPWTT highlights among others that the present legal framework on housing does not address the needs of families without any income, or that qualify as homeless according to the relevant European definition. Further the document calls for better coordination in drafting and implementing anti-discrimination legislation on housing between MoLSAE, ALUIZNI and local governments units.<sup>28</sup>

### 4.3.3 Recommendations for further measures

*Strategic goal: Sustainable improvement of housing conditions for the Roma population*

#### **1. Providing opportunities for Roma to access housing and infrastructure services in compliance with the state standards**

- 1.1 Updating the housing needs (building of houses; reconstruction of houses; adjusting basic infrastructure) in all local units where Roma communities live.
- 1.2 Building of new houses and reconstruction of uninhabitable dwellings for the Roma families in need.
- 1.3 Priority financing of water and sewage projects in areas inhabited by the Roma.
- 1.4 Priority financing of projects on secondary road infrastructure, , in areas inhabited by the Roma.
- 1.5 Addressing with priority requests of Roma individuals for resolving cases of land ownership, illegal construction and legalization issues, through implementation of the relevant legislation.
- 1.6 Adopting and implementing local social housing programmes for Roma families in need (social housing for rent, low-cost housing, sale of land associated with infrastructure and issuing of permissions to build houses).





## 4.4 HEALTH

### 4.4.1 Description of the Situation

The health situation of the Roma people is generally bad, due to the unhealthy environment where most of them live. Moreover, the Roma often do not have access to basic health services. High health service costs are the main obstacle towards the medical treatment of the Roma population. Only 25 percent of Roma earn enough income to buy medications<sup>29</sup>.

The level of vaccination in rural areas is over 95 percent. In some cities with high concentration of Roma population the vaccination levels is reported to be 99.8 percent<sup>30</sup>. The government considers vaccination of children aged 1-14 years old as a priority measure, but in some cases, the vaccination of Roma children remains problematic particularly in the case of unregistered children or where families do not reside permanently in their place of residence.

Children and women are the categories most in need within the Roma community in terms of being exposed to health risk. The Roma population has not enough information about the rights that the law guarantees in the field of health, including the vaccination system. Information of Roma community about drug abuse and sexually transmitted diseases is insufficient and generally provided only by NGOs.

It is estimated that the access of Roma in health institutions is satisfactory. Most of the Roma live in the urban areas and suburbs of cities from where institutions of primary health care, childcare and maternal care institutions are accessible. The Ministry of Health has created a database of the areas inhabited by the Roma community (map of Roma areas) throughout the country, which is compiled by the Institute of Public Health in cooperation with the Roma organizations.

### 4.4.2 The existing initiatives

The Ministry of Health and various donors have implemented a number of activities in the field of promotion of health education, with a particular focus on the reproductive health and raising awareness of Roma women about modern contraceptive methods.

The National Strategy for Prevention and Control of the HIV / AIDS in Albania provides a range of specific measures related to the Roma community living in the country. Among such measures are included: training of different actors to work professionally with Roma in distribution of contraceptives in the community; creation of Counselling and Voluntary Testing Centres which will also serve to Roma community members.

29 De Soto, H., Beddies.S. and Gedeshi.I.: Roma and Egyptians in Albania: From the social exclusion to the social inclusion., World Bank 2005, at page 49

30 Report of the Progress on the National Strategy of Roma, at page53





The Institute of Public Health will carry out a study related to the risk factors of HIV / AIDS in groups with high risk behaviour in Tirana, including the Roma community.

In addition, the Public Health Institute has a database of all Roma communities in Albania. This database must however be completed with detailed information, e.g. the number of children, total population divided into age groups, etc. Despite some shortcomings, a special attention is reserved to children of the compulsory vaccination scheme age-group, as well as to women in order to better monitor their pregnancies.

Continuous monitoring of potable water is carried out in urban and rural areas. This monitoring also includes quality control of potable water in areas inhabited by Roma. In general, based on the controls so far, no concerns have been reported related to the quality of potable water in these areas.

Certainly, the hygienic and sanitary conditions in and around the dwelling places of the Roma communities remain problematic, particularly due to the lack of proper sewage system, the presence of domestic animals and lack of waste removal services. In the meantime, hygienic and epidemiologic inspectors cooperate with local authorities in accordance with the existing joint plans.

### 4.4.3 Recommendations for further measures

*Strategic goal: Sustainable improvement of health and living conditions of the Roma population in Albania*

#### 1. Raising awareness among the Roma population on health care and public health services

- 1.1 Implementing educational and awareness-raising programmes in Roma communities on reproductive health, such as family planning, pregnancy and baby care, and maternal health.
- 1.2 Implementation of awareness-raising and educational programmes targeting Roma communities related to prevention of and protection from HIV/AIDS.
- 1.3 Conducting informative campaigns with the Roma communities about the procedures and how to obtain the necessary documentation to benefit health services of all categories.

#### 2. Increasing access of the Roma communities in the public health system

- 1.1 Completing the legal framework for provision of free health services, and medicines for poor Roma families.
- 1.2 Implementing vaccination campaigns for Roma children in risk of not having received all required vaccines.
- 1.3 Establishing a code of ethical communication and training of personnel for providing quality and equal health service to Roma population.



### 3. Improvement of sanitary conditions in the Roma settlements

- 1.1 Identifying settlements inhabited by Roma that present risk to health, conducting hygienic-sanitary and epidemiological controls in these areas and taking preventive measures against epidemics.
- 1.2 Improving the living conditions by providing clean potable water supply, clean and hygienic premises as well as other services for a healthy life in areas inhabited by Roma communities.
- 1.3 Implementing awareness raising and educational programmes on the importance and methods to maintain personal and living areas clean.

## 4.5 SOCIAL INCLUSION AND EQUAL OPPORTUNITIES

### 4.5.1 Description of the situation

The phenomenon of Roma children trafficking, especially of girls, has significantly increased after 1997. Trafficking was boosted by several factors such as low economic, educational, and social development of this minority, their frequent migration from one place to another, and the large number of children in a family. At the same time, the human trafficking phenomenon was favoured by the weakening of the state's functions in that time and in the Roma case, also by the lack of civil registration, of children in particular.

Roma minority is not adequately informed about the spread of the phenomenon, its consequences as well as the legal means to fight against it. This lack of awareness is further favoured by their low education and economic level and their social exclusion from political and public life of the country.<sup>31</sup>

Figures on the number of Roma girls and children trafficked are difficult to find, because when repatriated, usually the victims do not initially declare that they have been trafficked to countries where they are caught. As a result, only those victims, who happen to be sheltered at special centres for repatriated persons, could be identified and counted as victims of trafficking.

Another influencing factor in this regard is the lack of trust in the police and judiciary authorities. Not trusting that the law would be strictly implemented to rightly punish the traffickers, Roma victims of trafficking often hesitate to identify themselves as such.

Inclusion of Roma in the police structures and in public administration at local and central levels is inconsiderable. This situation is a result of their lack of the required education and professional training, lack of trust towards the state authorities as well as hidden discrimination of this part of the population by the majority.

31 According to the Amaro-Drom Association "A report on trafficking of persons in the Albanian Roma community" published in June 2005, only 17 % of Roma minority is informed related the Albanian legislation regarding protection against the trafficking phenomena.



Roma population in a large part is not registered in the civil registry, a phenomenon which is widespread for persons born after the '90s.

Generally speaking, the communication of police forces with members of the Roma community is relatively good and there are not widespread and significant reports of pressure or threats by the police. However, there have been cases of violations of rights of Roma individuals during civil and criminal trial processes where allegedly certain segments of authorities, take advantage of the Roma using their low level of education and non recognition of their own rights.

Domestic violence, as in other poor and marginalized societies, is a widespread phenomenon also in most Roma families. Its existence is fostered by poor economic and social conditions as well as low education levels, and traditional patriarchal mentality in the society.

## 4.5.2 Existing initiatives

The legal framework for combating and preventing the trafficking phenomenon is complete and in accordance with international standards. The provisions against the crime of human trafficking occupy an important place in the Penal Code. From a formal perspective the state has taken positive steps in the approximation of the Albanian penal legislation with the International Conventions and recommendations of the Council of Europe<sup>32</sup>. One of the latest measures undertaken by the Albanian government in the framework of the fight against trafficking is the Agreement with the Greek government for the restitution, rehabilitation and care for the trafficked children, where a considerable part of these children are Roma<sup>33</sup>.

The Ministry of Interior in partnership with the Ministry of Education and Science as well as the Ministry of Labour has undertaken efforts on child protection and their removal from the streets, which aim at:

1. Condemnation of the phenomenon in general and the parents or legal custodian in particular, that allow it;
2. Protection of vulnerable children, through their involvement in school among other things, in the framework of the "Second Chance" programme;
3. Support parents with social assistance and creation of employment opportunities.

The signing of the Memorandum of Understanding between the Mol, MTCYS and the Presence of the Organization for Security and Cooperation in Europe in Albania (OSCE) to promote and implement the Code of Conduct for the protection of children from sexual exploitation in tourism has been a positive development to control children trafficking within the country<sup>34</sup>.

32 Report of the Open Society for Albania Foundation " On the monitoring of the national strategy for the improvement of the living conditions of Roma community", p.36

33 According to the non-official data it is thought that in Greece are found 500 Albanian children unaccompanied where a considerable part of them are Roma children.

34 Antitrafficking report

Moreover, the establishment in November 2006 of a free national phone line to denounce cases of trafficking has served as a preventive and protective instrument, especially in the prevention of the trafficking of Roma children and Roma girls.

In terms of the prevention of trafficking and re-trafficking many campaigns with elementary, secondary and high school students have been periodically organized to raise awareness about the paths leading to trafficking, and consequences and dangers of trafficking, in all districts where Roma communities live.

### **4.5.3 Recommendations for further measures**

*Strategic goal: Ensuring Social Inclusion and Increasing Access of the Roma minority in Public Institutions*

#### **1. Raising awareness and preventing the trafficking cases of Roma children and of Roma girls in particular**

- 1.1 Conducting awareness raising campaigns and informative activities related to risks and consequences of trafficking.
- 1.2 Institutionalizing collaboration between police, Albanian Embassies in other countries and Roma organizations to protect victims of trafficking.
- 1.3 Organizing meetings between Roma organizations and police authorities in order to increase the cooperation and prevention of trafficking cases.

#### **2. Empowering Roma communities to protect their rights and liberties, in order to prevent and reduce the cases of discrimination**

- 1.1 Fulfilment of legal obligations stemming from international conventions ratified by the Albanian Parliament in connection with the rights and obligations towards the Roma minority.
- 1.2 Development of information/training programmes for Roma community leaders, public institutions and non-profit organizations in order to pursue and promptly settle the discrimination cases.
- 1.3 Identification, prevention and resolution of conflicts that can cause violence in the community and family
- 1.4 Developing legal educational programmes for Roma community members, aiming at increasing their knowledge on human rights as a preventive measure for their violations by both public and private entities.

#### **3. Registration of Roma population in the national civil registry**

- 3.1 Issuing identity cards at no cost for Roma people in need.
- 3.2 Identification and registration in the civil registry of unregistered Roma.
- 3.3 Provision of free (public) legal/administrative assistance for Roma families that are in need for



civil registration, including birth, child custody, transfer of residence, registration as homeless, as unemployed and for any other type of registration necessary to benefit social and public services

## 4.6 CULTURAL HERITAGE

### 4.6.1 Description of the situation

Roma culture has a considerable number of elements that make it easily distinguishable from the Albanian culture. Roma language is the main factor that expresses the identity of this community. According to a World Bank study, Roma people have cultural traits that are very distinct, such as language (99 percent), music (80 percent), community ceremonies (80 percent), family ceremonies (74 percent), handicrafts (67 percent) and women's clothing (63 percent)<sup>35</sup>. The Albanian state, taking into account this considerable cultural wealth, has developed policies and established concrete measures aimed at the preservation, transmission and higher recognition of this culture and tradition by the non-Roma population as well as by the young Roma people.

Unlike other communities, Roma do not have an institution responsible for development and preservation of their culture. Some local organizations of cultural profiles develop their activity mainly in Tirana and Korça, and their activities are very rare. There are few professional artists from the Roma community and in most cases they and their activities are unknown by the majority of Roma. Until recently, with the exception of some musical performances, the cultural activities of the Roma which express their culture has been limited. Culture is a very important element for the emancipation of the community and should be viewed closely related to the educational activities and participation of Roma in public life.

### 4.6.2 Existing Initiatives

The Ministry of Tourism, Culture, Youth and Sports, (MTCYS) for the period 2004-2007 has given particular importance to the support and preservation of Roma culture and tradition. Considering the values and characteristics of Roma folk music, MTCYS has enabled the inclusion of the Roma tradition in the national "spiritual" heritage festivals and programmes. In this regard, representatives of the Roma community such as individuals, groups or ensembles have been invited to participate in a series of cultural events organized during 2006-2008 by the ministry.

MTCYS has planned the implementation of the project "Spiritual Heritage in CD" aiming at the popularization of the Albanian spiritual heritage, values and their integration into the global culture. Part of this project has become the inclusion of Roma musical tradition which was integrated into the official musical background of the "spiritual heritage on CD" project.

35 Hermine de Soto, Sabine Beddies, Ilir Gëdeshi: Roma and Egyptians in Albania, World Bank, 2005, p.XXVI

The celebration of the International Roma Day on April 8<sup>th</sup> is today an established tradition. Initially, activities in the framework of this day are implemented by Roma associations, while for the years 2007-2009 the initiative has increasingly received support of the Technical Secretariat for Roma at MoLSAEO. Moreover, in 2007, MTCYRS in cooperation with the Council of Europe organized the “Art against stereotypes” regional festival, in the framework of the Dosta campaign (ROMA version of the “Mjaft” campaign). On 8 April 2009, MTCYS in cooperation with MoLSAEO, Roma organizations, and with the support of UNDP, organized the “Roma culture fair”, an event which will become an annual tradition promoting the values of the Roma culture as an integral part of the national cultural heritage.

The integration of Roma youth is considered as one of the most important steps to change the discriminatory mentalities and to establish a prejudice -free society. MTCYS has dedicated a considerable space for this objective in the National Youth Strategy 2007-2013.

Through this Strategy, the MTCYS introduces national policies for integration of the Albanian youth, including youth of all minorities in the country. The main policies set out in this strategy provide for the establishment of certain opportunities to promote the activities of Roma youth organizations, finding of employment alternatives for Roma youth, and their participation in debates and discussions in leading and decision-making bodies of mainstream youth organizations.

Albanian Radio Television, with the help of the Albanian Media Institute, has produced four TV shows in the Roma language. However, Roma minorities should have wider access in the public television in order to be able to preserve, promote and develop Roma language, culture and tradition<sup>36</sup>. The access of Roma in the public and private TVs should be viewed as part of the programmes and policies designed to end discrimination against Roma and provide them the opportunity to feel equal members of the Albanian society. Moreover, the role of private local media where this minority is concentrated has not been substantial<sup>37</sup>.

In 2006, the Albanian Media Institute made efforts to increase the professional level and the capacities of the printed media on issues regarding Roma minority and in improving the media coverage of problems of this community, by publishing special editions as appendixes to two major newspapers in the country<sup>38</sup>.

### 4.6.3 Recommendations for further measures

Strategic goal: Maintaining and developing the cultural heritage of the Roma minority as an integrated element of the National Cultural Heritage and encouraging youth to respect cultural diversity

36 One of the proposals from the round table with the theme “Development and integration of Roma community, a priority of the government” organized by the Ministry of Labour, Social Issues and Equal Opportunities, of 9.02.2006 in Hotel Mondial was the inclusion of one member from the national minorities who live in Albania in the National Council of Radio and Television aiming at insuring a greater access in the public media.

37 We mention here the local media in Korca, Televizioni Lobi which has organized shows with the Roma minority initiative.

38 The appendixes were published in Panorama newspaper and Korrieri



## **1. Creating opportunities for maintaining and cultivating the cultural heritage of Roma minority**

- 1.1 Organizing cultural and artistic activities that are inspired by traditional Roma folklore and culture.
- 1.2 Conducting research for collecting specific cultural elements (e.g. clothing, music, language, handicrafts, oral traditions/fairy tales and legends) with the aim of cultivating the Roma spiritual heritage and its documentation in state institutions.

## **2. Creation of an inclusive and appreciative social environment towards cultural diversity**

- 1.1 Organization of entertainment and sports programmes aiming at inter-cultural understanding and mutual respect between Roma and non-Roma children and youth. (i.e. organization of the “Roma of Albania” football cup)
- 1.2 Supporting Roma artists and their involvement in MTCYS’s annual competitions on books, music, theatre, etc.



## Funding

The financing framework of the NAP-DRI is developed in collaboration with the line ministries, which are primarily responsible for the allocation of funds in the implementation of six areas of the Action Plan. The main sources of funding to meet the set goals are public funds from central and local government units. Supplemental funding from donors and private sector may also be mobilized. The cost estimation in the budget line of the Action Plan reflects approximated figures.

**State Budget** - The state budget funds will be the main source of financing for the action plan. These funds will be allocated in accordance with the priority measures of the action plan and other sectoral strategies. The line ministries may plan funds on an annual or multi-annual basis, following the approval of the Action Plan.

**Local Governments' Budgets** – local authorities will be able to allocate funds from their own resources for various projects that address the needs of the Roma community. They can also join funds with those coming from the state budget or donor agencies.

**International agencies** - are considered as potential donors that can play an important role in financing a range of activities. Estimates are made based on projects being implemented or on their commitments toward the Government of Albania.

**Foreign and local donors** will also be another source of funding that the Government and Roma and non-Roma NGOs can use in order to mobilize funds to finance various activities according to the projects.





## Monitoring And Evaluation

Given that the NAP-DRI is an inter-sectoral plan, whose implementation is the responsibility of central and local sectorial institutions, monitoring and evaluation will be carried in two perspectives, namely inter-sectoral and sectoral levels.

The Technical Secretariat for the Roma in MoLSAEO will be responsible for the inter-sectoral monitoring and reporting as provided by law<sup>39</sup>, with support from designated directories in each line ministry designated by the inter-ministerial working group. The designated directorates in line ministries will be responsible for monitoring the implementation of sectoral measures within the framework of the relevant fields. The following activities constitute a non-exhaustive list of actions to be taken periodically by the Technical Secretariat in collaboration with the actors involved:

- Creating and maintaining contacts with line ministries and other institutions involved in the implementation of the NAP-DRI.
- Encouraging and raising awareness of institutions, regional authorities and local government to participate in the implementation of the NAP-DRI
- Monitoring the implementation of the objectives and priority measures provided in the NAP-DRI, and cooperating with line ministries, the Ministry of Finance and various donors, in order to ensure allocation of the necessary funds for the achievement of the objectives.
- Promotion of cooperation between the Roma community associations and NGOs dealing with minority issues, which are part of the implementation of the NAP-DRI.
- Cooperate with donors and NGOs aiming at strengthening the capacities of local and central institutions responsible for the implementation of the NAP-DRI.
- Conducting an annual assessment, monitoring the implementation of various activities provided in the NAP-DRI by using the approved indicators and also considering other sectoral strategies.

### Note

*Roma and non-Roma NGOs will play an important role in monitoring the implementation of the Action Plan through alternative and independent monitoring reports. The Roma movement is strengthened and has the opportunity to fulfil some needs of the Roma community and to lobby at various levels for drafting and implementing policies in the interest of this community. There are also several NGOs in Albania that are capable and have great experience in monitoring local and national strategies, which can also play an important role in monitoring the NAP-DRI.*

<sup>39</sup> Directive no. 213/2, of 22.06.2004 of the Minister of Labour and Social Issues.



# National Action Plan for the Decade of Roma Inclusion 2010-2015

## Priority field: EDUCATION

*Strategic goal: Improving the education situation of Roma minority*

**Objective 1:** Ensuring equal access to all levels of the educational system for children and youth from the Roma minority

**Objective 2:** Elimination of excluding and inferior attitudes towards Roma people in the school community and transformation of cultural diversity into a source of knowledge that is conducive to an environment of mutual respect, tolerance and understanding

**Objective 3:** Preserving and developing the cultural identity of Roma minority pupils and students

## Priority field: EMPLOYMENT and SOCIAL PROTECTION

*Strategic goal: Empowering of Roma community by increasing access to the labour market, training programmes and social protection schemes*

**Objective 1.** Initiating and implementing special programmes that enable the employment of Roma people

**Objective 2.** Integrating Roma community in the public education and vocational training programmes

**Objective 3.** Enhancing capacities and improving the quality of services for protection of Roma children

**Objective 4.** Increasing the access of Roma minority in the social protection schemes through facilitating measures

**Objective 5.** Eliminating the abusive cases of violations of labour legislation affecting Roma

**Objective 6.** Increasing the number of Roma individuals registered at the volunteer social security scheme

## Priority field: HOUSING and INFRASTRUCTURE

*Strategic goal: Sustainable improvement of housing conditions for the Roma population*

**Objective 1.** Providing opportunities for Roma to access housing and infrastructure services in compliance with the state standards



## Priority field: HEALTH

*Strategic goal: Sustainable improvement of health and living conditions of Roma population*

**Objective 1.** Raising awareness of the Roma population on health care and public health services

**Objective 2.** Increasing access of the Roma community in the public health system

**Objective 3.** Improving hygienic and sanitary conditions in the settlements of Roma population

## Priority field: SOCIAL INCLUSION and EQUAL OPPORTUNITIES

*Strategic goal: Ensuring social inclusion of Roma and increasing their access to public institutions*

**Objective 1.** Raising awareness and preventing human trafficking of Roma children and girls

**Objective 2.** Enabling Roma community to protect their own rights and liberties, in order to prevent and reduce the cases of discrimination

**Objective 3.** Registering Roma individuals (those unregistered) in the national registry of the civil status

## Priority field: CULTURAL HERITAGE

*Strategic goal: Maintaining and developing the cultural heritage of the Roma minority as an integrated element of the National Cultural Heritage and encouraging youth to respect cultural diversity*

**Objective 1.** Providing opportunities for the preservation and cultivation of the cultural heritage of Roma minority

**Objective 2.** Creating an inclusive and appreciative social environment towards cultural diversity



| <b>Priority field: EDUCATION</b>  |  |  |   |   |                                       |           |                               |   |           |
|---|--|--|---|---|---------------------------------------|-----------|-------------------------------|---|-----------|
| <b>Strategic goal: Improving the education situation of Roma minority</b>   |  |  |   |   |                                       |           |                               |   |           |
| Activities  | Indicators   | Data source  | Responsible authority                                       | Monitoring  | Strategies with common objectives     | Deadline  | Preliminary assessment        | Potential source                                      | Financing |
| <b>Objective 1: Ensuring equal access to all levels of educational system for children and youth from the Roma minority</b>   |  |  |   |   |                                       |           |                               |   |           |
| 1.1. Developing and/or improving of statistical data in the education field, in order to allow for continuous analysis on the education situation of Roma children  | 1.1.1 Statistics that provide data on education situation of Roma community, developed   | Situation of the education of Roma children UNICEF/Save the Children Regional Education Directorates   | Regional Education Directorates                             | General Directorate of Pre-University Policies MoES | National Education Strategy 2004-2015 | 2010      | no need for additional budget | State budget for MoES; UNICEF Education Fund for Roma |           |
| 1.2 Providing parental counselling at schools and kindergartens for Roma parents, regarding their rights and responsibilities for the educational development of children   | 1.2.1. Number of teachers/specialists trained to counsel Roma parents<br>1.2.3 Number of awareness raising campaigns run by the Regional Education Directorates with Roma parents<br>1.2.3 Number of Roma parents participating in these campaigns   | Reports by the Regional Education Directorates The Centre for Training and Qualification for Education | Regional Education Directorates Roma NGOs; specialized NGOs | General Directorate of Pre-University Policies MoES |                                       | 2010-2015 | 3 million each year           | Education Fund for Roma OSFA State Budget for MoES    |           |
| 1.3 Integrating in the kindergarten educational programme, preparatory classes for children who face difficulties in communicating in Albanian, in order to assist their integration to the compulsory education system | 1.3.1 Number of Roma children enrolled in kindergartens;<br>1.3.2 Number of Roma children enrolled in the preparatory classes in kindergarten;<br>1.3.3 Number of Roma children who start compulsory education after the kindergarten.   | Reports by the Regional Education Directorates Roma NGOs; specialized NGOs                             | Regional Education Directorates Roma NGOs; specialized NGOs | General Directorate of Pre-University Policies MoES |                                       | 2010-2015 | 2 million each year           | State budget for MoES                                 |           |
| 1.4 Financing sufficiently and systematically, throughout the country the "Second chance" programmes for the children who have abandoned school, aiming at their integration in the regular education system            | 1.4.1 Number of "Second chance" classes initiated;<br>1.4.2 Number of Roma children enrolled in "Second chance" classes;<br>1.4.3 Ratio of Roma children against the total number of children who have benefitted by the "second chance" classes.  | Progress report on the "Second chance" programme   | Regional Education Directorates Roma NGOs; specialized NGOs | General Directorate of Pre-University Policies MoES |                                       | 2010-2015 | 10 million each year          | State budget for MoES Donors                          |           |
| 1.5 Provision of school transport service by local authorities for Roma pupils whose school is far from their living area   | 1.5.1 Number of local government units that offer school transportation for Roma children;<br>1.5.2 Number of Roma pupils who are provided with school transportation service versus the total number of children  | Information by LGU Regional Education Directorates   | LGU   | General Directorate of Pre-University Policies MoES |                                       | 2010-2015 | 8 million each year           | Local Government                                      |           |
| 1.6 Provision of free textbooks and school materials for Roma children who attend the compulsory education and come from poor families  | 1.6.1 Number of textbooks for the compulsory education offered each year to Roma pupils<br>1.6.2 Number of Roma children who benefit free textbooks and school materials each year<br>1.6.3 Fund allocated each year for subsidizing costs of textbooks and school materials for Roma children | Information from school directorates   | Regional Education Directorates School directorates         | General Directorate of Pre-University Policies MoES |                                       | 2010-2015 | 30 million                    | State budget for MoES                                 |           |
| 1.7 Providing supplementary classes on in different subjects during the "free classes", in accordance with the needs of Roma children to ensure their normal performance  | 1.7.1 Number of Roma children who attend "free classes" (by school);   | Regional Education Directorates School directorates  | Regional Education Directorates School directorates         | General Directorate of Pre-University Policies MoES |                                       | 2010-2015 | 2 million each year           | State budget for MoES Education Fund for Roma people  |           |

The Technical Secretariat for the Roma people at the MoL/SAEO monitors the implementation of the objectives and priority measures in collaboration with the institutions responsible for the monitoring.



| Priority field: EDUCATION  |  |  |  |   |                                   |           |  |
|--|--|--|--|---|-----------------------------------|-----------|--|
| Strategic goal: Improving the education situation of Roma minority   |  |  |  |   |                                   |           |  |
| Activities   | Indicators   | Data source  | Responsible authority                                  | Monitoring  | Strategies with common objectives | Deadline  | Financing<br>Preliminary assessment Potential source             |
| 1.8. Providing scholarships for Roma University students especially those attending education and social science studies, through creation of a Roma Fund, within the general fund of scholarships   | 1.8.1 Amount (percentage) of funds allocated for scholarships for Roma students versus the non-Roma students;<br>1.8.2 Number of scholarships allocated for Roma students starting the first year of university studies, each year;<br>1.8.3 Number of scholarships allocated each year for Roma students who attend universities; | Information from Public Universities                                   | Universities   | Directorate of Higher Education Policies at MoES  |                                   | 2010-2015 | 1 million each year<br>State budget for MoES<br>Local Government |
| 1.9. Allocating special quotas in public universities for Roma students  | 1.9.1 Approval of a decision by the relevant instances authorizing special quotas for Roma students in public universities;<br>1.9.2 Number of Roma students who are admitted each year in public universities.  | Information from Public Universities<br>APRIAL                         | Universities   | Directorate of Higher Education Policies at MoES  |                                   | 2010-2015 | no need for additional budget<br>State budget for MoES<br>Donors |
| Objective 2: Elimination of the excluding and inferior attitudes towards Roma in the school community and transformation of cultural diversity into a source of knowledge that is conducive to an environment of mutual respect, tolerance and understanding.  |  |  |  |   |                                   |           |  |
| 2.1 Including requirements that ensure respect and non-inferior attitudes towards Roma children and youth, in the by-laws and internal regulations of pre-school, pre-university and university institutions as well in the job description of education staff, and thus developing an inclusive environment towards Roma people | 2.1.1 Regulations, by-laws of education institutions at all levels, properly revised;<br>2.1.2 Job descriptions of education staff at all levels reflecting the demands for respect and due treatment towards Roma people and ethnic groups.   | Regional Education Directorates<br>School directorates<br>Universities | Regional Education Directorates<br>Universities        | Directorate of Higher Education Policies<br>General Directorate of Pre-University Policies MoES |                                   | 2010      | no need for additional budget<br>State budget for MoES           |
| 2.2 Eliminating the language that evokes the distancing from and inferiority towards Roma minority from all levels of school curricula as well as including the Roma history and culture in the respective curricula   | 2.2.1 Number of subject curricula cleaned from discriminating language and that are revised to include information on Roma history and culture, according to each education level  | Information from the CTI   | Curricula and Training Institute (CTI)                 | General Directorate of Pre-University Policies MoES   |                                   | 2010-2015 | 3 million<br>State budget for MoES                               |
| 2.3 Developing training manuals on teaching in an inter-cultural environment as well as periodical training of teachers in the relevant sessions   | 2.3.1 Sessions on teaching in a multi-cultural environment integrated in the training curricula for teachers;<br>2.3.2 Number of teachers trained each year in the teaching session in a multi-cultural environment.   | Information from the CTI   | Curricula and Training Institute (CTI)                 | General Directorate of Pre-University Policies MoES   |                                   | 2010-2015 | 1 million each year<br>State budget for MoES                     |
| 2.4 Organization by schools of inter-cultural social activities with Roma and non-Roma parents and pupils, aiming at increasing knowledge and understanding between Roma and non-Roma children.  | 2.4.1 Number of schools that organize inter-cultural activities;<br>2.4.2 Number of inter-cultural activities organized;<br>2.4.3 Number of pupils included in cross-cultural activities.  | Information from school directorates                                   | Regional Education Directorates<br>School directorates | General Directorate of Pre-University Policies MoES   |                                   | 2010-2015 | 20 million<br>State budget for MoES<br>Donors                    |
| 2.5 Ensuring the participation of Roma parents in the parents boards or in other governing bodies at schools   | 2.5.1 Number of parents Boards where Roma parents participate;<br>2.5.2 Number of Roma parents who participate in the parents Boards.  | Information from school directorates                                   | Regional Education Directorates<br>School directorates | General Directorate of Pre-University Policies MoES   |                                   | 2010-2015 | no need for additional budget<br>State budget for MoES           |



| <b>Priority field: EDUCATION</b>  |   |   |  |   |                                   |           |                               |  |  |
|---|---|---|--|---|-----------------------------------|-----------|-------------------------------|--|--|
| <b>Strategic goal: Improving the education situation of Roma minority</b>   |   |   |  |   |                                   |           |                               |  |  |
| Activities  | Indicators  | Data source   | Responsible authority  | Monitoring  | Strategies with common objectives | Deadline  | Preliminary assessment        | Potential source                                     |  |
| 2.6. Giving priority to the enrolment of Roma children in the pre-school education institutions   | 2.6.1 Issuing of a decision by the highest relevant instances, which authorizes the priority enrolment and elimination of relevant fees for Roma children;<br>2.6.2 Number of Roma children who attend pre-school education and benefiting from the fee waiver. | Information from pre-school institutions (nurseries, kindergartens)                   | Regional Education Directorates  | General Directorate of Pre-University Policies MoES |                                   | 2010-2015 | no need for additional budget | State budget for MoES                                |  |
| 2.7 Creation of opportunities for students attending Pedagogical studies at public universities to conduct a part of their educational practice (internship) in Roma organizations that provide services in the field of Education. | 2.7.1 Collaboration agreements between faculties of teaching and Roma organizations to admit the practicing students each year;<br>2.7.2 Number of teaching branch students who perform each year a part of their educational practise in Roma organizations.   | Information from the faculties of teaching and Roma organizations                     | Universities   | Directorate of Higher Education Policies MoES       |                                   | 2010-2015 | 1 million each year           | State budget for MoES Donors                         |  |
| <b>Objective 3: Preserving and developing the cultural identity of Roma minority pupils and students</b>  |   |   |  |   |                                   |           |                               |  |  |
| 3.1 Developing a curricula for teaching the Roma language and culture at pre-university and university levels   | 3.1.1 Curriculum for teaching Roma language and culture at the pre-university system, approved;<br>3.1.2 Curriculum for teaching Roma language and culture at the university system, approved;  | Information from the CTI University of Tirana   | Curricula and Training Institute (CTI)                                 | General Directorate of Pre-University Policies MoES |                                   | 2010      | 2 million                     | State budget for MoES Donors                         |  |
| 3.2 Establishing of the Roma language and culture Course at the Faculty of Foreign Languages, at the University of Tirana   | 3.2.1 The Roma Language and Culture Course created at the UT;<br>3.2.2 Number of students enrolled in the Roma language and culture Course.   | Information from the University of Tirana   | University of Tirana   | Directorate of Higher Education Policies MoES       |                                   | 2010-2015 | 30 million                    | State budget for MoES Education Fund for Roma people |  |
| 3.3 Providing scholarships for Roma and non-Roma students who study Roma language and culture in order to increase the number of Roma language teachers   | 3.3.1 Number of scholarships awarded for Roma and non-Roma students who study Roma language and culture.  | Information from the University of Tirana   | University of Tirana   | MoES  |                                   | 2013-2015 | 15 million                    | State budget for MoES                                |  |
| 3.4 Preparation of systematic qualification and training programmes (induction and on going) for Roma language teachers   | 3.4.1 Systematic qualification programme for Roma language teachers, drafted;<br>3.4.2 Number of trainings conducted each year for the Roma language teachers;<br>3.4.3 Number of Roma language teachers trained each year.                                     | Information from the Regional Education Directorates Curricula and Training Institute | Curricula and Training Institute (CTI)                                 | Directorate of Curricula at MoES                    |                                   | 2010-2015 | 20 million                    | State budget for MoES                                |  |
| 3.5 Introduction into the university curricula/pedagogical faculties of Roma language and culture as an elective subject;   | 3.5.1 Number of faculties that have included Roma language as an elective subject in their curricula;<br>3.5.2 Percentage of students who choose Roma language versus the total number of students in these faculties/branches.                                 | Information from Universities   | Public universities  | Directorate of Higher Education Policies MoES       |                                   | 2010-2015 | 50 million                    | State budget for MoES                                |  |
| 3.6 Provision of Roma language and culture classes at pre-university education also for non-Roma pupils   | 3.6.1 Number of instructors trained in teaching Roma language;<br>3.6.2 Number of Roma language classes held (by school);<br>3.6.3 Number of pupils enrolled in Roma language classes;  | Information from school directorates Curricula and Training Institute (CTI)           | Regional Education Directorates Curricula and Training Institute (CTI) | General Directorate of Pre-University Policies MoES |                                   | 2013-2015 | 100 million                   | State budget for MoES                                |  |





| Priority field: EMPLOYMENT and SOCIAL PROTECTION  |   |  |                                    |   |  |                      |                        |   |
|---|---|--|------------------------------------|---|--|----------------------|------------------------|---|
| Strategic goal: Empowering of Roma community by increasing access to the labour market, training programmes and social protection schemes                                 |   |  |                                    |   |  |                      |                        |   |
| Activities  | Indicators  | Data source  | Responsible authority              | Monitoring                                  | Strategies with common objectives      | Deadline             | Financing              |   |
|   |   |  |                                    |   |  |                      | Preliminary assessment | Potential source  |
| Objective 1: Initiating and implementing special programmes that enable Roma individuals to secure employment   |   |  |                                    |   |  |                      |                        |   |
| 1.1 Conducting a study on the situation and causes of unemployment among Roma people and providing concrete recommendations   | 1.1.1 A study on Roma unemployment, conducted;  | Study document   | Directorate of Employment Policies | MoLSAEO                                     | Sectoral Employment Strategy 2007-2013 | 2010                 | 1 million              | State budget for MoLSAEO                                      |
|   | 1.2.2 Proposed recommendations for reduction of unemployment among the Roma community.                                |  |                                    |   |  |                      |                        |   |
| 1.2 Organizing awareness campaigns on the opportunities and benefits of the employment programmes, targeting unemployed Roma individuals                                  | 1.2.1 Number of projects implemented at local level;  | Reports and information from the Regional Employment Offices | National Employment Service        | Directorate of Employment Policies MoLSAEO  |  | 2010-2015            | 3 million each year    | State budget for MoLSAEO<br>Local Government Budget<br>Donors |
|   | 1.2.2 Number of Roma people involved in campaigns;  |  |                                    |   |  |                      |                        |   |
| 1.3 Involving unemployed Roma in the implementation of public works programmes in order to improve the employment situation and reduce poverty in this community.         | 1.2.3 Ratio between the Roma people and all the unemployed people involved in these campaigns;                        | Information from LGU   | National Employment Service        | Directorate of Employment Policies/ MoLSAEO |  | 2010-2015            | 20 million each year   | State budget for MoLSAEO<br>Local Government Budget           |
|   | 1.2.4 Percentage of Roma people employed after participating in these campaigns.                                      |  |                                    |   |  |                      |                        |   |
| 1.4 Further involvement of Roma people in the schemes for promoting employment of persons in need, such as salary subvention schemes and tax crediting for employers.     | 1.3.1 Percentage of public works projects whose beneficiaries are Roma community.                                     | Information from Regional Centres of Vocational Training     | National Employment Service        | Directorate of Employment Policies MoLSAEO  | Sectoral Employment Strategy 2007-2013 |                      |                        |   |
|   | 1.3.2 Percentage of unemployed Roma people, employed at public works programmes;                                      |  |                                    |   |  |                      |                        |   |
| 1.5 Drafting, in cooperation with international institutions, of economic development and employment programmes/projects in order to enable Roma to reduce their poverty. | 1.3.2 Percentage of Roma beneficiaries employed at public works programmes;   | Reports and information from the Regional Employment Offices | National Employment Service        | Directorate of Employment Policies MoLSAEO  |  | 2010-2015            | 5 million each year    | State budget for MoLSAEO                                      |
|   | 1.3.4 Percentage of funds allocated for public works programmes with Roma community at local units versus total fund. |  |                                    |   |  |                      |                        |   |
| 1.5 Drafting, in cooperation with international institutions, of economic development and employment programmes/projects in order to enable Roma to reduce their poverty. | 1.3.1 Percentage of fund allocated for Roma people compared to the total fund used for such schemes;                  | Reports and information from the Regional Employment Offices | National Employment Service        | Directorate of Employment Policies MoLSAEO  |  | 2010-2015            | 10 million each year   | Donors  |
|   | 1.3.2 Percentage of Roma beneficiaries versus the total number of beneficiaries in these programmes.                  |  |                                    |   |  |                      |                        |   |
| 1.5 Drafting, in cooperation with international institutions, of economic development and employment programmes/projects in order to enable Roma to reduce their poverty. | 1.5.1 Number of initiated programmes;   | Reports and information from the Regional Employment Offices | National Employment Service        | Directorate of Employment Policies MoLSAEO  | 2010-2015                              | 10 million each year | Donors                 |   |
|   | 1.5.2 Percentage of Roma beneficiaries versus the total of beneficiaries in these programmes.                         |  |                                    |   |  |                      |                        |   |
| 1.5 Drafting, in cooperation with international institutions, of economic development and employment programmes/projects in order to enable Roma to reduce their poverty. | 1.5.3 Number of local government units involved in these programmes.  | Information from LGU   | National Employment Service        | Directorate of Employment Policies MoLSAEO  | 2010-2015                              | 10 million each year | Donors                 |   |
|   |   |  |                                    |   |  |                      |                        |   |



| Priority field: EMPLOYMENT and SOCIAL PROTECTION   |   |  |  |  |  |           |                        |                                 |  |
|--|---|--|--|--|--|-----------|------------------------|---------------------------------|--|
| Strategic goal: Empowering of Roma community by increasing access to the labour market, training programmes and social protection schemes  |   |  |  |  |  |           |                        |                                 |  |
| Activities   | Indicators  | Data source  | Responsible authority                        | Monitoring                                 | Strategies with common objectives      | Deadline  | Financing              |                                 |  |
|  |   |  |  |  |  |           | Preliminary assessment | Potential source                |  |
| <b>Objective 2. Integrating Roma community in the public education and vocational training programmes</b>  |   |  |  |  |  |           |                        |                                 |  |
| 2. 1. Opening of vocational training and other qualification programmes for the Roma youth in order to create a new trained Roma generation who can compete in the labour market.  | 2.1.1 Number of vocational trainings planned for Roma people;<br>2.1.2 Number of unemployed Roma people participating in the vocational training courses;<br>2.1.3 Percentage of Roma people employed after the vocational training.  | Information from Regional Centres of Vocational Training                       | National Employment Service                  | Directorate of Employment Policies MoLSAEO | Sectoral Employment Strategy 2007-2013 | 2009-2015 | 5 million each year    | State budget for MoLSAEO Donors |  |
| 2. 2. Provision of vocational training courses for Roma youth in the area of traditional artisan work.   | 2.2.1 Number of new courses (in the area of traditional artisan work) opened at public centres r;<br>2.2.2 Number of Roma people who have attended vocational training in the area of traditional artisan work at public centres divided according to age and gender<br>2.2.3 Percentage of Roma people employed after the training.. | Information from Regional Centres of Vocational Training                       | National Employment Service                  | Directorate of Employment Policies MoLSAEO |  | 2010-2015 | 5 million each year    | State budget for MoLSAEO Donors |  |
| 2. 3. Improving the quality of vocational training programmes and curricula to better address the needs of Roma people as well as training programmes for trainers/instructors, etc.   | 2.3.1 Number of vocational training curricula improved to better respond to Roma needs<br>2.3.2 Number of trainings on Roma issues and best practices, organized for trainers/instructors, etc. ;   | Information from Regional Centres of Vocational Training                       | National Employment Service                  | Directorate of Employment Policies MoLSAEO |  | 2010-2015 | 10 million each year   | State budget for MoLSAEO Donors |  |
| 2.4 Providing support services for Roma entrepreneurs and for participants in income generation programmes. They should be given the opportunity to receive information on the supporting structures and the provision of the training, on business management and administration (for example the development of business plans, accounting, legal procedures), as well as training in marketing. | 2.4.1 Supporting services for Roma businesses, established;<br>2.4.2 Number of Roma entrepreneurs who benefited from the trainings;<br>2.4.3 Number of training programmes developed and implemented for Roma entrepreneurs and participants in income generating activities;   | Information from the Chamber of Commerce                                       | METE   | MoLSAEO METE                               |  | 2010-2015 | 1 million each year    | State budget for MoLSAEO Donors |  |
| 2.5 Organizing information campaigns on the Roma rights and obligations in the employment field, about different assistance programmes as well as about the function of the social security schemes.   | 2.5.1 Number of organized campaigns;<br>2.5.2 Number of Roma people participating in these campaigns;<br>2.5.3 Number of spots, promotional materials used.   | Information from the National Employment Service<br>Social Insurance Institute | Directorate of Employment Policies Roma NGOs | MoLSAEO                                    |  | 2010-2015 | 3 million each year    | State budget for MoLSAEO Donors |  |





| Priority field: EMPLOYMENT and SOCIAL PROTECTION  |   |   |   |  |   |           |   |                          |
|---|---|---|---|--|---|-----------|---|--------------------------|
| Strategic goal: Empowering of Roma community by increasing access to the labour market, training programmes and social protection schemes   |   |   |   |  |   |           |   |                          |
| Activities  | Indicators  | Data source   | Responsible authority                                     | Monitoring   | Strategies with common objectives                     | Deadline  | Financing<br>Preliminary assessment      Potential source |                          |
| Objective 3. Enhancing capacities and improving the quality of services for protection of Roma children.  |   |   |   |  |   |           |   |                          |
| 3.1 Strengthening the existing and/or creating new structures on child protection to ensure timely intervention in the cases of Roma children prone to any kind of abuse, violence or exploitation.   | 3.1.1 Number of child protection structures established and functioning at local and regional level;  | Information from the Regional Directorates of Social Services LGU NGOs              | LGU, MoLSAEO, TSC, SSS, NGO.                              | Directorate of Social Service Policies, Technical Secretariat of Children (TSC), MoLSAEO | National Children's Strategy 2005-2010                | 2010-2015 | State budget for MoLSAEO Donors<br>50 million             |                          |
|   | 3.1.2 Number of relevant trainings provided to staff of child protection structures, each year  |   |   |  |   |           |   |                          |
|   | 3.1.3 Amount of funds allocated in support of child protection structures, each year.   |   |   |  |   |           |   |                          |
| 3.2 Stimulating and supporting Roma associations/NGOs which are operating on child protection issues.   | 3.2.1 A database with Roma associations/NGOs working in the area of child protection, created ;   | Information from the Regional Directorates of Social Services LGU NGOs              | State Social Service LGU NGOs, MoLSAEO                    | Directorate of Social Service Policies MoLSAEO   |   | 2010-2015 |   |                          |
|   | 3.2.2. Number of supported associations;  |   |   |  |   |           |   |                          |
|   | 3.2.3 Periodical updating of the database.  |   |   |  |   |           |   |                          |
| 3.3. Establishing of daily centres which will serve as shelter and school for abandoned and street children.  | 3.3.1 Number of daily centres, established;   | LGU NGO   | State Social Service                                      | MoLSAEO Technical Secretariat of children  | 2010-2015   |           | State budget for MoLSAEO /Donors                          |                          |
|   | 3.3.2 Number of Roma children benefiting services of daily centres ;  |   |   |  |   |           |   |                          |
|   | 3.3.3 Amount of funds allocated in support of daily centres, each year.   |   |   |  |   |           |   |                          |
| 3.4 Implementing programmes/projects in collaboration with local and foreign donors on education and integration of children in need.   | 3.4.1 Number of implemented programmes/projects;  | Information from the Regional Directorates of Social Services Local Government NGOs | State Social Service                                      | Directorate of Social Service Policies MoLSAEO   | 2010-2015   |           | State budget for MoLSAEO /Donors                          |                          |
|   | 3.4.2 Number of Roma children involved in programmes divided according to age, gender and location;   |   |   |  |   |           |   |                          |
|   | 3.4.3 Percentage of Roma children versus the total number of children benefiting from the programmes.   |   |   |  |   |           |   |                          |
| 3.5 Monitoring regularly cases of Roma children work and exploitation   | 3.5.1 Number of reports prepared;   | Monitoring reports  | State Labour Inspectorate                                 | MoLSAEO  | 2010-2015   |           | State budget for MoLSAEO Donors                           |                          |
|   | 3.5.2 Percentage of Roma cases versus the total number of child work and exploitation cases.monitored   |   |   |  |   |           |   |                          |
| Objective 4. Increasing the access of Roma minority in the social protection schemes through facilitating measures  |   |   |   |  |   |           |   |                          |
| 4.1. Organizing awareness raising campaigns to inform Roma individuals on the rights and opportunities regarding social protection such as economic aid, unemployment payment, pregnancy and birth-giving benefits as well as other schemes in support of the poor. | 4.1.1 Number of awareness raising campaigns run each year;  | Information provided by Social Insurance Institute                                  | State Social Service Social Insurance Institute Roma NGOs | Directorate of Social Service Policies MoLSAEO   | The Sectoral Strategy for Social Protection 2007-2013 | 2010-2015 | State budget for MoLSAEO                                  |                          |
|   | 4.1.2 Number of publications distributed in the areas where Roma people live;   |   |   |  |   |           |   |                          |
|   | 4.1.3 Number of Roma people who participated in these campaigns;  |   |   |  |   |           |   |                          |
|   | 4.1.4 Amount of funds allocated each year to run campaigns.   |   |   |  |   |           |   |                          |
| 4.2 Monitoring implementation of facilitating measures undertaken to help Roma people benefit from the social protection schemes  | 4.2.1 Reports on the implementation of the DCM that provides facilitating measures for Roma people regarding the fulfilment of the criteria to benefit from the social schemes; | Information by Municipalities and Communes Monitoring reports                       | LGU   | Directorate of Social Service Policies MoLSAEO   |   | 2010-2015 |   | State budget for MoLSAEO |
|   | 4.2.2 Reports on the implementation of the directive to local government related to the implementation of the DCM.  |   |   |  |   |           |   |                          |
|   |   |   |   |  |   |           |   |                          |
| 4.3. Ensuring implementation of the ordinance directed to local government units for providing assistance to Roma in completing necessary documentation for benefiting from the social protection programmes.   | 4.3.1 Monitoring reports  | Information by LGU Monitoring reports   | State Social Service                                      | MoLSAEO  | 2010-2015   |           | State budget for MoLSAEO                                  |                          |
|   | 4.3.2 Number of Roma who benefited local government assistance in completing relevant documentation.  |   |   |  |   |           |   |                          |



| Priority field: EMPLOYMENT and SOCIAL PROTECTION  |   |   |                                 |            |   |           |                               |                          |  |
|---|---|---|---------------------------------|------------|---|-----------|-------------------------------|--------------------------|--|
| Strategic goal: Empowering of Roma community by increasing access to the labour market, training programmes and social protection schemes   |   |   |                                 |            |   |           |                               |                          |  |
| Activities  | Indicators  | Data source   | Responsible authority           | Monitoring | Strategies with common objectives                     | Deadline  | Preliminary assessment        | Potential source         |  |
| Objective 5: Eliminating the abusive cases of violations of the labour legislation affecting Roma   |   |   |                                 |            |   |           |                               |                          |  |
| 5.1 Conducting regular controls by the State Labour Inspectorate on businesses and institutions that have employed Roma community members to monitor compliance with law and regulations governing labour relations and protection of employees.                          | 5.1.1 Number of performed controls;<br>5.1.2 Number of elaborated and submitted reports;<br>5.1.3 Percentage of Roma cases versus the total number of problematic cases identified.   | SLI control reports                                       | State Labour Inspectorate       | MoLSAEO    | Sectorial Employment Strategy 2007-2013               | 2010-2015 | no need for additional budget | State budget for MoLSAEO |  |
| 5.2 Organizing awareness raising campaigns with the Roma community related to their rights stemming from the labour legislation   | 5.1.1 Number of awareness raising campaigns run each year;<br>5.1.2 Number of publications distributed in the areas where Roma people live;<br>5.1.3 Number of Roma people who participated in these campaigns;<br>5.1.4 Amount of funds allocated each year to run campaigns.  | Reports and statistics from the implementing institutions | State Labour Inspectorate NGOs  | MoLSAEO    |   | 2010-2015 | 3 million each year           | State budget for MoLSAEO |  |
| Objective 6: Increasing the number of Roma individuals registered at the volunteer social security scheme   |   |   |                                 |            |   |           |                               |                          |  |
| 6.1. Organizing awareness raising campaigns and media programmes on the importance and benefits of paying the volunteer social security contribution, in cases of unemployed individuals who still earn family incomes from remittances, or small trade (including Roma). | 6.1.1 Number of realized TV programmes;<br>6.1.2 Number of awareness raising campaigns run each year;<br>6.1.3 Number of publications distributed in the areas where Roma people live;<br>6.1.4 Number of Roma people who participated in these campaigns;<br>6.1.5 Amount of funds allocated each year to run campaigns. | Reports and statistics from the implementing institutions | Social Insurance Institute NGOs | MoLSAEO    | The Sectoral Strategy for Social Protection 2007-2013 | 2010-2015 | 4 million each year           | SII                      |  |
| 6.2 Regular inspections by the State Labour Inspectorate to raise awareness and encourage market-traders in the open marketplaces (including Roma traders) to register with volunteer social security schemes   | 6.2.1 Number of periodic measures taken by the SLI;<br>6.2.2 Percentage of unregistered Roma people against the total number of identified cases;<br>6.2.3 Number of Roma people recently registered in volunteer social security schemes.  | SLI control reports                                       | State Labour Inspectorate       | MoLSAEO    |   | 2010-2015 | no need for additional budget | State budget for MoLSAEO |  |



| Priority field. HOUSING and INFRASTRUCTURE   |  |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
|--|--|----------------------|-----------------------|--|---|--|--|--|-------------------------|-----------|--|-------------------------------|--------------------------------|
| Strategic goal. Sustainable improvement of housing conditions for the Roma population  |  |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
| Activities   | Indicators   | Data source          | Responsible authority | Monitoring                             | Strategies with common objectives                                     | Deadline                               | Financing  |  |                         |           |  |                               |                                |
| Objective 1. Providing opportunities for Roma to access housing and infrastructure services in compliance with the state standards   |  |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
| 1. 1 Updating the housing needs (building of houses; reconstruction of houses; adjusting basic infrastructure) in all the local units where Roma community lives.  | 1.1.1 Number of homeless Roma families with verifiable income who may fulfil the criteria of social housing programmes | Information from LGU | LGU NGOs              | Directorate of Housing Policies MoPWTT | The strategy for social inclusion 2007-2013<br>(it is being reviewed) | 2011-2015                              |  | State budget for MoPWTT                          |                         |           |  |                               |                                |
|  | 1.1.2 Number of Roma families without verifiable income who may not fulfil the criteria of social housing programmes.  |                      |                       |  |   |  | 393 million to build one house                     |  |                         |           |  |                               |                                |
| 1.2 Building of new houses and reconstruction of uninhabitable dwellings for the Roma families in need.  | 1.2.1 Number of houses built and reconstructed for Roma families in need;  |                      |                       |  |   |  | 2011-2015  | 115 million for reconstruction                   | State budget for MoPWTT |           |  |                               |                                |
|  | 1.2.2 Number of Roma families that benefit from the improvement of housing conditions;                                 |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
| 1.3 Priority financing of water supply and sewage projects in the areas inhabited by Roma.   | 1.2.3 Number of projects undertaken at local units where Roma live;  |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
|  | 1.2.4 Amount of funds allocated each year for the building and reconstruction of the houses of Roma families.          |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
| 1.4 Priority financing of projects on secondary road infrastructure in the areas inhabited by Roma.  | 1.3.1 Number of water supply and sewage projects implemented in the areas inhabited by Roma;                           |                      |                       |  |   | Information by LGU                     | LGU NGOs   | Directorate of Housing Policies MoPWTT           |                         |           | 70 million water-supply and drainage                   | Donors                        |                                |
|  | 1.3.2 Number of Roma families that are provided with water supply and sewage system;                                   |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
| 1.5 Addressing with priority requests of Roma individuals for resolving cases of land ownership i, illegal buildings and legalization issues, through implementation of the relevant legislation             | 1.3.3 Amount of funds allocated each year for water supply and sewage projects in the areas inhabited by Roma.         |                      |                       |  |   | Information from LGU                   | Directorate of Community Service Policies DCPS LGU | Directorate of Community Service Policies MoPWTT |                         | 2011-2015 |  |                               |                                |
|  | 1.4.1 Number of secondary road infrastructure projects implemented in the areas inhabited by Roma;                     |                      |                       |  |   |  |  |  |                         |           | 300 million for rehabilitation of river beds and banks | State budget for MI Donors    |                                |
| 1.6 Adopting and implementing local social housing programmes for Roma families in need (social housing for rent; low-cost housing; sale of land served with infrastructure and permission to build a house) | 1.4.2 Number of Roma communities provided with secondary road infrastructure;  |                      |                       |  |   | Information by LGU                     | Ministry of Interior                               | Ministry of Interior                             |                         | 2010-2015 |  |                               |                                |
|  | 1.4.3 Amount of funds allocated each year for main infrastructure projects in the areas inhabited by Roma.             |                      |                       |  |   |  |  |  |                         |           |  |                               |                                |
|  | 1.5.1. Number of legalized Roma houses, which meet the relevant technical and legal standards;                         |                      |                       |  |   |  |  |  |                         |           |  | no need for additional budget | State budget for MoPWTT Donors |
|  | 1.5.2 Number of resolved requests versus the total number of requests by Roma families.                                |                      |                       |  |   | Information from LGU                   | ALUIZNI LGU  | MoPWTT   |                         | 2010      |  |                               |                                |
|  | 1.6. 1 Number of Roma families that benefited rented social houses;  |                      |                       |  |   |  |  |  |                         | 2010-2015 |  | no need for additional budget | State budget for MoPWTT Donors |
|  | 1.6.3 Number of Roma families that have benefited/bought serviced land to build a house.                               |                      |                       |  |   | Information from LGU Roma Associations | LGU  | MoPWTT   |                         |           |  |                               |                                |



| Priority field: HEALTH   |   |  |   |  |  |                     |                        |                             |
|--|---|--|---|--|--|---------------------|------------------------|-----------------------------|
| Strategic goal: Sustainable improvement of health and living conditions of the Roma population   |   |  |   |  |  |                     |                        |                             |
| Activities   | Indicators  | Data source  | Responsible authority   | Monitoring                                 | Strategies with common objectives                                    | Deadline            | Financing              |                             |
|  |   |  |   |  |  |                     | Preliminary assessment | Potential source            |
| Objective 1. Raising awareness of the Roma population on the health care and public health services  |   |  |   |  |  |                     |                        |                             |
| 1. 1. Implementing educational and awareness raising programmes in Roma communities on reproductive health, such as family planning, pregnancy and baby care and maternal health | 1.1. 1 Number of specific education programmes on reproductive health realized in the Roma communities;                         | Reports from Regional Directorates of Public Health NGOs | Public Health Institute<br>Directorates of Public Health NGOs | Directorate of Public Health at MoH        | Long term Strategy for the Prevention and Control of HIV-AIDS Spread | 2010-2015           | 5 million each year    | State budget for MoH Donors |
|  | 1.1.2 Number of Roma participants in education programmes on reproductive health;   |  |   |  |  |                     |                        |                             |
|  | 1.1.3 The amount of funds allocated each year for education programmes on reproductive health implemented for Roma communities. |  |   |  |  |                     |                        |                             |
| 1. 2 Implementing awareness raising and educational programmes targeting Roma communities related to prevention of and protection from HIV/AIDS                                  | 1.2.1 Number of specific education programmes realized for the protection of Roma communities from HIV/AIDS;                    | Reports from Regional Directorates of Public Health NGOs | Public Health Institute<br>Directorates of Public Health NGOs | Directorate of Public Health at MoH        |  | 2010-2015           | 5 million each year    | State budget for MoH Donors |
|  | 1.2.2 Number of Roma participants in education programmes on the protection from HIV/AIDS;                                      |  |   |  |  |                     |                        |                             |
|  | 1.2.3 Amount of funds allocated each year for the implementation of education programmes on the protection from HIV/AIDS.       |  |   |  |  |                     |                        |                             |
| 1.3 Conducting informative campaigns with the Roma community about the procedures and how to obtain the necessary documentation to benefit health services of all categories     | 1.3.1 Number of informative campaigns, run in the areas where Roma community lives;   | Reports from HCII NGOs                                   | Healthcare Insurance Institute NGOs                           | Directorate of Public Health at MoH        | 2010-2015  | 2 million each year | State budget for MoH   |                             |
|  | 1.3.2 Number of Roma participants in the informative campaigns;   |  |   |  |  |                     |                        |                             |
|  | 1.3.3 Amount of funds allocated each year on informative campaigns.   |  |   |  |  |                     |                        |                             |
| Objective 2. Increasing Roma community access to the public health system  |   |  |   |  |  |                     |                        |                             |
| 2.1 Completing the legal framework for provision of free health service and medicines for poor Roma families   | 2.1.1 Legal acts providing for free health service and medicines to poor Roma families, adopted ;                               | Information from the health centres                      | Regional Health Directorates<br>Directorate of Public Health  | Directorate of Public Health at MoH MoLSAO | Long term Strategy of the Albanian                                   | 2011-2015           | 5 million each year    | State budget for MoH        |
|  | 2.1.2 Number of Roma individuals who benefit each year from these policies.   |  |   |  |  |                     |                        |                             |
|  | 2.2.1 Number of vaccination campaigns undertaken for Roma children in risk of not having taken the required vaccines;           |  |   |  |  |                     |                        |                             |
| 2.2 Implementing vaccination campaigns for Roma children in risk of not having received all required vaccines  | 2.2.2 Number of Roma children registered in the vaccination scheme during the campaigns;  | Reports by Regional Directorates of Public Health NGOs   | Public Health Institute                                       | Directorate of Public Health at MoH        | Long term Strategy of the Albanian                                   | 2010-2015           | 5 million each year    | State budget for MoH        |
|  | 2.3.3 Amount of fund allocated each year for the implementation of Roma children vaccination campaign.                          |  |   |  |  |                     |                        |                             |



| <b>Priority field: HEALTH</b>  |  |   |   |                                     |  |                 |                        |  |  |
|--|--|---|---|-------------------------------------|--|-----------------|------------------------|--|--|
| <b>Strategic goal: Sustainable improvement of health and living conditions of the Roma population</b>  |  |   |   |                                     |  |                 |                        |  |  |
| <b>Activities</b>  | <b>Indicators</b>  | <b>Data source</b>  | <b>Responsible authority</b>                              | <b>Monitoring</b>                   | <b>Strategies with common objectives</b>                     | <b>Deadline</b> | <b>Financing</b>       |  |  |
|  |  |   |   |                                     |  |                 | Preliminary assessment | Potential source                                 |  |
| 2.3 Establishing a code of ethical communication and training of personnel for providing quality and equal health service to the Roma population   | 2.3.1 Code of conduct and ethical communication, integrated in the regulations of health institutions;<br>2.3.2 Number of trainings conducted for health personnel each year on the ethical code and the provision of quality and equal health service;<br>2.3.3 The amount of funds allocated each year for the training of health personnel on providing quality and equal health service; | Reports from the National Centre of Continuous Education Information from health institutions | National Centre of Continuous Education                   | Directorate of Public Health at MoH |  | 2010-2015       | 5 million each year    | State budget for MoH                             |  |
| <b>Objective 3. Improvement of the sanitary conditions in Roma settlements</b>   |  |   |   |                                     |  |                 |                        |  |  |
| 3.1 Identifying settlements inhabited by Roma that present risk to health, conducting hygienic-sanitary and epidemiological controls in these areas and taking preventing measures against epidemics | 3.1.1 Number of hygiene-sanitary and epidemiological controls performed in the areas inhabited by Roma and that present risk to health;<br>3.1.2 Number of Roma families included in inspections in each zone;<br>3.1.3 Measures undertaken for the prevention of epidemics in the areas where Roma live   | Reports by Regional Directorates of Public Health LGU NGOs                                    | Health Institute LGU                                      | Directorate of Public Health at MoH | Long term Strategy of the Albanian Health System Development |                 | 50 million             | State budget for MoH Donors                      |  |
| 3.2. Improving living conditions by providing clean potable water supply, clean and hygienic premises as well as other services for a healthy life in the areas inhabited by Roma communities.       | 3.2.1 Number of areas tested;<br>3.2.2. Number of submitted reports;<br>3.2.3 Amount of funds allocated to improve the situation, each year.   | Reports by Regional Directorates of Public Health LGU NGOs                                    | Health Institute LGU                                      | Directorate of Public Health at MoH |  |                 | 100 million            | State budget and local government budget for MoH |  |
| 3.3 Implementing awareness raising and educational programmes on the importance and methods to maintain personal and living areas hygiene  | 3.3.1 Number of awareness raising and education programmes on the personal and living areas hygiene;<br>3.3.2 Number of Roma participants in education programmes to keep personal and living area hygiene;<br>3.3.3 Amount of fund allocated each year on the implementation of education programmes on the importance and keeping personal and living area hygiene.                        | Reports from Regional Directorates of Public Health NGOs                                      | Public Health Institute Directorate of Public Health NGOs | Directorate of Public Health at MoH |  |                 | 4 million each year    | State budget for MoH Donors                      |  |



| Priority field: SOCIAL INCLUSION AND EQUAL OPPORTUNITIES  |   |  |   |  |   |           |                     |                             |        |
|---|---|--|---|--|---|-----------|---------------------|-----------------------------|--------|
| Strategic goal: Ensuring social inclusion and increasing access of Roma minority in public institutions   |   |  |   |  |   |           |                     |                             |        |
| Activities  | Indicators  | Data source  | Responsible authority   | Monitoring   | Strategies with common objectives                                   | Deadline  | Financing           |                             |        |
| Objective 1. Raising awareness and preventing the cases of trafficking of Roma children, and in particular girls  |   |  |   |  |   |           |                     |                             |        |
| 1.1. Conducting awareness raising campaigns and informative activities related to the risks and consequences of human trafficking.<br><br>1.2. Institutionalizing collaboration between police, Albanian embassies in other countries and Roma organizations to protect the victims of trafficking<br><br>1.3. Organizing meetings between Roma organizations and police structures as an instrument to increase collaboration and prevention of trafficking cases  | 1.1.1 Number of Roma community persons involved in the campaigns;                               | Reports by the Anti-trafficking Unit NGOs  | Anti-trafficking Unit   | Ministry of Interior                                   | National Strategy for the Fight against Human Trafficking 2008-2010 | 2010-2015 | 3 million each year | State budget for MI         | Donors |
|   | 1.1.2 Number of organized campaigns;  |  |   |  |   |           |                     |                             |        |
|   | 1.1.3 Amount of funds allocated for campaign each year;   |  |   |  |   |           |                     |                             |        |
|   | 1.1.4 Number and edition of publications;   |  |   |  |   |           |                     |                             |        |
|   | 1.1.5 Number of TV programmes realized;   |  |   |  |   |           |                     |                             |        |
|   | 1.2.1 Number of realized collaborations;  | Information from the General Directorate of State Police NGOs                                    | General Directorate of State Police<br>Diplomatic Representatives             | Ministry of Interior<br>Ministry of Foreign Affairs    |   |           |                     |                             |        |
|   | 1.2.2 Number of meetings held between the contact points;                                       |  |   |  |   |           |                     |                             |        |
|   | 1.2.3 Number of involved Roma organizations;  |  |   |  |   |           |                     |                             |        |
|   | 1.2.4 Number of Roma beneficiaries.   |  |   |  |   |           |                     |                             |        |
|   | 1.3.1 Number of meetings organized, each year   | Information from the Regional Directorates of State Police NGOs                                  | General Directorate of State Police   | Ministry of Interior                                   |   |           |                     |                             |        |
| 1.3.2 Number of Roma Organizations and community members who have participated in these meetings  |   |  |   |  |   |           |                     |                             |        |
|   |   |  |   |  |   |           |                     |                             |        |
| Objective 2. Empowering Roma communities to protect their rights and liberties, in order to prevent and reduce the cases of discrimination  |   |  |   |  |   |           |                     |                             |        |
| 2.1 Fulfilment of legal obligations of international conventions ratified by the Albanian Parliament relating to the rights and obligations towards the Roma minority<br><br>2.2 Development of information/training programmes for the leaders of Roma community, public institutions and the non-governmental organizations in order to pursue and settle correctly discrimination cases<br><br>2.3 Identification, prevention and resolution of conflicts that can cause violence in community and families<br><br>2.4 Developing legal educational programmes for Roma community members aiming at increasing their knowledge on human rights as a preventive measure for their violations by both public and private entities. | 2.1.1 Number of realized and published monitoring reports (by the government and civil society) | Progress Reports of the government<br>Monitoring reports of International Organizations and NGOs | Ministry of Foreign Affairs<br>Ministry of Integration                        | Ministry of Foreign Affairs<br>Ministry of Integration |   | 2010-2015 | 100 million         | State budget for MoF and MI |        |
|   |   |  |   |  |   |           |                     |                             |        |
|   |   |  |   |  |   |           |                     |                             |        |
|   |   |  |   |  |   |           |                     |                             |        |
|   |   |  |   |  |   |           |                     |                             |        |
|   | 2.2.1 Number of realized informing programmes;  | Information from PATI and NGOs   | Public Administration<br>Training Institute<br>Human Rights NGOs<br>Roma NGOs | DoPA/Ministry of Interior                              |   |           |                     |                             |        |
|   | 2.2.2 Number of offered training programmes;  |  |   |  |   |           |                     |                             |        |
|   | 2.2.3 Number of Roma community beneficiaries in these programmes;                               |  |   |  |   |           |                     |                             |        |
|   | 2.2.4 General number of beneficiaries in these programmes.                                      |  |   |  |   |           |                     |                             |        |
|   | 2.3.1 General number of conflicts;  | Information from the Regional Directorates of State Police NGOs                                  | Regional Directorates of State Police   | General Directorate of Police                          |   |           |                     |                             |        |
| 2.3.2 Number of resolved conflicts  |   |  |   |  |   |           |                     |                             |        |
| 2.3.3 Percentage of Roma population involved in conflicts.  |   |  |   |  |   |           |                     |                             |        |
| 2.4.1 Number of undertaken programmes;  |   |  |   |  |   |           |                     |                             |        |
| 2.4.2 Number of initiated campaigns;  | Information from NGOs   | NGOs   | General Directorate of Police<br>Ministry of Interior                         |  |   |           |                     |                             |        |
| 2.4.3 Number of publications on legal education;  |   |  |   |  |   |           |                     |                             |        |
| 2.4.4 General number of beneficiaries in these programmes   |   |  |   |  |   |           |                     |                             |        |
| 2.4.5 Percentage of Roma beneficiaries against the total number of beneficiaries in these programmes.   |   |  |   |  |   |           |                     |                             |        |



| Priority field: SOCIAL INCLUSION AND EQUAL OPPORTUNITIES  |   |                               |   |   |                                   |           |                               |                            |  |
|---|---|-------------------------------|---|---|-----------------------------------|-----------|-------------------------------|----------------------------|--|
| Strategic goal: Ensuring social inclusion and increasing access of Roma minority in public institutions   |   |                               |   |   |                                   |           |                               |                            |  |
| Activities  | Indicators  | Data source                   | Responsible authority   | Monitoring  | Strategies with common objectives | Deadline  | Financing                     |                            |  |
|   |   |                               |   |   |                                   |           | Preliminary assessment        | Potential source           |  |
| Objective 3. Registration of Roma population in the national civil registry   |   |                               |   |   |                                   |           |                               |                            |  |
| 3.1 Issuing identity cards at no cost for Roma people in need   | 3.1.1 General number of Roma beneficiaries<br>3.1.2 Percentage of Roma people against the other groups favoured by law.                               | Registrar's offices LGU       | Directorate of Registrar's office/LGU                           | Ministry of Interior  |                                   | 2010      | 20 million                    | State budget for MI        |  |
| 3.2 Identification and registration in the civil registry of unregistered Roma  | 3.2.1 Percentage of Roma people without identity documents against the total number of Roma population;<br>3.2.2 Number of persons that will benefit. | Registrar's offices Roma NGOs | Registrar's offices LGU<br>Roma NGOs                            | General Directorate of Registrar's Office<br>Ministry of Interior |                                   | 2010      | 5 million                     | State budget for MI        |  |
| 3.3 Provision of free (public) legal/administrative assistance for Roma families that are in need for civil registration, including birth, child custody, transfer of residence, registration as homeless, as unemployed and for any other type of registration necessary to benefit social and public services | 3.3.1 Number of cases that have been provided assistance.   | Registrar's offices           | Chamber of State Lawyers/Directorat e of Registrar's office/LGU | Ministry of Justice<br>Ministry of Interior                       |                                   | 2010-2012 | no need for additional budget | State budget for MJ and MI |  |





| Priority field: CULTURAL HERITAGE  |   |  |   |  |  |           |  |                  |
|--|---|--|---|--|--|-----------|--|------------------|
| Strategic goal: Maintaining and developing the cultural heritage of the Roma minority as an integral element of Albania's National Cultural Heritage and encouraging youth to respect cultural diversity   |   |  |   |  |  |           |  |                  |
| Activities   | Indicators  | Data source                                | Responsible authority   | Monitoring   | Strategies whose objective are the same issues | Deadline  | Financing  |                  |
|  |   |  |   |  |  |           | Preliminary evaluation                                 | Potential source |
| Objective 1: Creating the opportunities for maintaining and cultivating the cultural heritage of Roma minority   |   |  |   |  |  |           |  |                  |
| 1.1 Organizing cultural and artistic activities that are inspired by the traditional Roma culture and folklore   | 1.1.1 Number of cultural activities performed and inspired by the Roma folklore (Roma Culture Week);<br>1.1.2 Number of Roma participants in these activities;<br>1.1.3 Percentage of Roma participants against non-Roma participants.                              | Information on activities                  | Directorate of National Heritage<br>OSA Cultural Anthropology Institution | General Directorate Art, Youth and Sports Policies<br>MTCYS    |  | 2010-2015 | State budget for MTCYS Donors<br>1 million each year   |                  |
| 1.2 Conducting research for collecting specific cultural elements (such as clothing, music, language, handicraft, oral traditions/fairytales, legends) with the aim of cultivating Roma spiritual heritage and its documentation in the state institutions | 1.2.1 Number of projects financed for the research of specific cultural elements and the cultivation of the Roma spiritual heritage;<br>1.2.2 Number of publications realized in this field;<br>1.2.3 Number of activities performed for the promotion of research. | Study reports<br>Information on activities | Directorate of National Heritage<br>OSA Cultural Anthropology Institution | Directorate of Cultural Heritage<br>MTCYS                      |  | 2010-2015 | State budget for MTCYS Donors<br>500 million each year |                  |
| Objective 2: Creation of an inclusive and appreciative social environment towards cultural diversity   |   |  |   |  |  |           |  |                  |
| 2.1 Organization of entertaining and sports programmes aiming at inter-cultural and understanding and mutual respect between Roma and non-Roma children and youth. (i.e. organization of the "Roma of Albania" football cup )                              | 2.1.1 Number of performed entertaining and sports activities that aim at cross-cultural understanding;<br>2.1.2 Number of Roma participants against non-Roma participants.  | Information on activities                  | Directorate of National Heritage<br>OSA Cultural Anthropology Institution | General Directorate of Art, Youth and Sports Policies<br>MTCYS |  | 2010-2015 | State budget for MTCYS Donors<br>2.5 million each year |                  |
| 2.2 Supporting Roma artists and their involvement in the annual competitions of the MTCYS for books, music, theatre, etc   | 2.2.1 Number of Roma artists supported;<br>2.2.2 Number of Roma artists involved in the artistic creativity competitions;<br>2.2.3 Number of performed competitions that aim at the development of Roma creativity.   | Information on activities                  | Directorate of National Heritage<br>OSA Cultural Anthropology Institution | General Directorate of Art, Youth and Sports Policies<br>MTCYS |  | 2010-2015 | State budget for MTCYS Donors<br>1 million each year   |                  |







**REPUBLIC OF ALBANIA**  
**Council of Ministers**

**DECISION**

**No. 1087 date 28-10-2009**

**“ON THE APPROVAL OF THE NATIONAL ACTION PLAN FOR THE DECADE OF  
ROMA INCLUSION 2010- 2015”**

Based on Article 100 of the Constitution of the Republic of Albania, upon proposal from the Minister of Labour, Social Affairs and Equal Opportunities, the Council of Ministers

**DECIDED:**

1. To approve the National Action Plan for the Decade of Roma Inclusion 2009-2015”, as per the body text attached to this decision.
2. The Ministry of Labour, Social Affairs and Equal Opportunities, Ministry of Foreign Affairs, Ministry of Education and Science, Ministry of Public Works, Transportation and Telecommunications, Ministry of Health, Ministry of Tourism, Culture, Youth and Sports, Ministry of Interior Affairs are the responsible institutions for the implementation of this decision.

This decision takes effect upon publication in the “Official Gazette”

**PRIME MINISTER**

**SALI BERISHA**