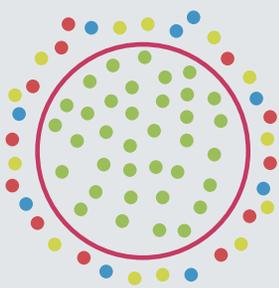


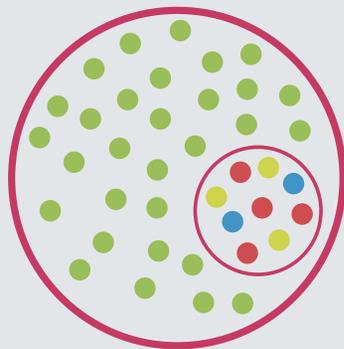
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MINISTRIA E MIRËQENIES
SOCIALE DHE RINISË

NATIONAL ACTION PLAN FOR INTEGRATION OF ROMA AND EGYPTIANS IN THE REPUBLIC OF ALBANIA

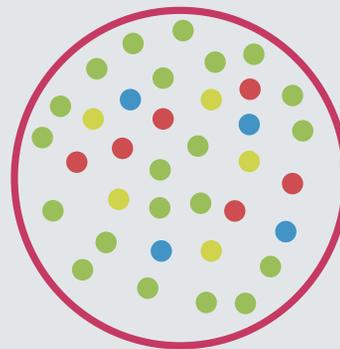
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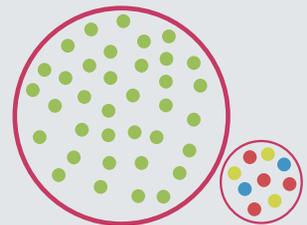
Exclusion



Integration



Inclusion



Segregation



EUROPEAN UNION



*Empowered lives.
Resilient nations.*

This document is prepared on behalf of the Government of Albania by the Ministry of Social Welfare and Youth and line ministries in close consultation with representatives of local authorities, international organizations, with the contribution of civil society representatives including Roma and Egyptian organizations, experts of the area and as well as with the active participation of the Roma and Egyptian experts.

Expertise and technical assistance for preparation of the document has been provided by “Supporting Social Inclusion of Roma and Egyptian Communities – SSIREC” Project, funded by the European Union and implemented by United Nations Development Programme in partnership with the Ministry of Social Welfare and Youth.

December 2015





The National Action Plan for Integration of Roma and Egyptians 2016-2020, approved by DCM No. 1072, dated 23/12/2015, is brought forward as an important document of the Government. This document is fully based not only on the basic principles of the Albanian Constitution, but also on the basic principles of the antidiscrimination stipulated in all the International Conventions.

This Plan includes specific policies and defines the tangible measures that the responsible institutions shall take in order to reach the objectives among the respective sectors and the public programs which aim to improve the living of Roma and Egyptians in Albania.

I would like to highlight that for the first time ever we have a Plan of tangible measures, the costs of which are well defined and accompanied with a budgetary analysis in correlation with the Medium-term Budgetary Framework and the unwavering financial support of our international partners.

Pursuant to the budgetary analysis of the National Action Plan for Integration of Roma and Egyptians, it results that almost 60% of the necessary funds needed to implement these measures will be covered from the state budget, hence fulfilling the EU recommendations.

We are pleased that the process of drafting the National Action Plan for Integration of Roma and Egyptians has been all-inclusive in every step taken and where every measure of this Plan is a result of addressing the needs retrieved from the work carried out on-site and brought forward from the representatives of the Roma and Egyptians organizations. Let me take the opportunity to express my gratitude to all these organizations for their valuable contribution.

The Ministry of Social Welfare and Youth would like to express its gratitude to the Prime Minister's Office, the Ministry of Education and Sports, Ministry of Health, Ministry of Urban Development, Ministry of Justice, Ministry of Internal Affairs, Ministry of Culture, Minister of State for Local Government, the State Commission for Legal Aid, State Social Services, National Employment Services, General Directorate of Civil Registry, Public Health Institute and the Albanian Institute of Statistics for the successful completion of this process of extraordinary importance for the country.

A special gratitude goes to our international partners, especially to UNDP for their assistance in finalizing this important document and to the European Commission for the continuous support in favour of integrating the Roma and Egyptian community in Albania.

We expect to further continue the collaboration with our partners for development and also with the civil society, especially with Roma and Egyptians organizations, in the framework of implementing this National Action Plan.

Blendi KLOSI



Minister of Social Welfare and Youth





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Acronyms



ACRONYMS

DNA	Deoxyribonucleic Acid
VET	Vocational Education and Training
ALUIZNI	Agency for Legalization, Urbanization and Integration of Informal Buildings / Areas
SAPCR	State Agency for Protection of Children's Rights
RA	Responsible Authority
WB	World Bank
EU	European Union
CAHROM	Council of Europe Ad-Hoc Committee of Experts on Roma Issues
DSIGE	Department of Social Inclusion and Gender Equality
RED	Regional Educational Directorate
RHD	Regional Health Directorate
EUR	Euro
ECRI	European Commission against Racism and Intolerance
ID	Identity document
INSTAT	Institute of Statistics of the Republic of Albania (Instituti i Statistikave)
ICT	Institute of Curricula and Training
SII	Social Insurances Institute
CPD	Commissioner for Protection from Discrimination
EC	European Commission
MFA	Ministry of Foreign Affairs
MoC	Ministry of Culture
MoF	Ministry of Finance
MoH	Ministry of Health
MI	Ministry of Interior
MJ	Ministry of Justice
MES	Ministry of Education and Sports
MSWY	Ministry of Social Welfare and Youth
NRM	National Referral Mechanism
MoE	Ministry of Environment
MoTI	Ministry of Transport and Infrastructure
MUD	Ministry of Urban Development



CPU	Child Protection Unit
NPO	Non-profit organization
OSFA	Open Society Foundation for Albania
VTC	Vocational Training Centre
SSIREC	“Supporting the Social Inclusion of Roma and Egyptian Communities” Project
SIVT	System of Information on Victims of Trafficking
NES	National Employment Service
UNDP	United Nations Development Programme
SOP	Standard Operating Procedures
UNICEF	United Nations Children’s Fund
USD	United States Dollar
DCM	Decision of the Council of Ministers
EO	Educational Office







I Introduction



I – INTRODUCTION

The National Action Plan for Integration of Roma and Egyptians is a document drafted by the Government of Albania and coordinated by the Ministry of Social Welfare and Youth. This Plan represents a new commitment covering the 2016-2020 period, which is targeted to the two respective communities, reflects a scaling up of measures being implemented and also initiates new activities for promoting the integration of Roma and Egyptians, with committed funding from the State budget and funding gaps identified for the 2016-2020 period and finding the financial means through coordination with international donations. The Action Plan was drafted in close consultation with the responsible line ministries, representatives of Roma and Egyptian Communities and other stakeholders.

Following the achievement of the EU candidate country status in 2014, the Government of Albania intensified the reform processes necessary for its accession, including the promotion of equal access to services and rights to all citizens. In this context, special attention is paid to actions that can eliminate barriers that Roma and Egyptians face in accessing services, improve their living conditions through integration and promote intercultural dialogue.

In the framework of Albania's integration process to EU, the Albanian Government has already approved several documents such as the National European Integration Plan 2015-2020, Roadmap on Five Key Priorities which define concrete measures for the implementation of this process. Five key priorities resulting from the high-level policy dialogue between the government and the EU include "effective measures to reinforce the protection of human rights, including of Roma, and anti-discrimination policies"¹. Accomplishment of Priority 5 of the Governments' Roadmap inclines the taking of these measures in many fields of specific policies for Roma/Egyptians, such as: civil registration, access to justice, education, intercultural dialogue, employment and capacity building, healthcare, housing and urban integration, and social protection. These fields have oriented the main objectives defined in this document. The Action Plan also takes into consideration commitments outlined in the roadmap document and provides a more detailed list of activities to be implemented between 2016 and 2020.

1 European Union, Enlargement Strategy and Main Challenges 2013-2014, http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/strategy_paper_2013_en.pdf, p. 19.



In Albania, today it is known as the Roma ethno-linguistic minority and on the other hand, the Egyptian community. The 2011 census identified only 8,300 Roma and 3,368 Egyptians. Surveys from other studies report 18,276² to 120,000 Roma³ and presumably over 200,000 Egyptians⁴, which makes their socio-economic inclusion relevant for the overall country development⁵.

Roma and Egyptians face direct and indirect barriers in accessing public services, stemming from eligibility criteria they cannot comply with, lack of information or understanding of administrative procedures, as well as stigma and frequent discriminatory attitude from the majority population. Long-term exclusion has affected the living conditions of Roma and Egyptians, occasionally discriminative treatment by the majority population and relationship with government institutions. Studies show that the level of poverty among Roma community is twice as high as the majority population, while the unemployment rate is three times higher than average⁶. Thirty nine per cent of dwellings inhabited by Roma and 21 per cent of those inhabited by Egyptians do not have access to potable water⁷. Roma die on average at least ten years younger than non-Roma and have higher rates of infant mortality⁸. Roma and Egyptians

2 Open Society Foundation for Albania (OSFA), Roma Census Study of Albania Communities, April 2014, http://www.osfa.al/sites/default/files/roma_census_albanian.pdf. This figure belongs only to the Roma that live in concentrated areas.

3 Estimate provided by the Roma Association “Amarodrom” quoted in the World Bank report Roma and Egyptians in Albania: From Social Exclusion to Social Inclusion, prepared by Hermine De Soto, Sabine Beddies and Ilir Gedeshi, 2005, <https://openknowledge.worldbank.org/bitstream/handle/10986/7313/32181.pdf?sequence=1>, p. xxiv.

4 Ibid, estimate provided by the Egyptian Association “Vëllazërimi”

5 Roma in Albania are recognized as a linguistic minority, a second-tier status compared to national minorities (Greeks, Montenegrins and Macedonians). Unlike Roma, Egyptians have not been attributed a minority status under the rationale that they have not preserved their identity (for e.g. language) and tend to identify themselves as Albanians. Roma and Egyptians are two marginalized and socially excluded communities. Within the 2014 Universal Periodic Review, Albania reported that “an inter-institutional working group is working to review the existing legislative and institutional frameworks and address complaints from minorities. The working group has drafted a detailed analyses of the government legislation and policies that directly impact the minorities living in Albania. This analysis also contains recommendations for amendments to the existing legislation”

6 Decade of Roma Inclusion Secretariat Foundation, Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania, prepared by a group of authors (Bajrami, Ivia; Cabiri, Ylli; Hasantari, Adriatik; Kazanxhiu, Latif; Koci, Renart; Mustafaj, Enver; Myrteli, Laver; Nuredin, Albana; Pegini, Hafize; Rama, Lindita; Rushiti, Selvie; Xega, Gerta; Ziu, Dritan), published in May 2013, http://www.issuelab.org/click/download2/civil_society_monitoring_report_on_the_implementation_of_the_national_roma_integration_strategy_and_decade_action_plan_in_2012_in_albania, p. 20.

7 Data from the UNDP/WB/EC 2011 Socio-economic Survey quoted in the UNDP’s Needs Assessment Study on Roma and Egyptian Communities in Albania, February 2012, <http://www.al.undp.org/content/albania/en/home/library/poverty/roma-needs-assessment-report/>, p. 24.-25.

8 European Commission, Roma Health Report: Health Status of the Roma Population and Monitoring of Data Collection in the Member States of the European Union, April 2014, http://ec.europa.eu/health/social_determinants/docs/2014_roma_health_report_en.pdf, p. 37.



on average complete 5-6 years of education, compared to the national average of 10 years⁹.

The principles guiding the National Action Plan for Integration of Roma and Egyptians¹⁰ are:

1. Promoting social inclusion – Action Plan activities aim to foster the inclusion of Roma and Egyptians in mainstream society, rather than creating parallel systems for these communities to use.
2. Using a targeted approach to address specific exclusion issues – the Action Plan also proposes targeted measures to respond to emergency situations that cannot be addressed through mainstream resources. Targeted interventions will not create segregation (i.e. through separate housing or classes for Roma and Egyptians) but aim to connect Roma and Egyptians with the mainstream system and improve their access to the existing public services.
3. Respecting differences – the Action Plan respects the differences between Roma and Egyptian communities, as well as within these communities. The Action Plan addresses the vulnerable members of these communities, recognizing that some Roma and Egyptians are already integrated into society.
4. Emphasizing the engagement of Roma and Egyptians – the Action Plan includes mechanisms for engagement of Roma and Egyptians in the design, implementation and monitoring of public policies.
5. Fostering cooperation between different stakeholders – the Action Plan development and implementation is based on the cooperation between the central, regional and local government, civil society, and international community and especially between the communities themselves.
6. Promoting inter-sectoral links – the Action Plan addresses needs in a number of key areas, including: education and promoting intercultural dialogue, healthcare, housing and urban integration, employment and vocational education and training, social protection and civil registration, and access to justice, with the aim of fostering integration in a comprehensive and sustainable way.
7. Measuring progress – the Action Plan is equipped with indicators for measuring progress in implementation and baseline indicators (where the work will start) wherever possible.
8. Awareness on the gender dimension – the Action Plan recognizes that Roma and Egyptian women are more likely to suffer social exclusion and discrimination. The document also calls for collection of gender disaggregated data for every relevant indicator.

9 Statistics for Roma and Egyptians come from the 2011 Roma and Egyptian Social Economic Survey, while the national average is taken from the INSTAT's 2011 census report on Population of Albania.

10 These principles were strongly inspired by the EU's Common Basic Principles for Roma Inclusion in 2009, available at http://www.coe.int/t/dg4/youth/Source/Resources/Documents/2011_10_Common_Basic_Principles_Roma_Inclusion.pdf.



9. Budgeting for implementation – the line ministries identified a budget for the implementation of every activity. In cases when public funding is insufficient, the ministries also identified funding gaps where donor assistance may be sought.







II

Methodology



II – METHODOLOGY

The Action Plan was developed through a consultation process including representatives of government institutions, civil society organizations, mainly Roma and Egyptians and the international community.

The methodology for Action Plan development consisted of:

1. The preparatory phase started with introductory meetings aiming to present the Action Plan development process to key stakeholders and seek their inputs. At the same time, an analysis of existing strategies, policy documents and reports was also undertaken in order to collect information about the results of past activities, draw on good practice examples and lessons learned, and ensure that the Action Plan is well situated within the government's overall development agenda.
2. Sectoral workshops with the ministries and civil society representatives, including members of Roma and Egyptian associations and international organizations.
3. Focus groups with representatives of Roma and Egyptians, local governments, international organizations and gender equality specialists.
4. Follow up individual meetings with the line ministries (with special focus on collecting baseline data of this plan and budgeting it).
5. Field visits to the municipality of Berat and the Transitory Centre in Tirana.
6. Public presentation of the draft Action Plan document, discussions and conclusions.

The Action Plan Matrix describes the goals, objectives and activities, implementation deadlines, authorities responsible for implementation and monitoring, indicators and baseline values, sources of information, related strategic documents, and the funds necessary for Action Plan implementation. The matrix was divided into six priority sectors, namely:

- Civil registration and access to justice
- Education and promoting intercultural dialogue
- Employment and Vocational Education and Training (VET)
- Healthcare
- Housing and urban integration
- Social protection

The Action Plan measures in these areas are based on the needs of Roma and Egyptians identified through baseline data and surveys, but they are also based on the resources potentials and capacities of the government to respond to these measures.

A number of introductory meetings of the accomplished drafts have been held during the drafting process, coordinated by the Ministry of Social Welfare and Youth which were followed by sectoral workshops in collaboration with the following line ministries:

- Ministry of Culture
- Ministry of Education and Sports
- Ministry of Health
- Ministry of Interior
- Ministry of Justice
- Ministry of Urban Development
- Minister of State for Local Issues, with regional councils and key municipalities' representatives.

A special meeting has been held with the Ministry of Finance regarding budgeting.

In addition, the Ministry of Social Welfare and Youth organized meetings with organizations promoting gender equality, the office of the Minister of Innovation and Public Administration, and the Agricultural and Rural Development Agency. Consultations have been carried out with the Ministries of Environment and Foreign Affairs regarding the specific Action Plan activities they will be responsible for.







Participation of Stakeholders



III - PARTICIPATION OF STAKEHOLDERS

The Action Plan for Integration of Roma and Egyptians, 2016-2020 was developed with inputs from a technical working group coordinated by the Ministry of Social Welfare and Youth, with members and experts coming from the relevant line ministries and civil society. Overall, more than 200 individuals from stakeholders were consulted during the Action Plan development.

Line ministries

Following introductory meetings with the relevant line ministries, separate sectoral workshops were co-hosted by the Ministry of Social Welfare and Youth and other line ministries, in collaboration with representatives from the Roma and Egyptian civil society. The working groups identified the needs and drafted the goals, objectives and activities in each sector. Follow up consultations were organized with the line ministries to collect baseline data and determine the budget.

Local government

Representatives of regional councils and key municipalities participated in two meetings co-hosted by the Ministry of Social Welfare and Youth and the Minister of State for Local Issues. Consultations with local authorities included also a field visit to the municipality of Berat and meetings with the Roma and Egyptian coordinators of the municipality of Tirana.

Civil society including Roma and Egyptian organizations

During the 5 sectoral workshops together with the line ministries, representatives of Roma and Egyptian organizations, the Roma representative of the National State Committee on Minorities, as well as Roma and Egyptian experts working in independent institutions expressed their views at the focus group discussions. Four recently graduated Roma and Egyptians were included as an active part of the team of consultants who facilitated consultations and supported the Action



Plan development.

During the meeting organised by the Ministry of Social Welfare and Youth with representatives from international organisations, they provided inputs about their past and on-going activities which inspired some of the Action Plan measures. These organizations also provided a description of activities they plan to implement in the 2016-2020 period. Surveys and other studies published by international organizations in Albania were invaluable for the Action Plan development, justification and prioritization of different measures.







IV

Current Conditions



IV – CURRENT CONDITIONS

The following section outlines the challenges faced by Roma and Egyptian communities in areas addressed by this Action Plan for Integration of Roma and Egyptians,, and namely:

Civil registration and access to justice

Roma and Egyptians face difficulties and have problems related to civil registration, especially for Roma children. This is valid both for births in healthcare institutions and for those outside the institutions, in the country and abroad. This results in barriers in obtaining documents from the civil registry office and identity documents when reaching adult age. Roma and Egyptians to a certain degree face barriers in the civil registry office in case when changing residence, due to the lack of property ownership records or housing lease agreements in the municipality where they moved. The Institution of the People’s Advocate has provided a very important contribution with its recommendation: “Measures on the registration of the Roma minority members in the civil registries of the local government units where they actually live”



According to the Ministry of Interior, in cooperation with civil society organizations, 148 children from the Roma community were registered as subsequent registrations and 500 cases of Roma individuals in need for various types of assistances for registration in the civil registry were identified in 2014¹¹. The difficulties in this field mainly come:

- from the lack of documentation provided from the maternity due to the birth occurring outside healthcare institutions. Registration with the civil registry in the absence of a birth certificate requires legal and administrative assistance that most Roma do not know where to obtain and cannot afford.
- The registration of children born abroad remains a difficult challenge as the parents/ interested parties have been deported from the “SCHENGEN” area countries and thus they cannot obtain the documents themselves. Such a situation asks for legal assistance whether through Albanian consular services operating in these countries, which often cannot be financially afforded or followed by Roma and Egyptians. In 2014 the Ministry of Interior identified more than 200 of these cases in collaboration with the civil society organizations.
- Legal/administrative aid for civil registration purposes is offered primarily by civil society organizations and occasionally by the legal aid service established under the Ministry of Justice. The Law on Legal Aid, approved in 2009, guarantees free legal aid services to persons who cannot afford them. In particular, legal aid can be provided for civil registration matters if a certain case is particularly complex or the person cannot afford to pay for legal aid. However, only those who can prove that they benefit from social assistance¹², victims of domestic violence and human trafficking are eligible¹³. In this context, Roma and Egyptians cannot often benefit from the state system.
- Transfer of residence requires the applicant to submit a certificate of ownership or lease agreement for an apartment/house situated in the municipality where he requests to be transferred. Most Roma and Egyptians do not possess these documents, as most of them live in improvised shelters/barracks or informal settlements. As a result, they are not eligible for local services and programmes, such as social housing.

This phenomenon can be transferred from one generation to the next as unregistered parents will find it impossible to register the birth of their children. Hence, the number of unregistered persons will likely continue to rise unless a systemic solution is implemented for the whole system.

11 Ministry of Interior data provided in September 2014.

12 Law on Legal Aid, no. 10039, Article 13, <http://www.tlas.org.al/sites/default/files/file/Ligji%20Ndihmes%20Juridike-Versioni%20i%20miratuar%20nga%20Parlamenti.pdf>.

13 Amendment of the Law on Legal Aid, 2013, Article 4.



According to civil society organizations, “some progress was made through certain amendments in the legislation that facilitate and govern the registration procedure in the civil registry, regarding cases of subsequent registration. Thus, amendments were made to the Law “On civil registry”, and several by-laws were approved which would improve the registration procedure. However, more work should be carried out in the area of civil registration, in the identification of cases, their referral up to the final registration. The Child Protection Units can provide assistance in the process of identification and referral of cases.

Poverty, social exclusion and tendency to find survival through informal work make Roma and Egyptians vulnerable to human trafficking. A 2014 study showed that one third of street children are at risk of human trafficking and over 31 cases of children’s trafficking were referred to the National Referral Mechanism, including those who suffered sexual exploitation or were forced into begging in Albania and Kosovo¹⁴.

Legal aid plays an important role in responding to these types of situations. According to the Law on Legal Aid, the Ministry of Justice develops state policy in the field of legal aid services for individuals, assists in preparing the necessary legal acts, provides for the implementation of legal provisions and assesses the quality of legal assistance provided¹⁵. The State Commission on Legal Aid works under the Ministry of Justice and implements the government policy for providing legal assistance to individuals, manage the public budget allocated for legal aid, establish criteria for assessing the quality of service and cooperate with civil society organizations working in this field¹⁶.

In spite of these mechanisms, free legal aid remains largely inaccessible for Roma and Egyptians because they cannot provide the necessary documentation, especially proof of residence or income/economic assistance, and the State Legal Aid Commission requires greater capacity and resources to effectively respond to such needs.

14 The study was conducted in May 2013 – February 2014, within the framework of the reform of social services, by the Ministry of Social Welfare and Youth, Swiss Cooperation Office in Albania and ARSIS, supported by UNICEF and Save the Children.

15 Law on Legal Aid, no. 10 039, Article 4.

16 Ibid, Article 10.



Education and promoting intercultural dialogue

Roma and Egyptian children have lower school enrolment, literacy and completion rates than the national average. Some 40.3 per cent of Roma and 12.7 per cent of Egyptians are illiterate, while the national average is only 1.6 per cent.

According to UNICEF, 33.9 per cent of Roma population is under 14 years old and should therefore be attending school¹⁷. However, many children are never enrolled and drop-out rates are high. A significant number of Roma students drop out the compulsory education not only as a result of discriminatory attitudes, lack of support and bullying at the school but also due to the need to help their parents in income generation activities¹⁸. According to the survey conducted by the Open Society Foundation for Albania (OSFA), the municipalities most affected by the drop-out from compulsory education are Tirana, Korça, Elbasan, Fier, Durres and Berat¹⁹.

Poverty and living conditions directly affect the Roma and Egyptian children's opportunities for education. Often lacking any education themselves, parents cannot help their children with school work, provide guidance or share personal experience from this period. Later on, the inability to pay for living expenses hinders the pursuit of higher education among Roma and Egyptian youth. They are often forced to look for work and cannot afford to attend classes full time. A variety of measures undertaken the recent years, including free textbooks and transportation, home visits, assistance with homework, language lessons and workshops for parents, have contributed to increasing the number of Roma and Egyptian children who attend school.

UNICEF reports that the "average years of school attendance are 5.6 years for [Roma] males and 5.3 years for females"²⁰. The Second Chance programme introduced by the Ministry of Education and Sports has been assessed positively by Roma and Egyptian organizations and its extension to all schools with large numbers of Roma children is recommended²¹. At the same time, continuous monitoring and improvement will be necessary to prevent segregation and facilitate transition of Roma and Egyptians back into the mainstream system. The Action Plan for Integration of Roma and Egyptians 2016-2020 includes a review of the Second Chance programme in order to facilitate the transition of its students back into regular classes and find other means for preventing segregation.

17 UNICEF and Centre for Economic and Social Studies, Mapping Roma Children in Albania, 2011, http://www.sidalbania.org/Mapping_roma_children_english_may_5_2012.doc, p. 5.

18 According to the OSFA study, 4 per cent of children 6-17 years old are engaged in different jobs

19 OSFA, Roma Census Study of Albania Communities, April 2014, www.osfa.al/sites/default/files/roma_census_albanian.pdf

20 UNICEF and Centre for Economic and Social Studies, Mapping Roma Children in Albania, 2011, http://www.sidalbania.org/Mapping_roma_children_english_may_5_2012.doc, p. 6.

21 Decade of Roma Inclusion Secretariat Foundation, Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania, May 2013, p. 41.



In addition, the low rate of pre-school attendance among Roma and Egyptian children finds them unprepared for the school environment, leading them to lag behind and eventually drop out of school. According to the Ministry of Education and Sports, 42 per cent of Roma children 3-6 years old attend pre-school education²², compared to approximately 50 per cent of children countrywide²³. Statistics on Egyptian children are not available.

Teaching staff and school principals would need to improve their understanding on Roma and Egyptian identities as well as their capacities for teaching and managing a multicultural educational environment. Cooperation between the school, local social services and other stakeholders is essential for addressing the problems faced by Roma and Egyptian children and making them feel welcome in the school environment.

Quality education consists of not only classroom-based activities but also community exchange, awareness raising and other activities promoting mutual understanding and intercultural dialogue. Roma and Egyptian children suffer hidden discriminatory attitudes and prejudices both in and out the school environment, hindering efforts for their school retention and subsequent integration into mainstream society. In the recent OSFA study, 80 per cent of Roma families reported that they use Romani language at home (as first language), while 20 per cent used Albanian²⁴, so the education system should respond to promote bilingualism while facilitating inclusion. A combination of curricular and extra-curricular actions is needed for fostering intercultural dialogue and creating an inclusive school environment where cultural diversity is appreciated and thus all children feel equal regardless of their distinct cultural identity.

Employment and Vocational Education and Training (VET)

The government implements a combination of passive policies and active policies which promote labour market integration. The National Employment Service offers a set of employment promotion programmes relevant for Roma and Egyptians, however, the participation of Roma and Egyptians in these programmes remains minimal. Poverty and the importance of providing for basic needs considerably decrease the interest of Roma and Egyptians to attend Vocational Education schools and training courses or getting involved in employment courses, and forces them to make alternative choices that are often informal. Informal sectors, such as the individual collection of recyclable waste, trading of second hand goods or other activities that do not require specialized training, generate higher income compared to the minimum salary in the formal employment sectors. Also the poverty and exclusion culture, lack of trust in the existing employment programmes, negative experiences in the past etc., oblige the majority of Roma

22 Ministry of Education and Sports data provided in November 2014.

23 INSTAT, 2005 data.

24 OSFA, Roma Census Study of Albania Communities, April 2014, p. 18.



and Egyptians working in the informal sector to remain there (accepting the insecurities of the informal market) and are reluctant to be included in the employment promotion programs. In 2014, the government tripled the Employment Fund which covers the employment promotion programs to USD 2.7 million, so outreach to Roma and Egyptian communities will be essential to ensure that they benefit from the available active labour market programmes.

There is no accurate data on the employment rate, participation rate or unemployment rate for Roma and Egyptians. The OSFA survey found that 75 per cent of working age adult Roma were unemployed, with the most affected cities being Elbasan, Berat, Fier, Gjirokastra, Vlora and Lezha²⁵. Due to longer periods of unemployment and frequent engagement in informal, low paid work, Roma households are more than twice more affected by poverty than non-Roma households who are living in their close proximity²⁶. Data for the Egyptian community is not available.

The Roma who manage to find work are mostly engaged in second hand small trade and individual collection of recyclable waste, while the Egyptian population is more frequently involved in the services sector, domestic care and construction. Formal employment is mainly based on subsistence agriculture (for resident rural communities) which is characterized by very small plots of land, lack of infrastructure and irrigation and high maintenance costs²⁷. The UNDP Needs Assessment Survey showed that 95.9 per cent of Roma respondents and 88.7 per cent of Egyptian respondents in employment did not have employment contracts and a similar portion also did not pay for social contributions, which restricted their access to social protection and other services²⁸.

As mentioned, a large number of Roma and Egyptians work as collectors of recyclable waste, sometimes at the source (i.e. restaurants) but more frequently from containers and garbage dump areas. With potential privatization of landfills, many of them will be left without their only source of livelihood unless mechanisms are found for involving them formally in the privatized waste collection and sorting systems. However, there are currently no government programmes for supporting low skilled and vulnerable entrepreneurs and self-employed yet²⁹, although the government is considering proposing a Draft law on Social Enterprise. Roma and Egyptians

25 OSFA, Roma Census Study of Albania Communities, April 2014.

26 UNDP, Roma in Albania: Profile of the country based on the UNDP/World Bank/EC regional Roma survey and with additional country specific data from "Needs Assessment Study on Roma and Egyptians Communities in Albania," June 2012, <http://www.al.undp.org/content/dam/albania/docs/misc/Roma%20in%20%20Albania%20June%202012%20profile.pdf>, p. 2.

27 UNDP, Needs assessment of Roma and Egyptian Individuals on Employment and Entrepreneurship in the Regions of Korca, Berat and Vlora, prepared by Krisela Hackaj, p. 29.

28 UNDP, A Needs Assessment Study on Roma and Egyptian Communities in Albania,, February 2012, <http://www.al.undp.org/content/albania/en/home/library/poverty/roma-needs-assessment-report/>, p. 41.

29 The Ministry of Economy has a limited programme for entrepreneurship promotion but it does not address vulnerable groups.



who produce traditional handicraft products have limited opportunities for sale and marketing, resulting in limited profits.

Roma living in rural areas at times lack proper documentation for proving ownership of the land which is one of their only sources of livelihood. Tenure insecurity also stems from contradictory land ownership records at the local communes and regional councils (the regional cadastral office). In some cases, due to an immediate need for income, Roma sell their land without following the proper procedures. As a result, they are still registered as landowners, which affects their eligibility to benefit from the social support programmes and taxation responsibility, while in reality they are no longer legal possessors.

Roma and Egyptians also face hidden barriers to employment, including distance from the work/school, discrimination and the stigma of being Roma/Egyptian, frequency of migration, lack of ID cards and other personal and administrative documents, knowledge on the existence of employment programmes, etc.³⁰. Not being informed enough about the advantages of registering as unemployed, many Roma also do not have access to vocational education training and active labour market measures. Most employment offices and VET centres or schools also do not have any employees of Roma or Egyptian origin, which generates misunderstandings between the administration and communities and sometimes discriminatory attitudes during service provision.

Even though there is no accurate data on the number of young Roma attending the Vocational Education schools, it is assumed that this number is almost inconsiderable. It is assumed that increasing the attendance of Roma and Egyptian youths in vocational schools would be a very good alternative for increasing their inclusion in the labour market. Also, their capacity building through their inclusion in the vocational training courses actually provided for free means employment opportunities and increased living standards. It would need promotion by the Vocational Education and Training state structures as well as implementation of specific measures for the inclusion of these communities in the Vocational Education system.

Healthcare

Data currently available do not reveal if there are any significant differences in health status among Albania's ethnic groups. However, research from the EU indicates that "Roma die on average at least ten years younger than non-Roma, have poorer access to health services and higher rates of infant mortality"³¹.

30 UNDP, Needs assessment of Roma and Egyptian Individuals on Employment and Entrepreneurship in the Regions of Korca, Berat and Vlora, prepared by Krisela Hackaj, p. 21.

31 European Commission, Roma Health Report: Health Status of the Roma Population and Monitoring of Data Collection in the Member States of the European Union, April 2014, http://ec.europa.eu/health/social_determinants/



The UNDP/EC/WB regional survey in 2011 showed a high shortage of medical insurance among the interviewed Roma in Albania (68 per cent had no insurance, compared to 46 per cent non-Roma living nearby), in striking contrast to most of the other countries examined by this study³². Coupled with poverty which prevents Roma and Egyptians from paying for services and medication, these difficulties contribute to their shorter lifespan and chronic diseases.

In addition, civil society organizations report “inappropriate treatment by healthcare providers, communication barriers and violation of healthcare rights”³³. As a result, many Roma and Egyptians do not visit the local health centres at all but go directly to the hospital, usually in late stages of disease, knowing that they will receive free emergency treatment there. The 2013 OSFA survey revealed that 56% of the respondents asked for support in a health centre or hospital 4 to 10 times during 2012, which demonstrates a significant need for these services³⁴. Children, representing 38 per cent of the Roma population³⁵, are in a particularly vulnerable position and experience chronic diseases in 5.6 per cent of cases³⁶ (including respiratory, infectious and epileptic diseases) and lack of regular care.

Many Roma and Egyptians cannot visit the family doctor, due to inability to officially transfer the residence or due to lacking personal documents or health insurance. Many Roma families live on waste collection sites or on the street, so they cannot obtain the necessary documents and at the same time they have significant health risks because of the living conditions. They are unable to pay for health services and medication, and are sometimes, by not being registered with the social protection system, not able to benefit from the price reduction and reimbursement schemes.

Conditioning access to healthcare with registration at the employment offices has created a barrier for Roma and Egyptians who often survive from informal activities and tend not to be registered as unemployed. A 2013 case study in the commune of Shushice (Vlora) found that 79 per cent of surveyed Roma and 63 per cent of Egyptians did not have a health card, and this was identified as the main obstacle for accessing health services. The high number of Roma without health cards (50 per cent) has been also identified by the 2012 survey conducted by OSFA³⁷.

docs/2014_roma_health_report_en.pdf, p. 37.

32 UNDP/World Bank/EC, The Health Situation of Roma Communities, part of the Regional Roma Survey 2011, published in 2013, p. 36.

33 Decade Monitoring of Roma Inclusion Secretariat Foundation, Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania, May 2013, p. 10.

34 OSFA, The Decade of Roma and the Situation of Roma in Albania, 2012, published in 2013.

35 According to the OSFA census, 38 per cent of Roma are under 18.

36 UNICEF and Centre for Economic and Social Studies, Mapping Roma Children in Albania, 2011, http://www.sidalbania.org/Mapping_roma_children_english_may_5_2012.doc, p. 7.

37 OSFA, The Decade of Roma and the Situation of Roma in Albania, 2012, published in 2013.



The government plans to introduce universal access to free healthcare services³⁸, to be funded from general taxation. This will enable persons not possessing the necessary documentation (including, for instance, street children) to access the healthcare system. The new system is scheduled to take effect in 2017 and will require legal amendments. Roma and Egyptians will require support during the transitional period and in order to gain access to the new system.

Currently only Roma and Egyptians who are registered as unemployed, disabled, pregnant or minors can access free healthcare. Those working informally to survive are not recorded in the registry of unemployed workers, thus quickly losing access to health insurance. The Action Plan for Integration of Roma and Egyptians envisions stronger outreach activities and assistance for Roma and Egyptians who fall into categories eligible for free healthcare (disabled, pregnant, under 18, registered unemployed) but do not yet have their health card.

The Action Plan also envisions the establishment of mobile units of health personnel and the introduction of health mediators (coming from the Roma and Egyptian communities) in order to facilitate outreach and provide healthcare services to the most vulnerable communities³⁹. Currently nurses visit new-born babies and doctors visit immobile patients but mobile healthcare services to Roma, Egyptians and other inhabitants of isolated areas need to be expanded and become sustainable, especially for Roma and Egyptian children during the first years of their lives to ensure an impact and good development of the child's health in the future.

Housing and urban integration

Roma and Egyptians live in poor housing conditions, often lacking sanitary installations, located in remote areas and without nearby infrastructure. 16 per cent of Roma households have no access to running water at their homes and outside it, while 28 per cent of Roma families live in dwellings that are not connected to the sewage system⁴⁰. An earlier study provided disaggregated data for Roma and Egyptian households, showing that 38.8 per cent of dwellings inhabited by Roma do not have access to potable water, compared to 20.8 per cent of Egyptian households⁴¹. Similar percentages also described access to water supply and sewerage service.

In addition, Roma and Egyptian families frequently reside in substandard housing and suffer tenancy insecurity. According to the OSFA study, 67 per cent of Roma families live in private

38 Government of Albania, Operational Conclusions from the Policy Dialogue Seminar on Inclusion of Roma and Egyptian Communities, 20-21 February 2014, p. 7.

39 Ibid, p. 8.

40 OSFA, Roma Census Study of Albania Communities, April 2014.

41 Data from the UNDP/WB/EC 2011 Socio-economic Study quoted in the UNDP's Needs Assessment Study on Roma and Egyptian Communities in Albania, February 2012, <http://www.al.undp.org/content/albania/en/home/library/poverty/roma-needs-assessment-report/>, p. 24.-25.



ground floor houses, five per cent in adjusted flats such as former warehouses, barracks, etc., 15 per cent in shacks and only 13 per cent live in apartment blocks. In 38 per cent of cases, all family members live in a single room. UNDP's study found that most Roma live in poorly maintained houses (38.4 per cent) or shacks (20.8 per cent), compared to 45.8 per cent and 10.9 per cent Egyptians respectively⁴². 68 % of Roma families (2,967 families in total) do not possess any documents to prove ownership of the house. Thus, they live at risk of becoming evicted and/or homeless⁴³. Data on property ownership by Egyptian families is not available.

While at first look this situation seems directly related to poverty, it is actually more complex. While the government of Albania offers an array of housing programmes (see Table 2), they remain largely inaccessible to Roma and Egyptians. The main reasons include a lack (verifiable) income that would make them eligible for some programmes, poverty which prevents people from paying for legalization fees⁴⁴, instances of discrimination and lack of documentation and knowledge about this highly technical field.

42 Ibid.

43 OSFA, Roma Census Study of Albania Communities, April 2014.

44 While the process itself is free of charge but applicants must pay the value of the **land, tax on impact** on infrastructure and notarizing of documents.



Table 2: Summary of housing programmes

Programme	Description	Potential target group	Min. income	Implementing agency
Low-cost housing	New construction	Workers, low to medium income	39,587 ALL/m ² as per the Instruction of the Council of Ministers for 2015	National Housing Agency or Municipalities
Soft loan interest subsidy	Loan is given by private banks for buying housing in the market; the state budget partly subsidizes the interest	All groups stipulated in the law which are eligible. Medium income.	Depends on market prices in different cities. In Tirana ALL 89,125 as per the Instruction of the Council of Ministers for 2015.	Public-Private Partnership
Social housing	New construction	Medium and low income	39,587 ALL/m ² as per the Instruction of the Council of Ministers for 2015	Municipalities
Housing bonus (allowance)	Grant from the local government for market rent payment. Grants from the central government for several categories stipulated by Law 9232.	Low-to below middle income	Depends on market rent prices in different cities. For Tirana ~ALL 42,000	Self-arrangement, Municipalities
Rent subsidy for social rented housing owned by the municipalities	Grant from central government to cover rent payment for low income	Very low income	When social rent exceeds 25% of the household net income	Municipalities
Land development for housing purposes ¹	Site and service	Low-to very low income		Municipalities
Small grants	Improving living conditions	Roma Community	650,000 ALL/housing unit for reconstruction For new constructions the average cost shall be 39,587 ALL/m ² and shall not exceed the value of 1,200,000 ALL/household	Municipalities

* The minimum income was calculated based on provisions of the law and several indicators, such as cost of construction by NHA, average market prices and mortgage terms. These are only indicative data and should not be considered as final.

Source: UNDP, Housing Policies and Practice for Roma in Albania, September 2013, p. 24
(revised with MUD)



Barriers persist for Roma and Egyptians' application for housing programmes as they cannot meet the eligibility criteria in terms of minimum income coming from a verifiable source. In addition, many Roma are not able to formally transfer their residence at the municipality where they live, so they are not eligible for the local housing programmes. There are differences between Roma and Egyptians communities in this field: surveys report that Egyptians tend to be less dependent on informal work and therefore presumably more capable to address housing needs⁴⁵. The Ombudsman examined the exclusion of Roma from social housing and recommended that the minimum income criteria should be waived in case of Roma and quotas should be introduced at the local level to ensure Roma are represented among social housing beneficiaries⁴⁶. However, no progress has been made to date and the Action Plan includes follow up activities to address the situation.

Based on the recommendations of the Ombudsman on the need for some amendments to Law no. 9232/2004 "On social housing programs for the inhabitants of the urban areas" addressed to the Ministry of Urban Development and Tourism, time-limited transitional provisions were suggested which shall be considered as temporary specific measures that facilitate access to the social housing programmes until the real establishment of this community into the system or indeed its social integration.

Roma and Egyptian settlements are frequently built illegally and the legalization process is cumbersome to navigate. The 2006 National Housing Agency survey showed that only 4.3 per cent of Roma families owned the land or their housing, 87 per cent had occupied private land (subject to property restitution) and for the rest the housing was located on public land. Therefore, Roma and Egyptians live at continuous risk of forced eviction and cannot benefit from compensation in case of eviction due to public works. Trapped in a vicious cycle, they cannot legalize their dwellings or access social housing, the municipality does not provide infrastructure to illegal settlements and this contributes to the perpetuation of poverty.

Roma and Egyptians are also often unable to apply for legalization of their existing dwellings. Reasons include the type of construction (at times not structurally sound and ineligible for legalization), inexistence of urban plans, lack of financial means to follow procedures and pay for the land, lack of understanding of the legalization procedures, etc. The OSFA study identified only 654 families who applied for legalization⁴⁷ and in Tirana reportedly no Roma have legalized their dwelling to date. Data on the participation of Egyptians in the legalization process is not available.

45 Ibid, p. 29.

46 Ombudsman's Office, Legislative recommendation about an amendment to law no. 9232/2004 " On social housing programs for the inhabitants of the urban areas" (revised), 2013, p. 6.

47 OSFA, Roma Census Study of Albania Communities, April 2014, p. 30.



Once the new national government was established in September 2013, the case of evicted families was considered with priority. The Ministry of Social Welfare and Youth committed to finding a solution and offered five potential housing locations in the cities of Tirana, to be considered by the Roma. The Ministry upgraded the infrastructure conditions of an ex-military site in Tufina (as this was the option selected by the Roma) and established a Transitory Centre for temporary accommodation of the evicted families. Also, regarding the housing emergency of Roma families that cannot benefit from expropriation, the Albanian government adopted DCM no. 230, dated 13/5/2015, which offers two years of housing rent to Roma families, whose dwellings were destroyed because of the construction of the Tirana outer ring road.

The government of Albania allocated ALL 30,000,000 (approximately EUR 215,000) in its 2014 budget for housing and improving the living conditions of Roma. These funds were used for the reconstruction of Roma community dwellings in the municipality of Lushnje.

During 2015, a total of about 290 families of Roma and Egyptian community will directly and indirectly benefit from the implementation of this program for the projects in the Municipalities of Rrogozhina, Elbasan, Përmet, Vlorë, Berat, Lezhë, Lushnje, Sarandë and Rrëshen. They will also be involved in employment during the implementation phase, contributing so in their life quality.

In the first two years covered by the Action Plan for Integration of Roma and Egyptians, funding for improving the housing conditions of Roma through small grants will rise substantially but will decrease by 2017. In this context, it is necessary to ensure that the funding from the state budget is increased, available funding is spent efficiently and that the municipalities and beneficiaries know how to access these resources.

Social protection

The level of poverty among Roma is twice as high as the majority population, their unemployment rate is three times higher than average⁴⁸. The income for about 48 per cent of Roma families is less than ALL 10,000/month (approximately EUR 70), while 35 per cent of households reported a monthly income of less than ALL 20,000⁴⁹. Social protection programmes play an important role in improving the status of Roma and Egyptian families by providing financial assistance (economic aid and disability benefit), child protection and community-based services.

48 Decade of Roma Inclusion Central Secretariat, Civil Society Monitoring Report on the Implementation of the National Roma Integration Strategy and Decade Action Plan in 2012 in Albania, May 2013, p. 20.

49 OSFA, Roma Census Study of Albania Communities, April 2014.



Pursuant to the Law no. 9355/2005, on “Social Assistance and Services”, the economic assistance provides a means-tested monthly cash benefit to approximately 80,000 households⁵⁰. Other available benefits include electricity subsidies and assistance for persons with disabilities and their families.

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

During these years, the government sought to improve the retargeting of its resources and decrease dependence on financial assistance through a work requirement. While coverage of the extreme poor has improved, the level of benefits is low and only 2,000 Roma and Egyptian families are included in the NE scheme, out of a total of 80,000 families, due to the above mentioned reasons⁵¹. Through a DCM, the level of payment is proportional to the number of children and special top-ups are awarded to beneficiaries whose children are vaccinated and attend school regularly. Payments are also made to both the husband and wife in order to provide them with equal access to funds. Apart from advantages, the piloting of the economic aid scheme in three regions (Tirana, Durrës and Elbasan) has also brought several challenges and difficulties claimed by the families and organizations, especially in Elbasan, which asks for interventions in improving the complaint procedures.

The Social Protection Sector Strategy identified the following problems with the economic assistance system:

- Identification of poor families is difficult because of civil registry inaccuracies which at times do not reflect migration, the large volume of required documentation increasing the risk of error and pressure for illegal payments, and incompatibility of administrative criteria with poverty criteria.
- Block grants received by municipalities often do not reflect the level of poverty in the given locality, due to the lack of necessary information from the local government.
- Coverage and the level of benefits are low so its impact on poverty is very small (the average benefit is equal to less than 15 per cent of the poverty line)⁵².

50 Ibid, p. 21.

51 Based on data provided by the Ministry of Social Welfare and Youth for the first six months of 2014.

52 Ibid, p. 10.



In 2012, the Ombudsman highlighted several obstacles faced by Roma in accessing social services, namely referring to Roma households that formerly lived in villages and registered in cities after 1 August 1991. According to the Council of Ministers' decision "On the establishment of the criteria, procedures, and size of social assistance", these households had to prove that they did not own land in the village they came from and that they moved for employment reasons⁵³. Moreover, if people benefitted from economic aid in their former place of residence, they had a deadline of 30 days to re-register at the new city in order to continue receiving assistance⁵⁴. The Ombudsman explained that Roma families were often unable to meet these requirements⁵⁵, however a systemic solution has still not been found.

Advances in the integration of social and employment services are particularly tested by the barriers that Roma and Egyptians face in transitioning from social assistance to employment. As described in the section on employment and VET, the intake of Roma and Egyptians in these programmes remains low, thus making social assistance their only reliable source of income.

Family empowerment and other community-based services necessary for the prevention, protection and reintegration of street children and victims of human trafficking are limited. There is also limited monitoring of the provision of community services and coordination/referral to other support programmes (i.e. employment, housing, VET and education).

The government licenses service providers who work on child protection, support victims of violence and trafficking, offer psycho-social support for children with disabilities and other services at the local level. These services are of high importance for Roma and Egyptians, especially for addressing the needs of street children, victims of human trafficking and gender-based domestic violence, people living in isolated informal settlements and other vulnerable groups.

Groups of children mostly at risk include those who migrate, live on the street and children who are forced to work or suffer other types of exploitation. A pilot initiative for protecting these groups of children is being implemented in Tirana by the State Agency for Protection of Children's Rights, Ministry of Interior, Ministry of Social Welfare and Youth, the State Social Service, National Employment Service, the Regional Educational Directorate and civil society organizations. A study on profiling children in street situation showed that 70 per cent come from Roma and Egyptian communities. The case management approach is being followed, to be combined with greater outreach to the communities in the future. About 100 children are placed into institutions of social care each year and approximately 30-40 per cent comes from Roma and Egyptian communities. This is an emergency measure of the government to respond to the urgent situation

53 Decision no. 787/2005 (revised), point 3 of Heading I.

54 Ibid, Point 5 of Heading I.

55 Ombudsman's Office, Legal recommendations for amendments to Decision of Council of Ministers no. 787/2005 "On the establishment of criteria, procedures, and size of social assistance" (revised), 2012.



of the high number of children in street situation. All other measures on addressing these children in long-terms are under review by means of the deinstitutionalisation of the process.

Responding to the needs of families living on the street (particularly children) requires coordinated action of education institutions, social services and police. The Transitory Emergency Centre in Tirana is treating families with children together. The Centre also employs families who live there, provides material packages, facilitates civil registration and ensures school enrolment of children. Some Roma also work for other residential institutions. However, this plan emphasises that the role of the Transitory Emergency Centre in Tirana should be better defined so that this pilot intervention could continue to support the most vulnerable families in the future (including the definition of the Centre's capacities and procedures for intake of new beneficiaries). The Centre should continue to assess the needs of each child and family on a case by case basis in order to determine the mix of services needed to guide them to independence, decent work and inclusion in the local community. Family empowerment should continue to be the Centre's priority, in order to facilitate reintegration into society.

Pension reform positively impacted the livelihood of elderly Roma and Egyptians. The new law, which entered into power on 1 January 2015, provides for benefits of social pension for people over 70 years old, who were not able to make contributions for specific reasons. This pension aims to provide for the basic needs of people who do not have any other source of income.







V

Vision and Strategic Goals



V – VISION AND STRATEGIC GOALS

Vision: Increasing access to public services through continually breaking barriers for Roma and Egyptians during the coming five years would lead to better health conditions, a more complete education, increase of welfare through formal employment and subsequently full integration of these communities.

Strategic goals:

- ▶ To facilitate opportunities for the equal use of civil registration services and justice for Roma and Egyptians.
Goal: By the end of 2020, 100% of the Roma and Egyptian community members will have full access in the civil registry service. Baseline: 67%

- ▶ Roma and Egyptians are eligible to full access and inclusion in qualitative education without being subject to discrimination and segregation.
Goal: By the end of 2020, 70% more boys and girls of the Roma and Egyptian communities complete all levels of education and 100% complete pre-school education.

- ▶ To provide equal opportunities for formal employment for Roma and Egyptians.
Goal: 80% more Roma and Egyptian men and women participating in VET and active employment programs will be integrated in the labour market by the end of the year 2020.

- ▶ To ensure accessible, affordable and equitable healthcare to Roma and Egyptians.
Goal: 100% of Roma and Egyptian community members will be able to use the mainstream healthcare services by the end of 2020.

- ▶ To improve housing conditions for Roma and Egyptians.
Goal: 80% of Roma and Egyptian families that have initiated legalisation procedures will have successfully completed them by the end of 2020.



- ▶ To increase access to social protection programs for Roma and Egyptian community members.

Goal: 65% of Roma and Egyptian community members will be included in social protection programs by the end of 2020.







VI

Policy Objectives



VI – POLICY OBJECTIVES

The Action Plan for Integration of Roma and Egyptians 2016-2020 represents a policy paper of the Albanian Government addressing the main problems and issues that affect the life of Roma and Egyptian communities, which often creates differences compared to the rest of the population.

This Action Plan is also build on previous documents of specific policies promoting the inclusion of Roma and Egyptians in Albania. In 2003, the government adopted the National Strategy for Improving the Living Conditions of the Roma Minority 2003-2013, followed by the National Action Plan for Roma 2010-2015 which was adopted after the country joined the Decade of Roma Inclusion. These documents have been used to guide public programmes aiming to improve the status of Roma and Egyptians.

In the framework of Albania’s integration process to EU, the Albanian Government has already approved several documents such as the National European Integration Plan 2016-2020, Roadmap on Five Key Priorities which define concrete measures for the implementation of this process. The Ministry of Social Welfare and Youth in partnership with the European Commission organised a workshop in February 2014, which gathered together all the stakeholders in order to analyse the situation of the Roma and Egyptians communities in Albania, but also to provide recommendations on measures to be undertaken to improve their living conditions and especially for the sustainable integration of Roma and Egyptian communities through the preparation of an Action Plan. The recommendations from this seminar were used as a basis to guide the Action Plan development and were reflected in its activities.

Five key priorities resulting from the high-level policy dialogue between the government and the EU include “effective measures to reinforce the protection of human rights, including of Roma, and anti-discrimination policies”⁵⁶. Accomplishment of Priority 5 of the Governments’ Roadmap inclines the taking of these measures in many fields of specific policies for Roma/Egyptians, such as: civil registration, access to justice, education, intercultural dialogue, employment and

56 European Union, Enlargement Strategy and Main Challenges 2013-2014, http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/strategy_paper_2013_en.pdf, p. 19.



capacity building, healthcare, housing and urban integration, and social protection. These fields have oriented the main objectives defined in this document. The Action Plan also takes into consideration commitments outlined in the roadmap document and provides a more detailed list of activities to be implemented between 2016 and 2020.

The policy objectives are grouped according to the below stated areas.

Policy area: Equal access to civil registration and justice.

Objective 1: To provide legal aid for the reflection of data in real time in the civil registrar of the Roma and Egyptian communities in order to solve the problems that hinder their full access in the civil registry service.

Objective 2: To strengthen the capacities for identification of Roma and Egyptians at risk of trafficking and refer, protect and re-integrate the trafficked cases.

Policy area: Education and promoting intercultural dialogue.

Objective 1: More Roma and Egyptian boys and girls that complete all levels of education.

Objective 2: To promote intercultural dialogue and mutual understanding through school-based community development.

Objective 3: To strengthen the cooperation of school with social services, in order to address the cases of Roma and Egyptian children with socio-economic problems.

Objective 4: To value and promote the recognition of the Roma and Egyptian identities as an integral part of Albanian cultural heritage.

Policy area: Employment and Vocational Education and Training (VET)

Objective 1: To integrate Roma and Egyptians in the labour market through VET and active employment programs.

Objective 2: To promote (social) entrepreneurship and self-employment of Roma and Egyptians.

Objective 3: To build capacities and improve the performance of the NES and VET system staff for the integration of Roma and Egyptians in the labour market.



Policy area: Healthcare

Objective 1: To increase the number of Roma and Egyptians using the mainstream healthcare services.

Objective 2: To improve healthcare information and promotion on the available healthcare services for Roma and Egyptians.

Policy area: Housing and urban integration

Objective 1: To improve mechanisms for facilitating legalisation procedures for Roma and Egyptian families.

Objective 2: More Roma and Egyptian families included in the direct and indirect housing programmes.

Policy area: Social protection

Objective 1: To improve inclusion to social protection programs for Roma and Egyptian community members.

Objective 2: To promote/prepare reintegration programs focusing on strengthening the family and reintegration at work.

Objective 3: To integrate families staying at the Emergency Transitory Centre into society.





VII

Monitoring and Evaluating Framework



VII – MONITORING AND EVALUATING FRAMEWORK

The Action Plan 2016-2020 for Integration of Roma and Egyptian communities is a document of specific policies for the targeted communities in full compliance with the sectoral strategies and also under the umbrella of the National Strategy for Development and Integration 2015-2020 (NSDI). In this context, its monitoring and implementation process shall be a cross-cutting process.

The monitoring and evaluating framework shall feed the policy orientation in the framework of the Integrated Planning System (IPS), which is the key decision-making system that defines the strategic orientation and allocation of the country resources. It will supply monitoring and evaluation reports to the Integrated Policy Management Group (IPMG), Employment and Social Sector set up with the Order of the Prime Minister no.129, dated 09.21.2015 “On institutional and operational measures for the implementation of the sectoral approach and establishment of the Integrated Policy Management Group (IPMG). IPMG will monitor the sectoral reforms in Albania in compliance with the government priorities, the National Strategy for Development and Integration (NSDI), Medium-Term Budgetary Framework (MTBF), the EU accession process and the international obligations of Albania. The monitoring of the process of the implementation of the objectives and measures of this plan will be periodically presented and will be part of discussions in the meetings of the Thematic subgroup of Social Inclusion to be chaired by MSWY and will be also part of the inter-sectoral structures.

At a more basic level, responsibility for monitoring the implementation of the Action Plan implementation lies with the focal points for Roma and Egyptians in line ministries who collect data and identify gaps of required information. The Ministry of Social Welfare and Youth has a coordinating and cooperative role on the implementation progress. The Action Plans foresees the publication of annual progress reports and support for civil society monitoring reports. The challenge for the full operation of the monitoring framework remains the interaction with local level structures.



The responsible Ministries will work with regional representatives and representatives of the municipalities to improve the quality of data. Administrative data is used by most ministries to monitor the participation of Roma and to a lesser extent Egyptians in mainstream and targeted government programmes, such as employment promotion, VET, economic aid and others. However, the process of self-declaration as a Roma or Egyptian is not standardized and some local level structures hesitate to collect these data for fear of violating privacy rights. Further capacity building is needed to ensure all relevant government offices are able to collect data which is necessary for monitoring the Action Plan implementation, while also protecting the privacy rights of Roma and Egyptians. Data on the position of Egyptians is particularly lacking.

At the level of strategic policies and objectives, the monitoring shall be performed by means of a results-based evaluation, as per the Order no. 139, dated 1/7/2010 of the Prime Minister “On the implementation of the monitoring process of cross-cutting and sectoral strategies”.

Following the work and efforts of the MSWY for the establishment of an effective mechanism for monitoring and evaluating the progress of the National Action Plan at national level, and the collaboration among the line ministries and institutions/governmental offices for the Roma, the MSWY shall reactivate the online electronic system “ROMALB” as a system where data for the indicators of the Action Plan 2016-2020 shall be entered and updated and shall contribute in: i. Facilitating the activities in data collection and harmonisation of statistics in real time for different levels of intervention in the Roma and Egyptian communities; ii. Monitoring and analysing data at a national level of the Action Plan indicators; iii. Improving the quality of reports produced by MSWY and; iv. Computerising data collection for the Roma and Egyptians in order to monitor interventions and evaluate the situation to improve the quality of their life.

MSWY shall take measures to train and provide on-going assistance to the users of the “ROMALB” electronic system, for the registration of data of monitoring indicators, their upgrade, and for the adequate management of this system. For the purposes of effective use of the “ROMALB” system, the MSWY, acting as the coordinator of implementation and reporting of this action plan, shall collaborate and coordinate work with all the line ministries and also with other independent institutions, and shall also propose measures regarding the electronic system efficiency and its improvement in the future.

The Ministry of Social Welfare and Youth has a coordinating role and its Department on Social Inclusion and Gender Equality monitors the Action Plan implementation across different sectors and produces progress reports. After monitoring and evaluating the implementation progress of this Plan during the first two years, the MSWY shall review and update the measures of the Action Plan for Integration of Roma and Egyptians, considering also the budgetary planning up to 2020. In 2016-2020, it is necessary to strengthen the capacities of this department so that it



could adequately coordinate policy development and implementation not only for the integration of Roma and Egyptians but also for promoting social inclusion at a higher level.

The Ministry of Social Welfare and Youth will also facilitate coordination with international organizations who promote the integration of Roma and Egyptians through their programmes. A sectoral working group on social inclusion will regularly provide updates on the status and emergency situations relating to Roma and Egyptians. The Action Plan foresees that these meetings should be held every six months, with field visits to local government units in the meantime.

The main basis of the monitoring framework of the National Action Plan for integration of Roma and Egyptians 2016-2020 will be the set of monitoring indicators according to the table in Annex 2.

The Role of Civil Society and the International Community in Implementation

The Action Plan identifies government bodies responsible for the implementation of every activity, but other stakeholders also play an important role in delivering services, connecting institutions with Roma and Egyptian communities, and funding targeted interventions in emergency situations or emergency areas. In particular, Roma and Egyptian civil society organizations and those representing their interests have been identified as a key partner in ensuring that public services reach the most vulnerable communities. In the upcoming period, the government will continue to rely on their support in delivery and monitoring of social, healthcare and education services, facilitation of civil registration, identification of emergency housing situations and cooperation in other areas.

The international community also contributes to Action Plan implementation by promoting examples of good practice from Albania and the region, as well as (co)funding some activities. In order to facilitate this process, the government identified specific activities in the Action Plan that would advance the status of Roma and Egyptians but have a funding gap. In other cases, the government has allocated public funding but additional amounts coming from donors may increase the scale or improve the quality of the given activity.

In order to ensure coordinated support to Roma and Egyptian communities, the government is inviting civil society and international stakeholders to always include the relevant line ministry in implementation of activities. This approach will help to coordinate government and non-government efforts, help avoid overlap and ensure that the available resources are used as efficiently as possible.



The role of MUNICIPALITIES during implementation

Municipalities generate important resources and capacities for the implementation of activities for promoting the integration of Roma and Egyptians. To date, there are some municipalities which have drafted their own action plans in this field, where they set out priorities identified in cooperation with the local Roma and Egyptian populations. Alternatively, municipalities themselves can choose to develop Local Action Plans for Social Inclusion or Social Protection, where the integration of Roma and Egyptians would represent a key objective but other groups could also be addressed.

Municipalities also play a key role in the implementation of most of the National Action Plan measures across all sectors. Thanks to the increased responsibilities of local governments pursuant to the Decentralization and Administration and Territorial reforms, the ministries envision a closer cooperation with the municipalities in Action Plan implementation.



Monitoring indicators

No.	Description of indicators:	Baseline/2013	Goal for 2017	Goal for 2020
	Number of born and identified unregistered Roma and Egyptian children.	267	20% more	40% more
	Number of Roma and Egyptians informed about procedures for civil registration and change of residence,	5000	30% more	50% more
	Number of Roma and Egyptian boys and girls enrolled in and attending pre-school education and compulsory education.	3433 Roma and Egyptian students	10 % more	20% more
	Number of Roma and Egyptians working as pre-school educators or teachers in compulsory education.	93 Roma and Egyptian teachers	5 % more	10% more
	Number of Roma and Egyptian youth enrolled in different university levels in public universities by means of special quota.	26 Roma and Egyptian students	5 % more	10% more
	Number of Roma and Egyptians equipped with free and mainstream health cards.	3,368 persons	20% more	50% more
	Number of Roma and Egyptian mothers who receive the baby & maternal care package.	300	10% more	20% more
	Number of Roma and Egyptians (men and women) included in EPP	146 Roma and Egyptian persons	5 % more	10% more
	Number of Roma and Egyptians (men and women) who complete vocational training courses.	250 persons	5 % more	10% more
	Number of Roma and Egyptians benefitting from economic aid.	8000 persons	6% more	15% more
	Number of Roma and Egyptians benefitting from the residential centres.	235	10% more	25% more
	Number of Roma and Egyptian families benefitting free legal aid for judicial cases related to the legalization process		300	600
	Completed mapping of informal settlements inhabited by Roma and Egyptians with a calculation of costs necessary for urbanization.			Map completed





VIII

Financial Resources

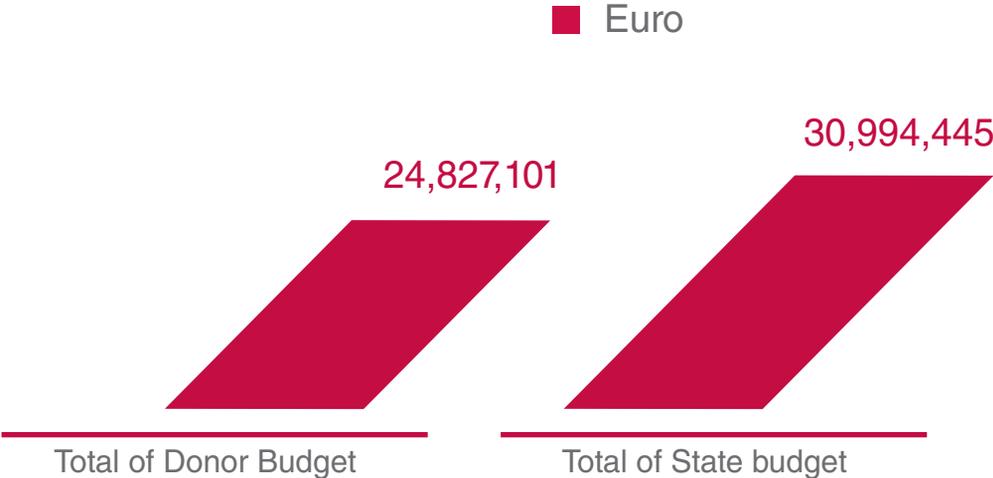


The purpose of these guidelines was to provide realistic budget amounts and ensure that relevant resources were included. Calculation of necessary funding was done based on the estimated number of beneficiaries (with incremental increases over the years) and the average cost of goods or services. Annex no. 1 entitled: “Narrative Description of the Budget Estimate for the Action Plan for Integration of Roma and Egyptians” contains the indicative amount to cover the sector needs and the cost of each measure on annual basis, and the logic behind the calculations providing a division of the amount of funding of the policy document covered from the state budget and donors, and the funding gaps for each sector. Also, the table below contains the funding figures of the Action Plan for each sector (including resources from the state and donors and the total for six years).

Sector	Total budget (ALL)	State budget (ALL)	Donor's budget (ALL)
Civil registration and access to justice	309,266,460	69,786,460	239,480,000
Education and the promotion of intercultural dialogue	2,974,769,959	1,790,477,098	1,184,292,861
Employment and VET	1,086,456,899	380,506,899	705,950,000
Healthcare	584,232,400	428,432,400	155,800,000
Housing and urban integration	1,533,046,979	1,163,946,979	370,100,000
Social protection	1,250,585,551	486,215,551	794,370,000
Policy coordination and monitoring	54,256,920	19,856,920	34,400,000
TOTAL	7,792,615,168	4,339,222,307	3,484,392,861



State budget compared with the Donor Budget in Euro





IX

National Action Plan Matrix



IX – NATIONAL ACTION PLAN MATRIX

Draft National Action Plan on the Integration of Roma and Egyptians in the Republic of Albania, 2016-2020



Policy area: EQUAL ACCESS TO CIVIL REGISTRATION AND JUSTICE

Strategic goal: To facilitate opportunities for the *equal* use of civil registration services and justice for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total cost estimate	Potential sources	
<p>Objective 1: To provide legal aid for the reflection of data in real time in the civil registrar of the Roma and Egyptian communities in order to solve the problems that hinder their full access in the civil registry service.</p> <p><i>Objective indicator:</i> By the end of 2020, 100% of the Roma and Egyptian community members will have full access in the civil registry service.</p>										
1.1 Providing assistance for obtaining documents for children born abroad (in the right form and with the right content)	Cooperation with MoFA for the cases of children born abroad and that have not been supplied with necessary documentation, and consequently the intervention of national institutions is needed to enable these documents from the states where the birth took place.	148 Roma and Egyptians were provided assistance for registration in 2014 who were registered as subsequent registrations.	Reports submitted by the civil registry offices to the municipalities	SAPCR Civil registry offices, Child Protection Units and any other public and non-public body that operates in the area of children's rights	Mol SAPCR	Policy Document on Social Inclusion	Continuously 2015-2020	Approx. ALL 50,000,000	No available budget	Approx. ALL 50,000,000
1.2 Reporting unregistered children, including those born inside and outside of health institutions, and inside and outside the territory of the Republic of Albania to civil registry offices for follow up and registration	Number of born and identified unregistered Roma and Egyptian children. Division by: gender; ethnicity; city/village	267 unregistered children have been identified in 2014			Mol The Regional Office / Civil Registry Office	Policy Document on Social Inclusion	Continuously 2015-2020	No cost	No cost	No cost
1.3 Recording and solving through the civil registry offices cases of	Number of individuals whose residence as per the civil registry	120 such cases recorded as in-country	Civil registrar reports to Mol	Mol	Mol through reports received from civil registry offices/Regional	Policy Document on Social Inclusion	Continuously 2015-2020	Approx. ALL 45,000,000 in total	No available budget	Approx. ALL 45,000,000 in total

Policy area: EQUAL ACCESS TO CIVIL REGISTRATION AND JUSTICE

Strategic goal: To facilitate opportunities for the equal use of civil registration services and justice for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total cost estimate	Potential sources	
								State budget	Donors	
unregistered individuals lacking necessary documentation.	does not match with the real one. Division by: ethnicity;	births in 2014			Offices ¹ , Civil Registry Office					
1.4 Reimbursing Roma and Egyptians community members for document legalization	Number of free legalization procedures provided by the Albanian consulates for Roma and Egyptians not born in Albania	None	Ministry of Foreign Affairs (MoFA) decision on approving the exemption	MoFA	MoFA Mol	Policy Document on Social Inclusion	From 2015 for the entire period of 2015-2020	Approximately ALL 6,100,000 in total	No available budget	Approx. ALL 6,100,000 for six years
1.5 Establishing and making operational regional legal aid clinics to improve access to these services for Roma and Egyptians	Number of regional legal aid clinics established and working to improve access to these services for Roma and Egyptians.	Regional legal aid clinics do not exist as of 2014, only a central office in Tirana	Reports submitted by regional legal aid clinics to the Head of the State Commission	MoJ / State Commission for Legal Aid	MoJ / State Commission for Legal Aid	Policy Document on Social Inclusion	2017-2020	ALL 17,400,000 for six legal clinics	ALL 17,400,000 for six legal clinics	Any additional funding would help to increase the scale or improve the quality of this activity
1.6 Providing free legal aid for judicial proceedings regarding: <ul style="list-style-type: none"> children born outside of maternity hospitals and those with inaccurate information recorded in Albania or abroad awarding of 	Number of Roma and Egyptians receiving free legal aid for judicial proceedings relating to civil registration. Division by: gender; age group; ethnicity; city/village	None	Annual report of the State Commission for Legal Aid	MoJ / State Commission for Legal Aid	MoJ / State Commission for Legal Aid	Policy Document on Social Inclusion Child Protection Strategy	2015-2020	Included in the budget for activities 1.1 and 1.3	Included in the budget for activities 1.1 and 1.3	Any additional funding would help to increase the scale or improve the quality of this activity

¹ Regional Civil Offices refer to the geographical concept; they are not part of the Regional Council structures, but depend directly from the Ministry of Interior, National Civil Registry Service.

Policy area: EQUAL ACCESS TO CIVIL REGISTRATION AND JUSTICE

Strategic goal: To facilitate opportunities for the *equal* use of civil registration services and justice for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total cost estimate	Potential sources
								State budget	Donors
<p>custody for subsequently registered children and in case of divorce</p> <ul style="list-style-type: none"> complicated cases of different types 									
<p>1.7 Instructing and building the capacity of civil registrars on:</p> <ul style="list-style-type: none"> Implementation of recommendations for civil registration including those affecting Roma and Egyptians Resolving and following cases of civil registration and transfer of residence 	<p>Number of civil registrars trained and instructed about the implementation of civil registration recommendations. Division by: gender;</p>	None	<p>Training material for civil registrars</p> <p>Instruction letters and directives sent by MoH to civil registrars</p>	MoH CPU	MoH General Directorate of Civil Registry,	Policy Document on Social Inclusion	Every year, 2015-2020	<p>Approximately ALL 10,000,000 in total</p> <p>(ALL 1,666,667 per year)</p>	<p>No available budget</p> <p>Approximately ALL 10,000,000 in total</p> <p>(ALL 1,666,667 per year)</p>
<p>1.8 Providing free court-mandated psychologist services to Roma and Egyptians in need in judicial proceedings, such as divorce, child custody, restraining orders, parental responsibility, children in conflict with the law</p>	<p>Number of Roma and Egyptians receiving free psychologist services in court-mandated cases. Division by: gender; age group; ethnicity; city/village</p>	<p>Services of court-mandated psychologists must be paid by the beneficiary or NPOs</p>	<p>Ministry of Health (MoH) and MSWY decision</p>	MoH	MoH in cooperation with specialized bodies	Policy Document on Social Inclusion	From 2015 for the entire period of 2015-2020	<p>Approximately ALL 32,400,000 in total</p> <p>(ALL 5,400,000 per year)</p>	<p>No available budget</p> <p>Approximately ALL 32,400,000 in total</p> <p>(ALL 5,400,000 per year)</p>
<p>1.9 Reimbursing Roma and Egyptians for the payment of fee for DNA tests</p>	<p>Number of Roma and Egyptians reimbursed for the payment of fee for DNA tests in birth</p>	<p>The cost of DNA tests must be paid by the beneficiary or</p>	<p>MoH and MoH decision</p>	MoH and MoH	MoH and MoH	Policy Document on Social Inclusion	From 2015 for the entire period of 2015-2020	<p>Approximately ALL 72,000,000 in total</p>	<p>No available budget</p> <p>Approximately ALL 72,000,000 in total</p>

Policy area: EQUAL ACCESS TO CIVIL REGISTRATION AND JUSTICE

Strategic goal: To facilitate opportunities for the equal use of civil registration services and justice for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total cost estimate	Potential sources	
								State budget	Donors	
necessary for registration of birth and recognition/denial of maternity and paternity	registration of determination of parental rights. Division by: gender; age group; ethnicity; city/village	NPOs						(ALL 12,000,000 per year)	(ALL 12,000,000 per year)	
1.10 Preparing and disseminating information packages on criteria, necessary documentation and sources of support for Roma and Egyptians in relation to civil registration and transfer of residence	Number of Roma and Egyptians informed about procedures for civil registration and change of residence, Division by: ethnicity;	None	Information packages and dissemination lists prepared by Mol Mol activity reports	Mol, dissemination through civil registrar offices	The Regional Office, Civil Registry Office	Policy Document on Social Inclusion	Continuously 2015-2020	Approximately ALL 1,286,460 in total	Approximately ALL 86,460 in total (ALL 14,410 per year)	Approximately ALL 1,200,000 in total (ALL 20,000 per year)
1.11 Giving baby bonuses for Roma and Egyptian children when they are registered within 60 days.	The number of Roma and Egyptian families that have benefitted the baby bonus. Division by: ethnicity;	None	Mol activity reports	Mol, dissemination through civil registrar offices	The Regional Office, Civil Registry Office	Policy Document on Social Inclusion	Continuously 2015-2020	Approximately ALL 36,000,000 in total	Approximately ALL 36,000,000 in total (6,000,000 ALL/year)	Any additional funding would help to increase the scale or improve the quality of this activity

Objective 2: To strengthen the capacities for identification of Roma and Egyptians at risk of trafficking and refer, protect and re-integrate the trafficked cases.

Objective indicator: By the end of 2020, 100% of the Roma and Egyptian community members will be informed on the forms of human trafficking and 100% of the trafficked cases will have been taken under protection and assisted with services for their re-integration in the society.

2.1 Revising Standard Operating Procedures (SOP) for multidisciplinary teams to reflect the "Instruction on the manners, forms of cooperation and intervention procedures to	Revised SOPs for multidisciplinary teams reflecting the Child Protocol and including monitoring standards	SOPs in place	SOP document	Mol (Anti-trafficking unit) SAPCR	Task force of the NRM (National Referral Mechanism)	Strategy on Combating Human Trafficking and Action Plan 2014-2017	2016-2017	Approximately ALL 700,000	No available budget	Approximately ALL 700,000
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Policy area: EQUAL ACCESS TO CIVIL REGISTRATION AND JUSTICE

Strategic goal: To facilitate opportunities for the *equal* use of civil registration services and justice for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total cost estimate	Potential sources	
								State budget	Donors	
help vulnerable children, for the main institutions and structures responsible for child protection" and include monitoring standards										
2.2 Organizing training for multidisciplinary teams on the trafficking of children pursuant to the Standard Operating Procedures and "Instruction on the manners, forms of cooperation and intervention procedures to help vulnerable children, for the main institutions and structures responsible for child protection.	Number of the multidisciplinary team members trained on the SOP and Child Protection Protocol Number of trainings developed as per the ministerial order	SOPs in place	Training materials and list of participants	Mol, Anti-trafficking unit SAPCR (State Agency for Protection of Children's Rights)	Mol, Anti-trafficking unit SAPCR (State Agency for Protection of Children's Rights)		Every year, 2015-2020	Approximately ALL 4,080,000 in total (ALL 680,000 per year)	No available budget	Approximately ALL 4,080,000 in total (ALL 680,000 per year)
2.3 Improving the existing mechanism for information exchange between different institutions (including disaggregated information and data on victims from Roma and Egyptian community)	Number of potential victims of trafficking and victims of trafficking identified, referred and receiving assistance, Division by: gender; age group; ethnicity; city/village	SIVT system (System of Information on Victims of Trafficking)	Reports from anti-trafficking stakeholders	Mol, Anti-trafficking unit and the Responsible Authority (RA)	Mol, Anti-trafficking unit		From 2015 for the entire period of 2015-2020	No cost	No cost	No cost
2.4 Setting up reception offices	Number of border crossing points	No reception offices for	Mol reports on	Mol Albanian State Police /	Mol, Anti-trafficking unit		From 2015 for the entire	Approximately ALL	ALL 16,300,000 in	Approximately ALL

Policy area: EQUAL ACCESS TO CIVIL REGISTRATION AND JUSTICE

Strategic goal: To facilitate opportunities for the equal use of civil registration services and justice for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Total cost estimate	Funding	
									State budget	Potential sources
at the border crossing points in order to provide initial care to human trafficking victims	which have a reception office for (potential) victims of trafficking	(potential) victims of trafficking exist at border crossings as of 2014	establishment of reception offices on border crossings	Border and Migration Department			period of 2015-2020	34,300,000 for two reception offices	total	Donors 18,000,000

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources State budget Donors	
Objective 1: More Roma and Egyptian boys and girls that complete all levels of education. <i>Objective indicator:</i> By the end of 2020, 70% more boys and girls of the Roma and Egyptian communities manage to complete all levels of educations and 100% complete pre-school education.										
1.1 Enrolling all Roma and Egyptian children in pre-school and compulsory education	Number of Roma and Egyptian boys and girls enrolled in and attending pre-school education and compulsory education. Division by: gender; ethnicity; city/village	559 Roma children attended pre-school, representing 42% of the identified children aged 3-6 years old; 136 Roma and Egyptian children attended preparatory classes - compared to 54 that attended them in the previous school year of 2011-2012.	Ministry of Education and Sports (MoES) reports	MoES	Regional education directors (REDs) reports to MoES	National Education Strategy National Strategy on Pre-university Education Development ²	Continuously 2015-2020	ALL 33,750,000 in total	ALL 33,750,000 in total (3% of funding for school reconstruction)	Any additional funding would help to increase the scale or improve the quality of this activity

² This measure refers to this strategy as this document is the latest approved regarding the Pre-university Education Development. Meanwhile, the development of the draft-strategy on pre-university education development 2014-2020 (SPUED) is under work, which is one of the components of the Education Strategic Plan 2014-2020.

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
1.2 Enrolling Roma and Egyptian children in pre-school and compulsory education by excluding them from financial guarantees or food allowances	Number of Roma and Egyptian children exempted from boarding fees in pre-school. Division by: gender; ethnicity; city/village	Roma children identified for the age group of 6-17 years old. 4437 Roma students attend compulsory education for 2014-2015 out of which 1954 are girls. Approximately 4,000 Roma and Egyptian children attended preschool in 2014	MoES instruction on exemption and budget	MoES Local government units	MoES		Every year, 2015-2020	ALL 310,061,559 in total (ALL 50,400,000 in 2015 with a 1 per cent increase foreseen for each subsequent year)	ALL 310,061,559 in total (ALL 50,400,000 in 2015 with a 1 per cent increase foreseen for each subsequent year)	Any additional funding would help to increase the scale or improve the quality of this activity
1.3 Increasing the number of Roma and Egyptian pre-school educators and teachers (men and women) in compulsory education	Number of Roma and Egyptians working as pre-school educators or teachers in compulsory education. Division by: gender; age group; ethnicity; city/village	In 2013/2014, 93 Roma and Egyptians majored in teaching, out of whom 86% (80 teachers) were employed in the system: 10 in pre-school education,	Reports from regional educational directorates to MoES	MoES	Regional education directorates reporting to MoES		Every year, 2015-2020	No cost	No cost	No cost

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
1.4 Introducing auxiliary positions for Roma and Egyptians in preschool and basic education (for homework and studying assistance in lower grades, 1-4)	Number of Roma and Egyptian boys and girls benefiting from homework and studying support. Division by: gender; ethnicity; city/village	21 in grades I-V; 35 in grades VI-IX (with one Egyptian school principal in Dibra) and 14 in secondary and tertiary education) None	MoES reports	MoES	MoES	National Education Strategy National Strategy on Pre-university Education Development	Every year, 2015-2020	ALL 978,023,575 in total (ALL 151,200,000 for 2015 with a 3 per cent increase for every subsequent year)	ALL 978,023,575 in total Any additional funding would help to increase the scale or improve the quality of this activity	Any additional funding would help to increase the scale or improve the quality of
1.5 Organizing after-school courses where Roma and Egyptian parents with education deficiencies can be invited to join and	Number of Roma and Egyptian parents who join after-school courses with their children. Division by: gender; age	None	MoES reports and instruction	MoES	MoES/REDS		Every year from 2016-2020	ALL 17,500,000 in total Total ALL 17,500,000 (3,500,000 ALL/year)	Any additional funding would help to increase the scale or improve the quality of	

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding				
								Total	State budget	Potential sources		
learn to write with their children.	group; ethnicity; city/village											
1.6 Establishing support classes in higher grades (5-9) for children with learning difficulties, including Roma and Egyptians.	Number of Roma and Egyptian girls and boys with learning difficulties involved in support classes in the higher grades (5-9). Division by: gender; age group; ethnicity; city/village	None	MoES reports	MoES	MoES/RE Ds		Every year from 2015-2020	ALL 3,500,000 in total	ALL 3,500,000 in total	Any additional funding would help to increase the scale or improve the quality of this activity		
1.7 Including Roma and Egyptian parents in school activities and boards	Number of Roma and Egyptian parents (women and men) who are members of school boards. Division by: gender; age group; ethnicity; city/village	63 boards operate in the schools of Roma and Egyptian communities . 98 Roma and Egyptian parents are members of these boards, out of approximately 600 parents in total	MoES reports	MoES	MoES/RE Ds		Continuously 2015-2020	No cost	No cost	No cost		
1.8 Appointing teachers or final-year students as mentors for Roma and Egyptian students in vocational schools	Number of mentors working with Roma and Egyptian students.	None	VET centre reports	Ministry of Social Welfare and Youth (MSWY)	MSWY/VE T	National Strategy for Employment and Skills 2014-2020	Every year, 2015-2020	ALL 4,515,000 in total (ALL 752,500 per year)	ALL 4,515,000 in total (ALL 752,500 per year)	Any additional funding would help to increase the scale or improve the quality of this activity		

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources
1.9 Providing free textbooks to Roma and Egyptian girls and boys, as a transitional measure for providing it to all students (for compulsory education and depending on donor support also for secondary education)	Number of Roma and Egyptian children (girls and boys) benefiting from free textbooks for each academic year (as per level of education). Division by: gender; age group; ethnicity; city/village	In 2012/2013, 3,231 Roma students received free textbooks, whereas as of October 2013, the number increased to 3,370 (Egyptians could get reimbursed if they demonstrated economic need – however, there is no data on the number of Egyptian beneficiaries) Free textbooks for secondary education were not provided, but MoES estimated that 780 Roma and Egyptians (230 Roma, 550 Egyptians) attended professional and general high-schools	MoES reports and budget	MoES	MoES/REDS		Every year, 2015-2020	Approximately ALL 244,255,215 in total	Approximately ALL 212,255,215 in total for compulsory education (ALL 32,000,000 for 2015 with a 4 per cent annual increase foreseen for every subsequent year)	Approximately ALL 32,000,000 in total for secondary education (ALL 4,680,000 for 2015, with a 4 per cent annual increase foreseen for every subsequent year)

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
1.10 Ensuring that Roma and Egyptian children benefit from free school and kindergarten transportation available to all children whose school is over 2 km away and crossing commune/ municipal lines	Number of Roma and Egyptian children (boys and girls) who receive free school transportation. Division by: gender; ethnicity; city/village	in 2014 None	MoES reports and budget	MoES	MoES		Continuously 2015-2020	ALL 94,200,000 in total (ALL 15,700,000 per year)	ALL 94,200,000 in total (ALL 15,700,000 per year) <i>(No additional costs as this is a share of the already assigned Transportation budget)</i>	Any additional funding would help to increase the scale or improve the quality of this activity
1.11. Providing free transport to school and kindergarten for Roma and Egyptian children whose schools/kindergartens are far from their home (including less than 2 km) for justified safety reasons.	Number of Roma and Egyptian boys and girls who receive free school/kindergarten transportation. Division by: gender; age group; ethnicity; city/village	None	MoES reports	MoES RED School directorates	MoES		Continuously 2015-2020	ALL 141,750,000 in total (ALL 23,625,000 per year)	No available budget	ALL 141,750,000 in total (ALL 23,625,000 per year).
1.12 Granting scholarships to Roma and Egyptian students attending compulsory, high-school and university education	Number of Roma and Egyptian students (boys and girls) benefiting from scholarships at different levels of education. Division by: gender; age group; ethnicity; city/village	In 2014-2015, 38 Roma and Egyptians benefitted from the Bachelor-level university scholarships (tuition fee exemption), 176 Roma	MoES reports	MoES	MoES		Every year, 2015-2020	Approximately ALL 1,167,436,809 in total	ALL 80,743,948 in total	Approximately ALL 1,086,692,861 in total (ALL 168,000,000 for 2015, with a 3 per cent annual increase foreseen for subsequent years)

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		Potential sources
								Total	State budget	
1.13 Piloting a system of school canteens in order to provide safe and healthy meals for students (with public funds for those in social need) and teachers, starting with schools with larger numbers of Roma and Egyptians	Number of Roma and Egyptian children /youth enrolling in secondary education. Division by: gender; age group; ethnicity; city/village Number of Roma and Egyptian children /youth enrolling in university education. Division by: gender; age group; ethnicity; city/village.	students attended secondary education, or 25.8% of Roma school-age youth Other scholarships are provided to Roma and Egyptians at high-school and university level by international organizations	MoES reports on the pilot programme	MoES	MoES	National Education Strategy National Strategy on Pre-university Education Development	Every year, 2015-2020	ALL 352,874,295 in total (ALL 53,200,000 for 2015 with a 4 per cent increase foreseen for every subsequent year)	ALL 352,874,295 in total (ALL 53,200,000 for 2015 with a 4 per cent increase foreseen for every subsequent year)	Any additional funding would help to increase the scale or improve the quality of this activity
1.14 Enrolling Roma and Egyptian adults and parents who are illiterate and have not completed compulsory	The number of Roma and Egyptian girls and boys above 16 years old enrolled in the part time basic education	44% of Roma children from 6 to 10 years old are illiterate whereas this	MoES reports OSFA CENSUS	MoES	MoES	National Education Strategy National Strategy on Pre-	Every year, 2015-2020	Total ALL 225,000 (ALL 37,500 per year)	Total ALL 225,000 (ALL 37,500 per year)	Any additional funding would help to increase the scale or improve the

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources
education in the Part Time Basic Education Program.	program The number of Roma and Egyptian girls and boys above 16 years old that complete the part time basic education program	figure goes to 40% in the age group 11-17 and 51% among 18 years old and above.				university Education Development			quality of this activity	
1.15. Enrolling Roma and Egyptian youth in university education of all levels in different fields through university quotas	Number of Roma and Egyptian youth enrolled in different university levels in public universities by means of special quota. Division by: gender; age group; ethnicity; city/village	26 Roma and Egyptians benefitted from the quota in 2014-2015, who were excluded from the tuition fee payment in bachelor studies and 9 in professional master and master of science	MoES and university reports	MoES	MoES	Higher Education Strategy	Every year, 2015-2020	No cost	No cost	No cost
1.16 Assessing attendance and completion of university education	The number of evaluation reports developed	20 quota with 50% of the tuition fee have been delivered at master level	MoES and university reports	MoES	MoES	Higher Education Strategy	Every 2 years, 2015-2020	ALL 10,800,000 in total.	No available budget	ALL 10,800,000 in total.

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding			
								Total	State budget	Potential sources Donors	
by Roma and Egyptian students who benefit special quotas and scholarships											
Objective 2: To promote intercultural dialogue and mutual understanding through school-based community development. <i>Objective indicator:</i> 100% of the education institutions attended by Roma and Egyptian girls and boys promote intercultural dialogue and mutual understanding through school-based community development by the end of 2020.											
2.1 Enriching the standard training curriculum for teachers at all levels of education with material on management of multicultural classes, cooperation with parents from different cultural and socio-economic backgrounds, and socio-economic promotion of tolerance, interculturalism and equality	Number of teachers trained every year in management of multicultural classes, cooperation with parents from different cultural and socio-economic backgrounds, promotion of tolerance, interculturalism and equality	In 2013, the REDs and Educational Offices (EOs) trained 563 teachers to provide counselling for Roma parents	MoES reports and training materials	MoES and Institute for Development of Education	REDs reporting to MoES	National Education Strategy National Strategy on Pre-university Education Development	Curriculum revision in 2015, training in every subsequent year (2016-2020)	ALL 4,200,000 in total	ALL 4,200,000 in total (ALL 700,000 per year)	Any additional funding would help to increase the scale or improve the quality of this activity	
2.2 Reviewing compulsory and secondary education curricula and textbooks to reflect tolerance and interculturalism, while adding material on Roma and Egyptian identities	Number of history and other textbooks published that reflect tolerance and interculturalism, while adding material on Roma and Egyptian identities	None	Revised curricula	MoES and Institute for Development of Education	MoES		2015-2016	Approximately ALL 900,000	No available budget	Approximately ALL 900,000	
2.3 Reviewing the Second Chance programme to	Number of Roma and Egyptian girls and boys	In 2012/2013, out of 917	MoES reports on the Second Chance programme improvement	MoES	MoES	National Education Strategy	Every year, 2015-2020	No cost	No cost	No cost	

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
increase its efficiency as a transitory system to mainstream education	attending the Second Chance programme – as total number and share of all students. Division by: gender; age group; ethnicity; city/village	children in total who attended the second chance programme, 625 were Roma and Egyptian	MoES reports on the Second Chance programme implementation			National Strategy on Pre-university Education Development		ALL 42,840,000 in total	ALL 42,840,000 in total	Any additional funding would help to increase the scale or improve the quality of this activity
2.4 Implementing the improved Second Chance Programme	Number of Roma and Egyptian girls and boys who attended the Second Chance programme and transited back into mainstream schools. Division by: gender; age group; ethnicity; city/village	None						(ALL 7,140,000 per year)	(ALL 7,140,000 per year)	(No additional costs as this is a share of the already assigned Second Chance budget)
2.5 Organizing intercultural extracurricular activities for raising awareness about the Roma and Egyptian identities (among others)	The number of schools organizing intercultural activities. Division by: city/village	In 2013, 96 schools organised 602 intercultural activities with the participation of over 4,800 students. In addition, in 2011-2013, 11 REDs and 7 EOs, in cooperation with civil society,	MoES reports	MoES	MoES		Every year, 2015-2020	Approximately ALL 21,600,000 in total	No available budget	Approximately ALL 21,600,000 in total (ALL 3,600,000 per year)

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	Potential sources
								State budget	Donors
		organized 60 summer camps with 722 Roma and Egyptian children out of a total of 2,677 children.							
2.6. Preventing and dealing with segregated schools	The number of segregated schools. The number of segregated classrooms. Division by: city/village	None	MoES Report of Commissioner for Protection from Discrimination (CPD)	MoES CPD	MoES MoES		Every year, 2015-2020	No cost	No cost

Objective 3: To strengthen the cooperation of school with social services, in order to address the cases of Roma and Egyptian children with socio-economic problems.

Objective indicator: 100% of Roma and Egyptian community girls and boys with socio-economic problems will be supported by the social services due to the coordination with community education institutions, by the end of 2020.

3.1 Identifying and enrolling all the Roma and Egyptian girls and boys of mandatory school age into school, through multisectoral working groups at the local level (including schools, health care, police, social administrators)	Working groups established and meeting regularly Number of Roma and Egyptian boys and girls enrolled into primary school each year. Division by: gender; age group; ethnicity; city/village	None	REDS' reports to MoES	Local government units School directorates	REDS reporting to MoES	National Education Strategy National Strategy on Pre-university Education Development	Every year, 2015-2020	No cost	No cost	No cost
3.2 Creating a database of children of pre-school and	Database established including inputs from the Ministry	None	MoES database and reports	MoES	MoES		2015-2017	Approximately ALL 2,800,000	No available budget	Approximately ALL 2,800,000

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
compulsory school age (including Roma and Egyptians), in cooperation with the Ministry of Interior, Ministry of Health, Ministry of Social Welfare and Youth, civil society and other stakeholders	of Interior, Ministry of Health, Ministry of Social Welfare and Youth, civil society and other stakeholders									
3.3 Following up with every school to identify Roma and Egyptian girls and boys who are absent from the pre-school and compulsory education system to ensure their enrolment	Number of Roma and Egyptian girls and boys identified as absent from the pre-school and compulsory education systems who enrol the following year. Division by: gender; age group; ethnicity; city/village	Inter-ministerial Memorandum of Understanding signed by the Ministry of Education and Sports, Ministry of Interior, Ministry of Social Welfare and Youth and the Ministry of Health regarding the establishment of the system for making sure that every child of compulsory age attends school	REDs' reports to MoES	MoES Local government units	Reporting from the electronic system		Every year, 2015-2020	No cost	No cost	No cost
3.4 Organising periodical meetings with Roma and Egyptian parents in	Number of door-to-door visits performed by the psychologist,	None	School and local government unit reports	MoES	MoES	National Education Strategy	Every year, 2015-2020	Approximate ly ALL 28,000,000 in total	No available budget	Approximate ly ALL 28,000,000 in total

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	Potential sources State budget Donors
their settlements for issues related to the importance of compulsory education.	social worker or teaching assistant Number of Roma and Egyptian parents who participated in awareness raising campaigns on enrolment in compulsory education Division by: gender; age group; ethnicity; city/village					National Strategy on Pre-university Education Development		(ALL 4,660,000 per year)	(ALL 4,660,000 per year)
3.5 Referring families of children who drop out or are at risk for abandoning compulsory education to social protection services and other sources of support	Number of families referred to social protection services or other sources of support for children that drop out of school. Division by: ethnicity; city/village	None	MoES based on reports from teachers and school psychologists	MoES through teachers and school psychologists	MoES	National Strategy on Pre-university Education Development	Every year, 2015-2020	No cost	No cost Any additional funding would help to increase the scale or improve the quality of this activity

Objective 4: To value and promote the recognition of the Roma and Egyptian identities as an integral part of Albanian cultural heritage.

Objective indicator: Roma and Egyptian identity is recognised by the entire Albanian population by the end of 2020.

4.1 Organizing cultural and artistic activities inspired by Roma and Egyptian identities and folklore and activities that promote intercultural co-	Number of cultural activities related to the Roma and Egyptian identities and folklore organized and/or completely	None	MoC reports	Ministry of Culture (MoC) National Centre of Folklore Activities	Regional Culture Directors and Centre of Folklore Activities at the MoC	Every year, 2015-2020	Approximate ALL 6,634,801 in total	ALL 5,134,801 in total (ALL 517,104 in 2015 with 20% increases in subsequent	Approximate ALL 1,500,000 (ALL 250,000 per year)
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Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding				
								Total	State budget	Potential sources		
operation	funded by MoC (e.g. April 8, the Holocaust, research studies on the Roma and Egyptian communities, awards for exceptional work, etc.)											
4.2 Translating and publishing Roma literature in Albanian language and vice versa	Number of Roma literature documents translated and published in Albanian language	None	MoC publications	MoC	MoC		2015-2020	ALL 450,000 in total (ALL 75,000 per year)	ALL 450,000 in total (ALL 75,000 per year)	Any additional funding would help to increase the scale or improve the quality of this activity	No cost	Any additional funding would help to increase the scale or improve the quality of this activity
4.3 Inventory and digital registration of the spiritual heritage of the Roma and Egyptian communities in order to preserve and transmit the features of their identity to the future generations.	Inventory established	None	MoC activity reports www.kultura.gov.al/multimedia	MoC	MoC		Every year, 2015-2020	No cost	No cost	No cost	No cost	No cost
4.4 Including Roma and Egyptian history, handicrafts and identity in tourism guides and producing brochures about both of these communities in Albania	Number of publications revised to include Roma and Egyptians content Number of brochures published	None	Tourism publications	Tourism Department at MUD	Tourism Department at MUD		Every year, 2015-2020	ALL 78,000 in total	ALL 78,000 in total (ALL 13,000 per year)	Any additional funding would help to increase the scale or improve the quality of this activity	Any additional funding would help to increase the scale or improve the quality of this activity	Any additional funding would help to increase the scale or improve the quality of this activity
4.5 Disseminating the call for	Number of calls for proposals	None	MoC reports	MoC	MoC		Every year, 2015-2020	ALL 3,000,000 in	ALL 3,000,000 in	Any additional	Any additional	Any additional

Policy area: EDUCATION AND PROMOTING INTERCULTURAL DIALOGUE

Strategic goal:

Roma and Egyptians have full access and inclusion in qualitative education without being subject to discrimination and segregation.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources
proposals of the Ministry of Culture and other related sources of funding to Roma and Egyptian organizations (i.e. sharing the link via email) and ensuring that the selected projects include those implemented by Roma and Egyptian organizations	disseminated every year Number of Roma and Egyptian organizations' projects successfully funded by the Ministry each year	One Roma project funded by the Ministry of Culture in 2014, out of 68 in total						total (ALL 500,000 per year)	total (ALL 500,000 per year)	funding would help to increase the scale or improve the quality of this activity
4.6 Providing premises for holding activities organized by Roma and Egyptian organizations	Number of Roma and Egyptian cultural activities held in the premises provided by the Ministry of Culture and its subordinate institutions	None	MoC reports	MoC	MoC		Every year, 2015-2020	No cost	No cost	No cost
4.7 Recruiting Roma/ Egyptian experts in the central/regional institutions of the Ministry of Culture	Number of institutions of the Ministry of Culture that employed a Roma/Egyptian expert	None	MoC reports	MoC	MoC		Every year, 2015-2020	No cost	No cost	No cost

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	State budget
<p>Objective 1: To integrate Roma and Egyptians in the labour market through VET and active employment programs. <i>Objective indicator:</i> 80% more Roma and Egyptian men and women participating in VET and active employment programs will be integrated in the labour market by the end of 2020.</p>									
1.1 Supporting the participation of Roma and Egyptians in employment promotion programs (EPP), by establishing quotas.	Number of Roma and Egyptians (men and women) who are involved in EPP (per programme and as a share of all participants). The number of persons employed and the number of those that are still employed after the termination of the programme. -Divided as per the categories of unemployed jobseekers (UJS) respectively: -By age group: -The number of Roma and Egyptian youth employed through employment offices. -By gender: The number of Roma and Egyptian women employed through employment offices.	Basic guidance is provided by the National Employment Service (NES) employees. During 2014, 146 Roma and Egyptians participated in employment promotion programs, out of a total of 3,975 (or 4% of this total) beneficiaries.	Monthly statistics from the National Employment Service (NES)	Ministry of Social Welfare and Youth (MSWY) and NES	MSWY	National Strategy for Employment and Skills 2014-2020	Continuously 2015-2020	ALL 239,708,597 in total (No additional costs as this is a share of the already assigned EPP budget)	Any additional funding would help to increase the scale or improve the quality of this activity
1.2 Doing community work (Employment promotion program)	The number of community work carried out	None	LGUs (Municipalities)	LGUs (Municipalities)	Regional Councils, Municipalities	National Strategy for Employment and Skills 2014-2020	2016 – 2020	No cost	No cost
1.3 Free of charge participation of Roma and Egyptians in the	Number of Roma and Egyptians (men and women) who complete	In 2014, 128 unemployed Roma were	NES statistics and MSWY	MSWY	MSWY	National Strategy for Employment	Continuously 2015-	ALL 25,232,484 in total	Any additional funding would help to

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	State budget
public vocational trainings for professions highly in demand in the labour market.	<p>vocational training courses. Division by: gender; age group; ethnicity; city/village</p> <p>Number of Roma and Egyptians (men and women) who complete vocational training courses and subsequently find employment or are self-employed. Division by: gender; age group; ethnicity; city/village</p>	<p>trained free of charge in the Regional Directorates of Public Vocational Training. In 2013, this number was 200.</p>	reports			and Skills 2014-2020	2020		increase the scale or improve the quality of this activity
1.4 Granting full scholarships for Roma and Egyptian VET students, at a level which covers the costs of living, tuition fees and textbooks	<p>Adoption of a decision that defines the level and number of scholarships for Roma and Egyptian VET students</p> <p>Number of Roma and Egyptians benefitting from increased VET scholarships. Division by: gender; age group; ethnicity;</p>	<p>No scholarships were available for VET students as of 2014</p>	MSWY reports	MSWY	MSWY	National Strategy for Employment and Skills 2014-2020	Every year, 2016-2020	Approximately 9,493,818 in total	Approximately ALL 2,000,000 in total
1.5 Developing and piloting a standard career counselling program in four pilot areas, in order to equip Roma and Egyptians with necessary skills and ultimately facilitate their labour market integration through employment promotion programs, VET and extended exposure to	<p>Approval of the new Manual of employment services and introduction of the career counselling program</p> <p>Number of Roma and Egyptian job seekers (men and women) involved in the career counselling programs. Division by: gender; age group; ethnicity.</p>	<p>A dedicated career counselling programme does not exist as of 2014. Basic guidance is provided by the National Employment Service (NES) employees.</p>	Decision on the introduction of the career counselling programme Terms of reference for career counsellors	MSWY	MSWY	National Strategy for Employment and Skills 2014-2020	2015	Approximately 29,000,000	Approximately ALL 29,000,000

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Total	Funding	
									State budget	Potential sources Donors
the workplace through a combination of these programs	<p>Number of Roma and Egyptians (men and women) who enrol in a VET or employment promotion program (per program and as a share of all participants). Division by: gender; age group; ethnicity.</p> <p>The number of Roma and Egyptian females and males who successfully finish a VET program on employment promotion. Division by: gender; age group; ethnicity; city/village</p> <p>The number of persons that manage to find a job upon termination of a VET program or employment promotion program. Division by: gender; age group; ethnicity; city/village</p>	<p>In the first eight months of 2014, 146 Roma and Egyptians participated in employment promotion program, out of a total of 3975 beneficiaries. During the same period, 175 unemployed Roma were trained free of charge in the Regional Directorate of Public Vocational Training. In 2013, this number was 200.</p>								
1.6 Approving the decision to postpone the deadline for receiving the benefits accompanying the economic aid (not the allowance) for Roma and Egyptian beneficiaries	Decision approved to continue with the economic aid benefit for Roma and Egyptian beneficiaries registered in the employment promotion programs until they can find a	A document containing the decision	The decision approved by MSWY	MSWY	MSWY		2016	No cost	No cost	No cost

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding			
								Total	State budget	Potential sources Donors	
registered under employment promotion programs until they find a permanent job following the termination of the employment promotion program.	permanent job following the termination of the employment promotion program										
Objective 2: To promote (social) entrepreneurship and self-employment of Roma and Egyptians. <i>Objective indicator:</i> 300 representatives of Roma and Egyptian communities will be self-employed or carry out (social) entrepreneurship by the end of 2020.											
2.1 Drafting and approving the law allowing the government to provide support through grants for social enterprise, which would promote employment of Roma and Egyptians among others	Law allowing the government to provide support through grants for social enterprise drafted and adopted	Government support for social enterprise is not available – as of 2014, a draft law in this field is being considered	MSWY reports	MSWY	MSWY	Social Inclusion Strategy	2015	No cost	No cost	No cost	No cost
2.2 Evaluating potential impact of tax exemption for Roma and Egyptian entrepreneurs/ self-employed who are transitioning into the labour market from long-term unemployment, social welfare, begging and informal work, as well as those living in inadequate conditions (i.e. in informal settlements, in social housing but risking eviction due to inability to pay rent)	Completed tax exemption evaluation report presented and publically discussed	None	The study conducted	MSWY NES MoF	MSWY NES MoF	National Strategy for Employment and Skills 2014-2020	End of 2016	Approximately 2,100,000	No available budget	Approximately ALL 2,100,000	
2.3 Designating and equipping outdoor market spaces that could be used for sale of goods and handicraft products, where Roma and Egyptians have access	Number of designated market spaces used by Roma and Egyptians	None	Local government unit reports	Local government units	MSWY	National Strategy for Employment and Skills 2014-2020	2020	At least ALL 1,500,000	None available at the central level, municipal funding required depending on the case	At least ALL 1,500,000 per market place for basic infrastructure	

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Donors
2.4 Conducting a study on the position of Roma and Egyptian individual collectors of recyclable waste in the context of granting in concession of dump areas	Study on possible mechanisms for including Roma and Egyptians as formal waste collectors and sorters publically presented and discussed	None	Published report	MSWY	MSWY	National Strategy for Employment and Skills 2014-2020	2015	Approximately ALL 2,300,000	No available budget	Approximately ALL 2,300,000
2.5 Inspecting the implementation and reviewing of the existing regulations on waste treatment to ensure that all municipal waste treatment plants are fenced off, so as to prevent hazardous waste collection from such plants, in particular by children	Inspections conducted and reports on main findings published annually	None	MoE reports	MoE	MoE	National Strategy for Employment and Skills 2014-2020	Every year, 2015-2020	Approximately ALL 2,300,000	No available budget	Approximately ALL 2,300,000
2.6 Developing a subsidy programme for upgrading or replacing the modified vehicles frequently used by Roma and Egyptians to transport goods, in order to improve public safety and ensure more sustainable income	Programme developed	None	Programme document	MSWY	MSWY	National Strategy for Employment and Skills 2014-2020	2016	Approximately ALL 1,500,000	No available budget	Approximately ALL 1,500,000 for a baseline survey and programme development
2.7 Advocacy activities with local government representatives to reduce local taxes and fees by 30 per cent for businesses established by Roma and Egyptians.	Number of local government units that reduced fees and taxes for businesses established by Roma and Egyptians. Number of businesses run by Roma and Egyptians that profit from the 30 per cent decrease in local taxation.	None	Local government unit reports	Local government units	MSWY	Policy Document on Social Inclusion	2015-2020	No cost	No cost	No cost
2.8 Informing Roma and Egyptian farmers	Number of Roma and Egyptian farmers	None	Agency reports	Agricultural and Rural	Agricultural and Rural		Every year,	Approximately ALL	No available budget	Approximately ALL 2,400,000

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	State budget
regarding grants and providing technical assistance for business plan development in accordance with the Call for Proposals issued by the Agricultural and Rural Development Agency.	applying for grants for agriculture and rural development. Division by: gender; age group; ethnicity; city/village.		Development Agency reports	Development Agency	Development Agency		2015-2020	2,400,000 in total (ALL 400,000 per year)	in total (ALL 400,000 per year)
2.9 Awarding grants for Roma and Egyptian applicants (farmers) among others, for development of agriculture or rural development projects.	Number of Roma and Egyptian farmers awarded grants (with an annual target of 50). Division by: gender; age group; ethnicity; city/village.	None	Agency reports	Agricultural and Rural Development Agency	Agricultural and Rural Development Agency		Every year, 2015-2020	ALL 108,000,000 in total (ALL 18,000,000 in total)	Any additional funding would help to increase the scale or improve the quality of this activity
2.10 Providing grants and support services (start-up, preparation of individual investment plans, soft-loans, accounting, etc.) for low skilled potential Roma and Egyptian entrepreneurs and self-employed and facilitate their transition into the formal economy	Number of the Roma and Egyptian entrepreneurs/self-employed assisted (men and women) each year with the preparation of business plans small grants/soft loans and other support services. Division by: gender; age group; ethnicity; city/village.	Government support for social enterprise is not available – as of 2014, a draft law in this field is being considered	MSWY reports	MSWY	MSWY		2015-2020	Approximately ALL 600,000,000 in total (ALL 100,000,000 per year)	Approximately ALL 600,000,000 in total (ALL 100,000,000 per year)

Objective 3: To build capacities and improve the performance of the NES and VET system staff for the integration of Roma and Egyptians in the labour market.

Objective indicator: The work performance of NES staff and VET system for the integration of Roma and Egyptian in the labour market will be improved more than 80% by the end of 2020.										
3.1 Training NES and VET system staff on the challenges and good practices for the integration of Roma and Egyptian jobseekers/entrepreneurs in the labour market.	Training package completed. Number of NES and VET employees trained each year.	None	Training package	MSWY	MSWY	National Strategy for Employment and Skills 2014-2020	Design in 2015, implementation annually thereafter	Approximately ALL 11,700,000 in total (ALL 1,950,000 per year)	No available budget	Approximately ALL 11,700,000 in total (ALL 1,950,000 per year)
3.2 Preparing information materials on protection from ethnic discrimination at the	Number of information materials generated and distributed in the employment offices, VET	None	Printed information materials	MSWY	MSWY	National Strategy for Employment and Skills	Every year, 2015-2020	Approximately ALL 222,000 in total	ALL 72,000 in total	Approximately ALL 150,000 in total

Policy area: EMPLOYMENT AND VOCATIONAL EDUCATION AND TRAINING (VET)

Strategic goal: To provide equal opportunities for formal employment for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
workplace, promoting the successful examples of cultural diversity and inclusiveness.	centres and companies included in the employment promotion programs.					2014-2020		(ALL 12,000 per year)	(ALL 25,000 per year)	
3.3 Employing qualified Roma and Egyptians as career counsellors, specialists and instructors (men and women) employed by NES and VET centres.	Number of Roma and Egyptian career counsellors, specialists and instructors (men and women) employed by NES and VET centres.	None	Reports from NES and VET centres	MSWY	MSWY	National Strategy for Employment and Skills 2014-2020	Continuously 2015-2020	No cost	No cost	No cost
3.4 Revising the existing Code of Ethics on Public Employment, for VET centres and NES, including elements of compliance with the principle of diversity (cultural, gender, etc.) and non-discrimination due to ethnic belonging.	Code of Ethics promoting workforce diversity and non-discrimination adopted.	None	Code of Ethics documents approved by NES and VET centres	MSWY	MSWY	Policy Document on Social Inclusion	2015	Approximately 600,000	Approximately ALL 600,000	Approximately ALL 600,000
3.5 Introducing annual targets for employment of Roma and Egyptians in the public service and a Young Professionals Programme for Roma and Egyptians interested in this career path.	Number of Roma and Egyptians employed in the public service (target: 4 new Roma and Egyptian public servants every year), Division by: gender; age group; ethnicity; city/village. Number of young Roma and Egyptians (under the age of 35) who complete the Young Professionals Programme (target: one per ministry for a period of 12 months). Division by: gender; age group; ethnicity; city/village. Number of young Roma and Egyptians that will be included in the	There are no Roma and Egyptians employed in the public service The program will start in July 2015	Reports by MSWY and the Ministry of Innovation and Public Administration	MSWY and the Ministry of Innovation and Public Administration	MSWY and the Ministry of Innovation and Public Administration	Policy Document on Social Inclusion	Every year, 2015-2020	Approximately 50,400,000 in total (ALL 8,400,000 per year)	No additional cost for the public service employment No additional budget for the Young Professionals Programme	No additional cost for the public service employment Approximately ALL 50,400,000 in total for 20 Young Professionals every year (ALL 8,400,000 per year)

Policy area: HEALTHCARE

Strategic goal: To ensure accessible, affordable and equitable healthcare to Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources
<p>Objective 1: To increase the number of Roma and Egyptians using the mainstream healthcare services. <i>Objective indicator:</i> 100% of Roma and Egyptian community members will be able to use the mainstream healthcare services by the end of 2020.</p>										
1.1 Ensuring regular staffing (doctors and nurses) and services at health clinics/centres, prioritizing those situated near Roma/Egyptian settlements	Directive issued to Regional Health Directorates to ensure regular staffing and services in health clinics/centres near Roma/Egyptian settlements Number of health centres near Roma/Egyptian settlements, operating with regular staffing and services.	None None	Ministry of Health (MoH) directive MoH reports	MoH	Regional Health Directorates (RHD) to MoH	The Government Programme 2013-2017 and the National Plan for European Integration	Every year, 2015-2020	ALL 411,120,000 in total (ALL 68,520,000 per year)	ALL 411,120,000 in total (ALL 68,520,000 per year)	Any additional funding would help to increase the scale or improve the quality of this activity
1.2 Constructing new health centres close to Roma and Egyptian settlements lacking access to health facilities, serving the entire population of the area, the Roma, Egyptians and non-Roma.	Number of new health centres constructed near Roma and Egyptian settlements lacking access to health facilities	None	MoH reports	MoH	MoH	The Government Programme 2013-2017 and the National Plan for European Integration	2018	Approximately ALL 3,600,000	No available budget	Approximately ALL 3,600,000
1.3 Employing qualified Roma and Egyptians as healthcare personnel, including doctors, nurses, social workers in healthcare and support staff	Number of Roma and Egyptians employed to work as healthcare personnel (and their share in the total number of healthcare workers). Division by: gender; age group; ethnicity; city/village	None	MoH reports	MoH	MoH	The Government Programme 2013-2017 and the National Plan for European Integration	Continuously 2015-2020	No cost	No cost	No cost
1.4 Developing a standard training for healthcare workers on equitable service provision to people living on the street or in substandard	Number of the healthcare workers trained.	None	NCCE training materials and lists of participants	NCCE	PHD and MoH	The Government Programme 2013-2017 and the National Plan for	Curriculum development in 2015, training in every year thereafter	ALL 30,000,000 in total (6,000,000 per year)	No available budget	Approximately ALL 30,000,000 in total (ALL 6,000,000 per year)

Policy area: HEALTHCARE

Strategic goal: To ensure accessible, affordable and equitable healthcare to Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	Potential sources
housing, including Roma and Egyptians							(2016-2020)		
1.5 Providing free healthcare service, by means of the donors' fund for Roma and Egyptians who do not have health insurance, or are not registered as unemployed jobseekers, by contracting private duly licensed clinics until the provision of public universal healthcare service	Number of Roma and Egyptians equipped with free and mainstream health cards. Division by: gender; age group; ethnicity; city/village	Out of 16,193 Roma registered with a doctor, 3,368 pay financial contribution for health insurance	MoH reports	MoH	MoH	The Government Programme 2013-2017 and the National Plan for European Integration	2015-2017 (until the universal healthcare system comes into force)	Approximately ALL 30,000,000 in total (ALL 10,000,000 per year)	Approximately ALL 30,000,000 in total (ALL 10,000,000 per year)
1.6 Supporting Roma and Egyptian mothers with information and material packages for baby & maternal care for the first three months of life, for those who deliver the baby at the hospital	Number of Roma and Egyptian mothers who receive the baby & maternal care package. Division by: age group; ethnicity; city/village	None	MoH reports	MoH	MoH and PHD	The Government Programme 2013-2017 and the National Plan for European Integration	Continuously 2015-2020	Approximately ALL 25,200,000 in total (ALL 4,200,000 per year)	Approximately ALL 25,200,000 in total (ALL 4,200,000 per year)

Objective 2: To improve healthcare information and promotion on the available healthcare services for Roma and Egyptians.

Objective indicator: By the end of 2020, 100% of Roma and Egyptian community members will have complete information related to the issues affecting their health and the available healthcare services.

2.1 Providing information, basic diagnostics and first aid through Mobile Medical Teams to Roma and Egyptians in informal settlements, who are not covered by the mainstream system (i.e. lacking personal documents/ residence certification or health insurance)	Number of Roma and Egyptians receiving information (including on physical, mental and reproductive health issues, STDs, child immunisation 0-14, drug use, etc.) and services from the medical mobile teams. Division by: gender; age group; ethnicity; city/village	None	MoH guidelines and reports	MoH; Health Insurance Fund, Public Health Institute	MoH	The Government Programme 2013-2017 and the National Plan for European Integration	Continuously 2015-2020	Approximately ALL 30,000,000 in total (ALL 5,000,000 per year for 6 mobile teams)	Approximately ALL 30,000,000 in total (ALL 5,000,000 per year for 6 mobile teams)
	Number of visits to informal Roma settlements	None							

Policy area: HEALTHCARE

Strategic goal: To ensure accessible, affordable and equitable healthcare to Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources
2.2 Creating the position of health mediators, health educators and volunteers for institutions that provide public services (such as for example health services), with the aim of increasing equal access to such services for this category.	Position of (20) Mediators, that cover health issues as well, approved through a decision of the Council of Ministers. Division by: gender; age group; ethnicity; city/village	The position has been successfully piloted through projects but is not part of the mainstream healthcare system	Public Health Directorates	LGUs	LGUs	The Government Programme 2013-2017 and the National Plan for European Integration	2016	No cost	No cost	No cost
2.3 Recruiting and training Roma and Egyptians as health outreach mediators	Number of Roma and Egyptians recruited and trained as health outreach mediators. Division by: gender; age group; ethnicity; city/village	None	Terms of Reference for health outreach mediators and list of recruited staff	MoH	MoH	The Government Programme 2013-2017 and the National Plan for European Integration	Continuously 2015-2020	Approximately 52,280,000	No available budget	Approximately ALL 35,000,000 for 2015-2018
2.4 Coordinating with the Ministry of Education and Sports to ensure that among university quota and scholarships Roma and Egyptian medical/nursing students are prioritized	Number of follow up activities implemented.	None	MoH reports	MoH MoES	MoH MoES	The Government Programme 2013-2017 and the National Plan for European Integration	Every year, 2015-2020	No cost	No cost	No cost
2.5 Preparing user-friendly information and promotional materials on health issues including in Romani language and with visuals	Number of promotional materials prepared in Romani language and/or including visuals	None	Promotional materials	Public Health Institute	MoH	The Government Programme 2013-2017 and the National Plan for European Integration	Every year, 2015-2020	ALL 32,400 in total (ALL 5,400 per year)	ALL 32,400 in total (ALL 5,400 per year)	2,000,000

Policy area: HOUSING AND URBAN INTEGRATION

Strategic goal: To improve housing conditions for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources	
Objective 1: To improve mechanisms for facilitating legalisation procedures for Roma and Egyptian families. <i>Objective indicator:</i> 80% of Roma and Egyptian families that have initiated legalisation procedures will have successfully completed them by the end of 2020.										
1.1 Providing free legal aid for Roma and Egyptians in court cases regarding legalisation process (i.e. ownership certification, inheritance processing)	Number of Roma and Egyptians (men and women) accessing free legal aid for judicial cases related to the legalization process	None	Legal Aid State Commission and Regional Councils reports	MoJ/Legal Aid State Commission, Regional Councils and Immoveable Properties Registration Office	MoJ, State Commission on Legal Aid supported by ALLUJZNI	Policy Paper on Territorial Planning and Development 2014-2018	2015-2017	Approximately ALL 50,000,000	No available budget	Approximately ALL 50,000,000
1.2 Integrating Roma and Egyptian families through pilot projects on urbanization and integration of informal areas with a considerable Roma and Egyptian population	Pilot project completed for the urbanization and integration of an informal area with significant Roma and Egyptian population	None	LGUs MUD	MSWY/LGUs, Ministry of Urban Development (MUD)	LGUs/MSWY/MUD	Policy Paper on Territorial Planning and Development 2014-2018	2015-2020	Approximately ALL 120,000,000 for the entire project	No available budget	Approximately ALL 120,000,000 for the entire project
1.3 Providing assistance to local government for mapping out Roma and Egyptian informal settlements which do not conflict with the regulatory plans, including a calculation of costs necessary for urbanization.	Completed mapping of informal settlements inhabited by Roma and Egyptians with a calculation of costs necessary for urbanization.	None	Local government unit inputs	Coordinated by MSWY in cooperation with LGUs and the responsible institutions	MSWY	Policy Paper on Territorial Planning and Development 2014-2018	2016	Approximately ALL 4,000,000 in total	No available budget	Approximately ALL 4,000,000 in total
Objective 2: More Roma and Egyptian families included in the direct and indirect housing programmes. <i>Objective indicator:</i> 1,500 Roma and Egyptian families will be included in the direct and indirect housing programmes by the end of 2020.										
2.1 Providing assistance to Roma	Number of Roma and	None	Reports submitted	MUD National Housing	MUD and MSWY	Policy Paper on Territorial	Every year,	ALL 144,000,000	No available budget	Approximately ALL

Policy area: HOUSING AND URBAN INTEGRATION

Strategic goal: To improve housing conditions for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding			
								Total	State budget	Potential sources	
and Egyptian families which are unable to pay the social housing rent, and the ones which have or will be entitled to subsidized loan (including, without limitation, negotiation of payment plans, referral to employment and other relevant services)	Egyptian families benefiting from additional services in case of inability to pay financial obligations within a housing programme		by LGUs to MUD and MSWY	Agency in coordination with MSWY and local government units		Planning and Development 2014-2018	2015-2020	in total (ALL 24,000,000 per year)	No available budget	144,000,000 in total (ALL 24,000,000 per year)	Donors
2.2 Training local government staff for the preparation of narrative and financial proposals, with the aim to attract funds and implement housing projects responding to the needs of Roma and Egyptians and preventing segregation.	Number of local government officials trained for development of housing projects.	None	Training materials and lists of participants MUD reports	MUD	MUD	Policy Paper on Territorial Planning and Development 2014-2018	Every year, 2015-2020	Approximately ALL 9,000,000 in total (ALL 1,500,000 per year)	No available budget	Approximately ALL 9,000,000 in total (ALL 1,500,000 per year)	Approximately ALL 9,000,000 in total
2.3 Informing local government units and providing technical assistance regarding the MUD programme "On the improvement of living conditions of Roma/ Egyptian communities" in order to increase the number of applications each year	Number of municipalities applying for MUD funding for improving living conditions of Roma/Egyptian communities	None	MUD reports	MUD	MUD	Policy Paper on Territorial Planning and Development 2014-2018	Every year, 2015-2020	No cost	No cost	No cost	No cost
2.4 Amending the Law "On Social Housing Programmes" (no. 9232) to ensure that	Law amendment prepared and approved	No data on the number of Roma and Egyptians	Approved law amendment MUD	MUD	MUD Regional Councils	Policy Paper on Territorial Planning and Development 2014-2018	2015	Approximately ALL 1,200,000	No available budget	Approximately ALL 1,200,000	Approximately ALL 1,200,000

Policy area: HOUSING AND URBAN INTEGRATION

Strategic goal: To improve housing conditions for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources	
									State budget	Donors
the most vulnerable beneficiaries, including Roma and Egyptians, can benefit from these programmes, in line with the People's Advocate and civil society recommendations.	Number of Roma and Egyptian families benefiting from social rental housing every year, including: <ol style="list-style-type: none"> Existing units 215 new apartments planned for construction between 2014 and 2016 (in Fier, Berat, Lushnje, Librazhd, and Korce) 	benefitting from social housing as of 2014.	reports							
2.5 Improving the housing conditions of Roma and Egyptians (through small grants for municipalities for new infrastructure, water supply and sewage, hydro-sanitary equipment or new constructions).	Number of Roma and Egyptian families benefiting from small grants for improving housing conditions.	One project approved in 2014, valued at ALL 73 million (exact number of beneficiaries is unknown)	MUD reports	MUD	MUD	Policy Paper on Territorial Planning and Development 2014	2015-2020	ALL 645,201,979 in total	ALL 645,201,979 in total	Any additional funding would help to increase the scale or improve the quality of this activity
2.6 Preparing guidelines for adequate design of social housing in order to develop new types of accommodation (i.e. one floor-dwellings) more suitable for larger families engaged in income generation activities	Programme document for design of social housing published	No national guidelines exist as of 2014	Programme document	MUD in consultation with local governments	MUD	Policy Paper on Territorial Planning and Development 2014	2016	Approximately ALL 1,000,000 in total	No available budget	Approximately ALL 1,000,000 in total

Policy area: HOUSING AND URBAN INTEGRATION

Strategic goal: To improve housing conditions for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	Potential sources
								State budget	Donors
(i.e. trades/crafts, collection of second hand goods or materials, raising domestic animals), especially in suburbs and/or rural areas									
2.7 Conducting a pilot project on energy efficiency in remote and underprivileged households, including in Roma and Egyptian settlements.	Impact assessment study conducted and publically discussed.	None	MUD study	MUD	MUD	Broadly related to standards of adequate housing using energy efficiency	2018	Approximately ALL 2,745,000	Approximately ALL 2,100,000
2.8 Implementing the programme for the reconstruction of Roma and Egyptian dwellings that cannot be considered an apartment or house (i.e. tent, shack), as well as constructing new dwellings and providing support services necessary for promoting their gradual socio-economic integration .	Integrated housing programme developed and approved.	None	Programme document	MUD and MSWY	MUD	Policy Paper on Territorial Planning and Development 2014-2018	2016	Approximately ALL 516,000,000 in total	Approximately ALL 36,000,000 in total
2.9. Including alternative criteria which could allow Roma and Egyptians better access to social housing programs.	Number of Roma and Egyptian families benefiting from social rental housing every year, including: Existing units and 215 new apartments planned for construction between 2014 and 2016 (40 in	None	Assessment report	MSWY, MUD and local government units	MUD	Policy Paper on Territorial Planning and Development 2014-2018	2016	Approximately ALL 1,800,000 in total	Approximately ALL 1,800,000 in total

Policy area: HOUSING AND URBAN INTEGRATION

Strategic goal: To improve housing conditions for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources	
									State budget	Donors
	<p>Fier, 35 in Berat, 35 in Lushnje, 35 in Librazhd, 70 in Korce)</p> <p>Number of Roma and Egyptians benefitting from low-cost dwellings every year.</p> <p>Number of Roma and Egyptians benefitting from the rent bonus every year.</p>									
<p>2.10. Preparing the legislation and guidelines, and amending the law on expropriation for calculating the costs for housing of families that cannot profit from expropriation because of their status as illegal construction including these costs in the draft-budget, and reflecting this process in the legislation.</p>	<p>Guidelines completed for calculating the costs for housing of families that cannot profit from expropriation because of their status as illegal construction</p> <p>Costs included in project budgets</p> <p>Legislation amended to reflect this process</p>	<p>No housing support is available as of 2014</p>	<p>Guidelines document</p>	<p>MSWY in cooperation with local government and MUD as relevant institutions</p>	<p>Ministry of Justice MTI MSWY</p>	<p>Policy Paper on Territorial Planning and Development 2014</p>	<p>2015</p>	<p>Approximately ALL 1,000,000 in total</p>	<p>No available budget</p>	<p>Approximately ALL 1,000,000 in total</p>
<p>2.11. Preparing the legislation and guidelines for the</p>	<p>Completion of one legal act and guidelines</p>	<p>No such legal basis existed as</p>	<p>Assessment reports</p>	<p>MSWY MUD LGUs</p>	<p>MSWY MUD</p>	<p>Policy Paper on Territorial Planning and</p>	<p>2016</p>	<p>No cost</p>	<p>No cost</p>	<p>No cost</p>

Policy area: HOUSING AND URBAN INTEGRATION

Strategic goal: To improve housing conditions for Roma and Egyptians.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
prevention of evictions from dwellings/settlements, to achieve effective protection of human rights.		of 2014				Development 2014				

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding	
								Total	Potential sources
Objective 1: To improve inclusion to social protection programs for Roma and Egyptian community members. <i>Objective indicator:</i> 65% of Roma and Egyptian community members will be included in social protection programs by the end of 2020.									
1.1 Upgrading duties and functions of the social administrator to facilitate the Roma and Egyptians' access to social protection, i.e. by helping to complete paperwork, referring and following up on necessary services (reviewing the Law no. 9355 "On Social Assistance and Services").	Upgraded functions and responsibilities of the social administrator reflected in the revised law. Number of Roma and Egyptian families benefitting from economic aid.	None Based on data for the first six months of 2014, there are 2,000 Roma and Egyptian families benefitting from economic aid, out of 80,000 families in total	Law no. 9355 "On Social Assistance and Services", registry of adopted laws	Ministry of Social Welfare and Youth (MSWY)	The General Directorate of State Social Services	National Strategy on Social Protection Reform 2015-2020	2015	Approximately ALL 500,000	No available budget Approximately ALL 500,000
1.2 Establishing mobile teams at the LGUs led by the social administrator with the participation of Roma and Egyptians, in order to link eligible legal aid beneficiaries with services	Number of mobile teams established (divided by local government unit)	None	MSWY reports on mobile teams	MSWY	MSWY	National Strategy on Social Protection Reform 2015-2020	2015-2016	Approximately ALL 1,000,000	No available budget Approximately ALL 1,000,000
1.3 Including the social administrator and the Child	Number of Roma and Egyptian victims of human	None	Local government unit reports	Local government units	State Agency for the Protection of Children's	National Strategy on Social Protection	2016-2020	No cost	No cost No cost

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
Protection Unit in the anti-trafficking mobile and multidisciplinary teams.	trafficking benefitting from the social protection program with payments in cash and social services to individuals and the family				Rights, MSWY	Reform 2015				
1.4 Calculating the cost of the following services: - Family empowerment - Information programs - Counselling programs - Child social care programs from public and non-public operators	Study completed	None	MSWY	MSWY	MSWY	National Strategy on Social Protection Reform 2015	2015	No cost	No cost	No cost
1.5 Expanding the variety of Ministry-licensed services and increasing the number of Roma and Egyptian beneficiaries, according to the following service models: - Family empowerment - Information programs - Counselling	Number of Roma and Egyptians benefitting from services offered by Ministry-licensed NGOs as per the approved programmes and/or MoU with local government. Number of MoUs between local	Regional Directorates of SSS	MSWY Local government units for services they finance SCI	MSWY Local government units for MoUs they sign SCI Regional Directorates of SSS	Regional Councils, MSWY (Social Service Directorate) The State Inspectorate of Labour and Social Services (SILSS)	National Strategy on Social Protection Reform 2015-2020	Every year, 2015-2020	Approximately ALL 36,000,000 in total (ALL 6,000,000 per year)	No available budget	Approximately ALL 36,000,000 in total (ALL 6,000,000 per year)

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources	
								State budget	Donors	
<p>programs</p> <p>- Child social care programs from public and non-public operators</p> <p>1.6 Developing a mainstream electronic monitoring system and self-declaration form for beneficiaries in order to ensure that Roma and Egyptians are benefitting from community services.</p>	<p>government units and NGOs that provide community services</p> <p>Number of Roma and Egyptian organizations licensed and/or having MoUs with local government units for the provision of community services.</p>		<p>MSWY</p> <p>Local government units for finance</p>	<p>SSS, MSWY</p> <p>Local government units for services they finance</p>	MSWY	National Strategy on Social Protection Reform 2015	2015-2016	Approximately ALL 5,000,000	Approximately ALL 5,000,000	
<p>1.7 Raising the awareness of Roma and Egyptians at-risk of human trafficking, services available to victims and ways for promoting their reintegration and preventing discrimination</p>	<p>Number of at-risk Roma and Egyptians informed about the dangers of human trafficking, services available to victims and ways for promoting their reintegration and preventing discrimination</p>		<p>Local government units – social administrators</p> <p>The National Anti-trafficking Coordinator Office</p>	<p>Local government unit reports prepared by social administrators</p>	MSWY, State Social Service	National Strategy on Social Protection Reform 2015	2015-2020	Approximately ALL 60,000,000	See budget under the activities of the MoI (Anti-trafficking) for the production of information materials	Approximately ALL 60,000,000 in total (ALL 10,000,000 per year)
<p>1.8 Monitoring the access of Roma and Egyptians to residential centres for victims of domestic violence, victims of human trafficking,</p>	<p>Number of Roma and Egyptians benefiting from the residential centres. Division by: gender; age group. Ethnicity;</p>	<p>Out of 800 elderly beneficiaries of day-care and residential services, 80 are Roma (no data for</p>	<p>MSWY reports</p>	MSWY	MSWY	National Strategy on Social Protection Reform 2015-2020	Every year, 2015-2020	Approximately ALL 28,800,000 in total (ALL 4,800,000 per year)	Approximately ALL 28,800,000 in total (ALL 4,800,000 per year)	

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
persons with disabilities, orphans and the elderly and increasing access as needed.	village/city	Egyptians). Out of 653 children in need and with disability living in residential institutions and non-public centres, 155 are Roma. No data on Roma and Egyptians benefiting from shelters for domestic violence and human trafficking victims								
1.9 Provision of social pension to legal Roma and Egyptians over 70 years old who have not paid social contributions over the years. ((regulated by Law no. 104/2014 and DCM no. 927)	Number of Roma and Egyptians over 70 years old which are entitled to social pension.	MSWY reports	SII	SII	Social Insurances Institute, MSWY		2015-2020	Approx. ALL 515,970,000 in total	No available budget	Approximately ALL 515,970,000 in total
1.10. Roma and Egyptian families, whose children regularly attend school and are vaccinated shall benefit an additional amount from the economic aid, in order to motivate	Number of Roma and Egyptian children who regularly attend compulsory education. Number of Roma and Egyptian families	MSWY reports	MSWY MoES	MSWY MoES	Regional Directorates of Social Service, State Social Service and MSWY	National Strategy on Social Protection Reform 2015-2020	2015-2020	Approximately in total ALL 339,215,551	ALL 339,215,551 (approximately ALL 63,892,800 per year)	Any additional funding would help to increase the scale or improve the quality of this activity

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources Donors
regular school attendance	entitled to additional economic aid, based on their children education.									
1.11. Preparing a favourable policy for improved access of Roma and Egyptian children to nurseries	Number of Roma and Egyptian children regularly going to nurseries.	LGUs reports	LGUs	MSWY Minister of State for Local Government LGUs	MSWY Minister of State for Local Government LGUs		2016-2020	No cost	No cost	No cost
1.12. Establishing an electronic system for referring and reporting data on child protection, and improve and formalize the role of Child Protection Units	Number of cases electronically referred and monitored	LGUs reports	LGUs Mol MSWY	MSWY Mol LGUs	MSWY Mol	National Strategy on Social Protection Reform 2015-2020	2016	Approximately ALL 3,000,000 in total	No available budget	ALL 3,000,000
1.13 Preparing a procedure for identifying and referring street children and families	Procedure guideline	MSWY reports	LGUs Mol MSWY	MSWY Mol	MSWY Mol	National Strategy on Social Protection Reform 2015-2020	2015	No cost	No cost	No cost
1.14. Establishing community centres for the provision of integrated social care services, especially in the most disadvantaged areas.	Number of community centres established and operational Number of beneficiaries	MSWY reports	LGUs MSWY	MSWY LGUs	MSWY	National Strategy on Social Protection Reform 2015-2020	2015-2020	ALL 56,700,000	ALL 11,340,000	ALL 45,360,000

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources	
Objective 2: To promote/prepare reintegration programs focusing on strengthening the family and reintegration at work. <i>Objective indicator:</i> 4,000 Roma and Egyptian families will be included in work reintegration programs by the end of 2020.										
2.1 Enriching the training curricula for social administrators with SOPs for referral and assistance for the Economic Aid scheme, employment promotion and reintegration programs, VET, anti-trafficking and other services	Number of social administrators trained using the new curricula for facilitating access to services for Roma and Egyptians	None	MSWY and the National Anti-trafficking Coordinator Office	MSWY	MSWY	National Strategy on Social Protection Reform 2015	2015-2016	Approximately ALL 3,910,000	No available budget	Approximately ALL 3,910,000
2.2 Supporting families in the Economic Aid scheme with referral to other services, especially employment promotion and VET programs, housing programmes, civil registration, healthcare and education	Number of families included in the economic aid scheme also benefiting from other services thanks to a referral from the social administrator	None	SSS, MSWY	SSS, MSWY	MSWY	National Strategy on Social Protection Reform 2015	Every year, 2015-2020	No cost	No cost	No cost
2.3 Expanding and consolidating the electronic database at the social services offices that would enable referral of self-declared Roma and Egyptians to social, VET and	Database established and periodically updated Number of Roma and Egyptians benefiting from referral using the database	None	MSWY	MSWY	State Social Service, MSWY	National Strategy on Social Protection Reform 2015	2015-2017	Approximately ALL 277,000,000	ALL 147,000,000 in total	Approximately ALL 130,000,000

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	Potential sources	
								State budget	Donors	
employment services										
2.4 Designing a programme for supporting social enterprises for Roma and Egyptians exiting the social protection programs	Number of social enterprises that Roma and Egyptians benefit by the support of the government	None	MSWY	MSWY	MSWY	National Strategy on Social Protection Reform 2015	2016-2018	Approximately ALL 1,000,000	No available budget	Approximately ALL 1,000,000
2.5 Referring Roma and Egyptians benefitting from economic aid to reintegration programmes (community work, handicraft and craft workshops, etc.)	Number of Roma and Egyptians (men and women) included in reintegration programmes	None	MSWY	MSWY	Regional Directorates of Social Service, State Social Service and MSWY	National Strategy on Social Protection Reform 2015	Every year, 2015-2020	No cost	No cost	No cost
Objective 3: To integrate families staying at the Emergency Transitory Centre into society.										
<i>Objective indicator:</i> 100% of families assisted at the Emergency Transitory Centre are fully reintegrated by the end of 2020.										
3.1 Making an individual plan for every family, including necessary services and milestones, with the aim of integration outside the Centre within 2-3 years	Number of reintegrated families who exit the Centre	10 Roma families exited the Centre in 2014	SSS, Emergency Transitory Centre	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	Every year, 2015-2020	Approximately ALL 5,040,000 in total for six years (ALL 840,000 per year)	No available budget	Approximately ALL 5,040,000 in total for six years (ALL 840,000 per year)
3.2 Revising contracts and progressively increasing the financial responsibility of beneficiaries	Number of revised contracts signed	None	SSS, Emergency Transitory Centre reports	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	2015	Approximately ALL 1,300,000	No available budget	Approximately ALL 1,300,000

Policy area: SOCIAL PROTECTION

Strategic goal: To increase access to social protection programs for Roma and Egyptian community members.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding			
								Total	State budget	Potential sources Donors	
(paying for/contributing to electricity and water bills)											
3.3 Reassessing the status of families staying at the Transitory Centre on a quarterly basis	Number of families reassessed every quarter	54 Roma families initially in 2014 (10 successfully exited by November)	SSS, Emergency Transitory Centre reports	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	Every year, 2015-2020	No cost	No cost	No cost	
3.4 Defining eligibility criteria and capacity for admitting new families into the Centre	Eligibility criteria approved by MSWY/ State Social Service	None	Eligibility criteria approved by MSWY	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	2015	Approximately ALL 750,000	No available budget	Approximately ALL 750,000	
3.5 Admitting new families into the Centre based on the pre-defined criteria, capacity and agreement on duties and responsibilities	Number of new families admitted	None	List of newly admitted families approved by MSWY	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	Every year when there is available capacity, 2015-2020	No cost	No cost	No cost	
3.6 Monitoring the families who exited the Centre to ensure their improvement is sustainable and facilitate access to new services when needed	Number of families monitored after exiting the Centre	The 10 families who exited the Centre in 2014 will be monitored by social administrators for 12 months	MSWY/ State Social Service reports	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	Continuously 2015-2020	No cost	No cost	No cost	
3.7 Assessing the impact and functioning of the Centre and examining good practices in this field from the region	Assessment completed and publicly discussed	None	MSWY / State Social Service assessment	MSWY/State Social Service	MSWY/State Social Service	National Strategy on Social Protection Reform 2015	2017	Approximately ALL 2,100,000	No available budget	Approximately ALL 2,100,000	

POLICY COORDINATION, MONITORING AND ASSESSMENT

Strategic goal: To create synergies between different sectors for promoting the integration of Roma and Egyptians in a comprehensive, continuous and sustainable way.

Activities	Indicators	Baseline	Source of data	Responsible authority	Monitoring /reporting	Strategies with joint objectives	Deadline	Funding		
								Total	State budget	Potential sources
Objective 1: To monitor inequalities faced by Roma and Egyptians and coordinate public policies aiming to reduce them.										
1.1 Publishing an annual narrative and financial report on implementation of the <i>Action Plan for Integration of Roma and Egyptians</i>	Annual narrative and financial report published every December	The first and only Government progress report was published in 2010, while civil society organizations published a monitoring report in 2012	Government Annual Report on Action Plan Implementation Written inputs provided by line ministries tracking implementation according to indicators	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Paper on Social Inclusion	Every year, 2015-2020	ALL 11,541,920 in total	ALL 11,541,920 in total	Any additional funding would help to increase the scale or improve the quality of this activity
1.2 Organizing six-monthly meetings of Roma focal points in ministries and civil society stakeholders (including Roma and Egyptians) to provide updates on Action Plan implementation and resolve any problems	Six-monthly meetings held with participation of Roma focal points in ministries and civil society	None	Meeting minutes	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	In March and October every year, 2015-2020	No cost	No cost	No cost
1.3 At the beginning of every calendar year, meeting with all line ministries responsible for Action Plan implementation to discuss priority actions and possible cooperation with other stakeholders	Meetings held between MSWY and every line ministry	None	Meeting minutes and list of participants	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	In January every year, 2015-2020	No cost	No cost	No cost

1.4 Following up with ministries responsible for Action Plan implementation to ensure they all identify a focal point person and provide social inclusion introductory training for any new focal points	All line ministries have identified focal points for Action Plan implementation All new focal points have received social inclusion introductory training	All but three line ministries have identified a Roma focal point though there is no official appointment process No introductory training for social inclusion is provided	Database of Roma focal points created and updated by Social Inclusion and Gender Equality Directorate at MSWY Training materials and list of participants	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Continuously 2015-2020	No cost	No cost	Any additional funding would help to increase the scale or improve the quality of this activity
1.5 Every six months, three local government units and Regional Councils will be visited to collect data on implementation of the Action Plan and record any challenges that should be discussed at the inter-ministerial meetings (activity 1.2)	Three local government units visited every six months	None	Report from the field visit provided by the MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	In February and September every year, 2015-2020	Approximately ALL 1,200,000 in total (ALL 200,000 per year)	Approximately ALL 1,200,000 in total (ALL 200,000 per year)	Approximately ALL 1,200,000 in total (ALL 200,000 per year)
1.6 Organizing a consultation with local government units to discuss the draft annual narrative and financial report	Consultation with local government units held in November every year to discuss the draft Annual narrative and financial report	None	MSWY meeting report	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Every November, 2015-2020	Approximately ALL 5,357,500 in total	ALL 4,157,500 for 2016-2020	Approximately ALL 1,200,000 in total (ALL 200,000 per year)
1.7 Providing information and guidance to civil society organizations interested in publishing an independent (shadow) progress report on Action Plan implementation	Inputs and guidance provided for the independent (shadow) progress report	None	MSWY inputs with data collected from line ministries	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Continuously, 2015-2020	ALL 4,157,500 in total	ALL 4,157,500 in total	Any additional funding would help to increase the scale or improve the quality of this activity

1.8 Re-designing the online monitoring and reporting system with the new Action Plan indicators and providing training and technical assistance for its users	Online system updated with new Action Plan data Number of users trained and data entry	The online system has been established but needs to be updated with new Action Plan data and ministries need to be trained to use it	Online system	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Continuously 2015-2020	Approximately ALL 14,000,000	No available budget	Approximately ALL 14,000,000
1.9 Updating the online monitoring and reporting system with new data from users at different levels	Ministries submit annual inputs through the online system	None	Online system inputs	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Continuously 2015-2020	No cost	No cost	No cost
1.10 Assessing the Action Plan qualitative indicators progress.	Three surveys shall be carried out during the six-year period of implementation of this plan for measuring the progress of qualitative indicators, and one in the end for measuring the impact of its activities.	None	Assessment report	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Continuously 2017-2020	Approximately ALL 8,000,000 for carrying out the three surveys	No available budget	Approximately ALL 8,000,000 for carrying out the three surveys
1.11 Supporting local government units to design and implement Local Action Plans for Roma and Egyptian communities	Number of local government units that adopted an action plan for integration of Roma and Egyptians	Eight local government units have adopted LAPs (Korca, Berat, Lezha, Lushnje, Gjirokastr, Pogradec, Shushice, Grabian) and several more are developing them ,	Action Plans' documents	Social Inclusion and Gender Equality Directorate at MSWY	Social Inclusion and Gender Equality Directorate at MSWY	Policy Document on Social Inclusion	Continuously 2015-2020	Approximately ALL 10,000,000 in total	No available budget	Approximately ALL 10,000,000 in total



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