



Bashkia Pogradec

ROACTED

*Promoting good governance  
and Roma empowerment  
at local level*

# LOCAL PLAN FOR THE INTEGRATION OF ROMA AND EGYPTIAN MINORITIES 2019-2022

Municipality of Pogradec



Funded  
by the European Union  
and the Council of Europe



Implemented  
by the Council of Europe





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# LOCAL PLAN FOR THE INTEGRATION OF ROMA AND EGYPTIAN MINORITIES 2019-2022

## MUNICIPALITY OF POGRADEC

### **PROMACTED Programme**

Promoting good governance and Roma empowerment at local level

### **Joint Programme of the European Union and the Council of Europe**

#### **Local coordinator:**

Valentina Veshollari, Municipality of Pogradec

#### **Experts:**

Elona Dhembo  
Mirsa Titka  
Raimonda Duka  
Olsi Sherifi  
Xhesika Korra

#### **Editor:**

Orsiola Kurti



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Sincerely,

**Ilir XHAKOLLI**



## Abbreviations

ASPA	Albanian School of Public Administration
AU	Administrative Unit
AP	Action Plan
CAG	Community Action Group
CoE	Council of Europe
CPU	Child Protection Unit
DoPA	Department of Public Administration
DPH	Directorate of Public Health
EA	Economic Aid
EO	Educational Office
EU	European Union
GLP	General Local Plan
IRCA	Institute of Romani Culture in Albania
MFE	Ministry of Finances and Economy
MHSP	Ministry of Health and Social Protection
MESY	Ministry of Education, Sports and Youth
NAPIRE	National Action Plan for the Integration of Roma and Egyptians
NES	National Employment Service
NSDI	National Strategy for Development and Integration
PwD	People with disability
RED	Regional Educational Directorate
RHD	Regional Health Directorate
REO	Regional Employment Office
SSD	Social Service Directorate
VET	Vocational Education and Training



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# I. Introduction

The reform of decentralisation and local governance and territorial administrative reform presented challenges for the new municipalities in sustainable development and good governance. Some of the challenges include the need to improve strategic planning, strengthen the administrative and professional capacities of the public administration, improve the quality of services, increase civic participation, and involve all the communities in the decision-making process of local government, as well as monitor the implementation of policies and programmes at the regional and local level on the basis of the principle of non-discrimination and civic engagement.

Local governance is the entirety of processes, institutions, norms, and traditions through which public policy decisions are adopted and implemented. It is the result of interactions and relations between different sectors and actors (both the government and the municipality as part of the public sector, the private sector, and civil society) within a specific context and political and social system.<sup>1</sup> Local governance needs to be characterised by good governance, which includes the capacity of governance to efficiently manage its resources and implement adequate policies, as well as the existence of democratic control over the authorities.<sup>2</sup>

Local development plans are used by the municipalities to improve some aspects of local governance in implementing development policies based on needs assessments, enabling a priority-based distribution of resources, allowing for the identification of the financial gap, so they can negotiate with other stakeholders and donor agencies to support development projects at the local level, as well as to allow for the regular monitoring of the implementation of measures and activities.

The Local Plan for the Integration of Roma and Egyptian Minorities for the Municipality of Pogradec is a progressive development of the National Plan for the Integration of Roma and Egyptians, 2016-2020, to address measures to facilitate the integration and development of marginalised minorities, following the political commitment of the Mayor and the Municipality Council, in a spirit of co-operation with the joint EU/CoE ROMACTED Programme "Promoting good governance and Roma empowerment at local level".

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1 Roadmap to measure Local Governance

2 Good governance (World Bank)



The main principles of the Local Plan for the Integration of the Roma and Egyptian Minorities is guided by: (i) promotion of social inclusion; (ii) response to difficult social and economic situations and emergencies for Roma and Egyptian minorities; (iii) respect for distinctions between the Roma and Egyptian minorities; (iv) inclusion of communities in identifying needs and designing measures; (v) strengthening co-operation and co-ordination among the stakeholders, the municipality and central institutions, civil society organisations, activists, and community action groups.

The measures have been grouped into 6 priority areas: civil registration, education, employment and capacity building, health, housing and urban integration, and social protection.



## II. Legal and policy framework

The legal framework guaranteeing respect for minority rights in Albania is based on the Constitution of the Republic of Albania, international conventions and laws, including: Universal Declaration of Human Rights (United Nations, 1948<sup>3</sup>), International Covenant on Civil and Political Rights (1966), ratified in 1991, the International Covenant for Economic, Social, and Cultural Rights 1976 (1991), the European Convention for Human Rights and Fundamental Freedoms of the Council of Europe and the Framework Convention for the Protection of National Minorities<sup>4</sup>(CoE), the Convention on the Elimination of All Forms of Discrimination against Women, 1980 (1996), the Employment Promotion and Protection against Unemployment Convention (No.168 of ILO), 1988 (2006), the Convention Against Discrimination in Education (1960), the CoE Convention on Protection of Children against Sexual Exploitation and Abuse (Law No. 10071/2009) etc.

The approval and ratification of international conventions after the '90s led to the Albanian government drafting and adopting primary and secondary laws and other policies,<sup>5</sup> which created a more favorable environment for the integration of minorities in the country. On the other hand, the European integration process, which does not only represent an opportunity for the country, but also a challenge in terms of implementation of structural reforms towards the EU member status, contributes to moving integration processes for minorities forward.

**The National Strategy for Development and Integration (NSDI) 2015-2020**, and sectoral policies, namely the National Strategy for Employment and Skills (NSES) and the Strategy for Social Protection focus on (i) improving social inclusion and access to basic services for marginalised persons and groups; (ii) offering specialised programmes to facilitate access to the labor market and increasing employment opportunities (iii) offering opportunities for attending

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3 Approved in 1955

4 Law No. 8496 / 1999

5 Specific laws contributing directly or indirectly include: Law on People's Advocate (8454/1999), Law on the Protection of Personal Data (9887/2008), Law on Gender Equality (9970/2008), Electoral Code (2008), the Law on Legal Aid (10039/2008), the Law on Protection from all forms of Discrimination (2010), the Law on the Rights and Protection of Minorities, as amended (Law No. 96/2017), Decision of Council of Ministers on the Education of Minority Communities in their Mother Tongue, as amended, the Law on Social Housing (Law No. 22/2018), etc. Similarly, there are a series of decisions of the Council of Ministers and policy documents, including: Decision of the Council of Ministers on the Organisation and Functioning of the State Committee for Minorities, as amended (DCM 726/12 December 2018), the National Plan for the Stabilisation Association Agreement, as amended, the National Strategy for Improving the Living Conditions of Roma Community, the National Action Plan (NAP), and the Roma Inclusion Decade 2010 – 2015, NAP for the Integration of Roma and Egyptian Communities, 2016-2020.



the mandatory and secondary education for people who have reached the age of mandatory education, but have not completed it, (iv) Coverage of psychological services, especially in schools where there are Roma and Egyptian students who are at risk of dropping out, (v) Facilitating access to health services for vulnerable groups by providing public health services, specific health care and information packages, as well as specific programmes on access to the health system, providing support for social workers and appropriate health services, (vi) Creating integrated service systems at the regional/local level by the care standards for all vulnerable groups by improving national and local mechanisms for identifying and assessing needs for social care services in line with the standard operational procedures, and harmonising the Albanian legislation with the international requirements.

The measures of the National Action Plan (NAP) for Integration of the Roma and Egyptian communities (2016-2020) have been designed under six priority areas: civil registration, education, intercultural dialogue, employment and skill development, health care, housing, and urban integration, as well as social insurance. Protection of human rights, including Roma, and the anti-discrimination policies represent one of the five key priorities for Albania's integration in the European Union.

The main principles of the NAP for the Integration of Roma and Egyptians are: (i) promotion of social inclusion; (ii) measures for responding to emergency situations; (iii) respect for distinctions between and within these communities, (iv) guaranteeing inclusions of these communities in designing, implementing, and monitoring public policies, and (v) encouraging cooperation among the stakeholders (central and local government, civil society organisations, and communities).

The National Cross-Sectoral Decentralisation and Local Governance Strategy (2015-2020), the Territorial Administrative Reform (2015), the Law on Local Self-governance<sup>6</sup> and the Law on the Management of Local Public Finances<sup>7</sup> created the basis and the ground for the reform efforts of local governments and for the administrative reorganisation of the municipalities based on the new territorial configuration. The strategic goals are related to: (i) increasing the efficiency of local government structures, (ii) strengthening local finances and fiscal decentralisation, (iii) sustainable local economic development, and (iv) good governance at the local level. Other key laws also include Law No. 119/2014 on the Right to Public Information, and Law No. 146/2014 on Notification and

6 Law No. 139/2015 on Local Self-Governance

7 Law 68/2017 On Local Finances



Public Consultation. With the transfer of several functions from the government to the local government in 2016, municipalities' competencies in terms of social inclusion have increased.<sup>8</sup>

In Albania, good governance is about responsible development of public issues and management of public resources, which are a part of the 12 Principles of Good Governance<sup>9</sup> of the Council of Europe. These 12 principles are part of the Strategy for Good Governance and Innovation, adopted by the Council of Europe's Committee of Ministers in 2008. They cover issues such as ethical behavior, rule of law, efficiency and effectiveness, transparency, sound financial management, and accountability.

In Albania, the Council of Europe's<sup>10</sup> activities focus primarily on tackling the obstacles that keep minority rights in place, despite progress made in relation to legal commitments. The aim of the Council of Europe<sup>11</sup> concerning the protection of national minorities is the achievement of a stronger unity among its members, with a view to applying the principles and ideals that represent their shared heritage, considering preserving and further exercising of fundamental human rights and freedoms as one of the methods for achieving that goal. Based on these considerations, the Committee of Ministers of the Council of Europe has adopted the "Strasbourg Declaration",<sup>12</sup> which aims to strengthen and promote the effective participation of Roma minorities in the social, political, and civil life, including the active participation of these minorities in the decision-making and social inclusion processes. The project "Strengthening of Local Government Structures" implemented by the Council of Europe Office in Tirana during three phases 2014-2019, has provided support and expertise in terms of strengthening local administration capacities, and of central institutions such as the Department of Public Administration, ASPA, etc.

One of the activities of the ROMACTED Programme, which builds on ROMED 2 and ROMACT programmes, relates to drafting local Joint Action Plans in seven selected<sup>13</sup> municipalities following 4 key steps: Preparing the process; assessing needs and prioritising; adopting a Joint Action Plan; and its funding and project implementation. These steps, their implementation and outputs for the Municipality of Elbasan are presented in the following sections of the document.

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8 Note: This function has not been fully transferred to local government.

9 12 Principles of Good Governance and the European Ethics of Perfect Governance (ELOGE)

10 Article 4.2.4 Roma and Egyptians

11 Framework Convention on Protection of National Minorities

12 Strasbourg Declaration on Roma

13 Municipalities of Elbasan, Fier, Vlora, Korca, Përmet, Pogradec and Roskovec



### III. ROMACTED methodology, process, and actors involved

The methodology and the process of drafting this action plan is designed and implemented in a comprehensive and inclusive spirit. This was enabled by ensuring that every effort taken in this framework is led by the principles of empowerment, participation, and integration. In working with communities/minorities in general, and with Roma and Egyptian (R&E) communities in particular, it is believed that empowerment or the opportunity for individual empowerment is essential to empowering and integrating the entire community/minority. In this light, addressing the needs and problems through an integration model, where people's lives and their needs are considered, assessed and supported by a multidisciplinary and multi-level perspective, have been the foundation of our approach.

Changes, improvements, and achievements can be sustainable only by such strategies, where an integrated approach means a need for co-ordination and synergies in areas such as education, employment, healthcare, housing, and social services. For sustainable achievements, participatory processes were encouraged and applied throughout the efforts taken. The participation of communities in all processes makes them not only more open, transparent, and interactive, but increases their chance of success and makes the results coming from them more acceptable and applicable to targeted communities. The participation of Roma and Egyptian representatives in every step of drafting this plan ensured, among others, that the data and evidence collected to feed the drafting process were updated and appropriate. They further strengthened the feeling of ownership and accountability for the plan and its implementation. Thus, the process for drafting the Local Plan for the Integration of Roma and Egyptian Minorities went through four key steps, summarised in the table below:

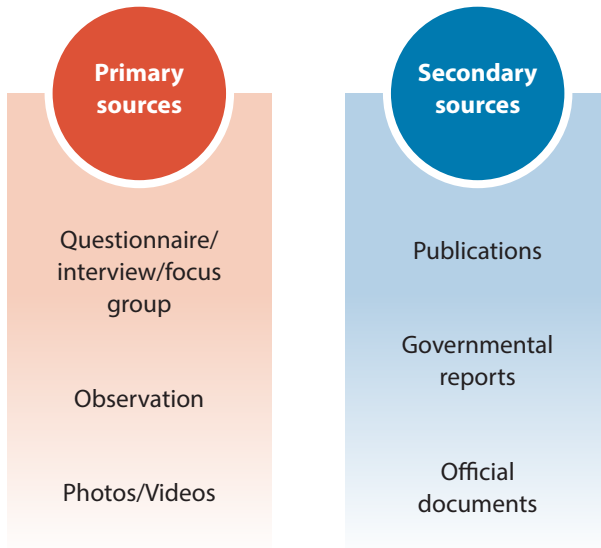


*Table 1 . The steps of the drafting process for the Local Plan for the Integration of Roma and Egyptian Minorities, 2019*

<b>Step 1. Preparing the process</b>	<b>Step 2: Assessing needs and prioritising</b>
<p>Tasks accomplished:</p> <ul style="list-style-type: none"> <li>a) Identification of stakeholders - answering questions like "Who is going to be involved?" "Why? What contribution would they make?"</li> <li>b) Guaranteeing political commitment - enabled the identification of stakeholders who are willing and committed to ensuring the implementation of the process.</li> <li>c) Establishment of working groups and subgroups and proving them with technical support in drafting the plan.</li> </ul>	<p>The assessment of the community needs went through the following:</p> <ul style="list-style-type: none"> <li>a) Data collection - sources of data were identified, as well as the techniques to be applied for collecting them, and the respective indicators.</li> <li>b) Identification and priority setting among problems and needs, with the community participating in the process, where problems and needs were identified, and priorities were set in addressing them, given the restrictive resources and time.</li> <li>c) Assessment of institutional capacities - answering questions like "Who can do what to address the identified problems/needs?".</li> </ul>
<b>Step 3: Adopting a Joint Action Plan</b>	<b>Step 4: Funding and project implementation</b>
<p>The third step enabled the drafting and approval of a joint action plan, reflecting on and addressing the following:</p> <ul style="list-style-type: none"> <li>a) Reflection - What do we know about needs assessment and priority-setting?</li> <li>b) What do we want to achieve? What changes do we want to bring?</li> <li>c) How? - short-term and midterm activities.</li> <li>d) Integration of Roma issues in the local plan - How? Integration as part of the whole process. Social Plans.</li> <li>e) Activities/interventions/ concrete projects - What? Who? When?</li> </ul>	<p>The fourth step paved the path toward a feasible plan, including its financing and monitoring. The following questions were answered during this step:</p> <ul style="list-style-type: none"> <li>a) What % of the Local Plan shall be financed by the budget of the Local Government Unit? Is there any funding expected from the state budget? Donors?</li> <li>b) Is there a financial gap? What are the potential resources for financing new projects?</li> <li>c) What % of Local Plan expenditures are planned in the PBA in 2019-2021?</li> <li>d) Do we have any new activities/ projects? What % of our expenses do they represent? How is their funding planned?</li> <li>e) Is the financial gap part of additional budget requirements and negotiations with various donors?</li> </ul>



A guideline was drafted and applied for collecting primary and secondary data in order to assess the needs and inform the decision-making processes regarding the plan through data and evidence. They included various sources, summarised in the illustrative scheme below.



*Figure1. Primary and secondary sources of the data used*

Thus, in collecting priority data through participatory techniques, mapping of needs and resources was one of the techniques used, as well as individual interviews and focus groups (accompanied by field visits and observations), and exercises aiming to understand problems such as “Problem matrix” and “Problem tree”. Priority data were also collected by the municipality, especially with regard to its capacity for the implementation of the plan.

Firstly, a workshop was held with local facilitators and the members of the Institutional Working Group work on the 22nd of February 2019, in Tirana, and a further meeting with the Institutional Working Group and the public officers of the municipality on February 28, 2019, as well as a meeting with the Roma community, and the Community Action Group on February 28, 2019 in order to understand the depth of the situation more concretely in the municipality of





Pogradec, identify issues most critical to the Roma and Egyptian minorities, and to prioritise the required responsive measures. Several data collection instruments were used, such as 'analysis of cause flow', the problem tree, and the mapping of needs, as well as questionnaires for assessment of the Municipality capacity and those of other institutions relevant to vital public services for both Roma and Egyptian minorities. In addition, the data collection process and drafting of the situational analysis included focus group discussions with the specialists of social services and budget planning, but also consultations with the strategic documents approved by the Municipality, such as the development plans, the General Action Plan, the budget for 2019, and the mid-term budget plan.



*Table2: Problems and the need for change, CAG focus group in the Municipality of Pogradec*

Problems	Need/idea for changes
<ul style="list-style-type: none"> <li>○ There are members of the community without ID cards.</li> <li>○ Delays with scholarships for vocational schools</li> <li>○ Lack of scholarships for Roma and Egyptian students in general schools and lack of free schoolbooks</li> <li>○ Roma conditions in Kabashi and Guri i Kuq areas</li> <li>○ Undeveloped urban infrastructure in Roma settlements</li> <li>○ Roma families excluded from the Economic Assistance Scheme</li> <li>○ Lack of a youth center</li> <li>○ Health services do not cover community needs</li> <li>○ High unemployment of the members of both minorities</li> </ul>	<ul style="list-style-type: none"> <li>○ Employment of newly University-graduated young people to be seen as priority by the Municipality</li> <li>○ Opening foreign language courses</li> <li>○ Increasing number of employees from minorities and seasonal employment</li> <li>○ Commitment and involvement of Roma and Egyptian youth in the municipal decision-making processes</li> <li>○ Offering scholarships for Roma and Egyptian youth studying in Pogradec and other cities</li> <li>○ Reconstruction of schools with high concentration of Roma and Egyptian students and construction of gyms in schools where are missing.</li> <li>○ Plan and support youth activities.</li> <li>○ Support non-profit local organisations with projects, prioritising Roma and Egyptian minorities.</li> <li>○ Support of talented Roma and Egyptian youth</li> </ul>



## IV. Local Situational Analysis

### 4.1 Context

The Municipality of Pogradec is part of the Korca Region. The Pogradec municipality, after the administrative and territorial reform (2015), had a population of 61,530 inhabitants<sup>14</sup>, while according to the Civil Registry, the population is estimated at the level of 91,236 people. The new municipality has an area of 548.77 km<sup>2</sup>. The Pogradec municipality following the reform, consists of 8 administrative units: Pogradec, Udënisht, Buçimas, Çërravë, Dardhas, Trebinjë, Proptisht and Velçan. The Tirana-Korca national road passes in the municipality of Pogradec, part of the corridor VIII, the new Qafe Thana-Qafe Pllloce connection road, and the Pogradec-Elbasan railway line. Two customs points are located on its territory bordering the Republic of North Macedonia.

The poverty indicators of Korca Region (Pogradec Municipality is part of Korca Region) are 12.4% compared to 14.3%, which is the average (national) level, and the gap is 2.5% compared to 3% (average level).<sup>15</sup> Potential sectors of economic development are tourism, agriculture, and agro-processing, mining, and forests.

Three Administrative<sup>16</sup> units lie along Lake Ohrid that are tourism-oriented and are turning into a tourist destination. The construction sector has been growing in the last decade with the construction of new apartment blocks and hotel development.

In the past few years, several projects have been implemented, or are still ongoing, in the Municipality of Pogradec, including important projects in infrastructure, roads, and urban areas, such as the Lin-Pogradec project, the ring road, the wastewater treatment plant avoiding disposal in the lake, and the improvement of the road infrastructure of Qafe Pllloca. Financing has been approved<sup>17</sup> for the reconstruction of the Pogradec–Tushemisht road, which also includes sewerage upgrading, and social support policy instruments such as employing women from the Roma minority and building a kindergarten/nursery close to this road. Several remote mountainous areas face poor road infrastructure. About 27km of urban roads are in line with road standards (or 65%), and only 50 km of rural roads from 214 km in total (or 23%).

14 According to 2011 Census

15 Source: INSTAT: Measuring Living Conditions Survey, 2012

16 Pogradec, Udënisht and Buçimas

17 World Bank-funded project



The mining sector and forests represent a natural potential for the development of the local economy. Exploration, exploitation, and processing of minerals represent a significant activity with potential for development at the national level, marking growth, but overall production remains lower compared to 1990. The Southeast region, Shebenik-Pogradec, contains chromium reserves (the Ultrabasik Mass has 7.5 million tons), as well as the Prrenjas-Pogradec Region with 66,076,124 tons of iron-nickel and nickel-silicate reserves, but mines have been abandoned and the sector is underdeveloped and does not provide the opportunities required for employment.

The municipality provides several services for the development of small and medium-sized enterprises, as well as for the improvement of the road infrastructure, the promotion of tourism, as well as favorable fiscal policies for craft businesses, and a 25% reduction in local fees for start-ups that employ more than 25 employees, reduced fees for local businesses opened by women, which are exempt from paying fees for cleaning, green spaces, or fees for road lighting in the case of civil society organisations.<sup>18</sup>

Pogradec municipality faces many challenges in addition to the new territorial and administrative division such as drafting comprehensive economic and social development policies, including the most vulnerable minorities, such as Roma and Egyptians on the basis of effective exploitation of natural resources, traditions, and culture in the area. Several policy documents, such as the “Local General Plan” (PPV), Development Plan for the Pogradec Municipality prior to the implementation of the Administrative and Territorial Reform (2013-2015), good practices for Roma integration in Bucimas Administrative Unit, a Development Plan with support of the SSIREC Programme<sup>19</sup>, as well as the Social Plan.

The municipality of Pogradec has demonstrated political will for drafting the Local Plan for the Integration of Roma and Egyptian Minorities with the support of the EU/CoE ROMACTED Programme in Albania.

## 4.2 Administration

The Municipal Council as a collegial body and Municipality representatives comprise 25 members. The total number of local municipal officials is 680, including service employees, of which 129 are employees of the Pogradec city administration center, and 78 are civil service positions. The Municipal Public

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<sup>18</sup> Source: Pogradec Municipality

<sup>19</sup> With UNDP support

Administration consists of several structures (directorates):

- Social Service Directorate
- Directorate of Urban and Territory Planning
- Educational Center
- Management of Human Resources and Administrative Services
- Tourism, Culture and Sports Directorate
- Directorate of Community Projects and Tourism Development
- Directorate for Management of Economic and Financial Affairs
- Directorate of Infrastructure, Transport, and Public Works
- Chief Inspector

The municipality has spent around 0.18% of its budget on training programmes in 2018 to improve the professional and administrative capacities of local officials. The Pogradec municipality is part of the transparency programme; about 10 meetings (with a turnout of 300 citizens<sup>20</sup>) are organised in the 2019 budget drafting process. The municipality publishes the budget on its official site. The municipality has not allocated any grants to CSOs in 2018, but there are co-operation agreements with local CSOs supporting them with facilities to develop various activities, as well as co-operation with local officials.

Revenues from local taxes and fees in 2018 have increased by 25% compared to 2017, but the municipality still has outstanding debt to third parties, although the trend is reducing (the debt level has dropped by 1% in 2018 vs. in 2017).

The Social Service Directorate is an important Municipality structure, which consists of several key offices (sectors): (i) the Economic Assistance Office (ii), The Housing Office (iii), the promotion of employment, (iv) Gender Equality, (v) Child Rights Protection Unit, and (vi) Office for Protection of Minority Rights, a total of 10 employees. The staff of the social Service Directorate has benefitted from the training programmes under the development of capacities for implementation of the new economic assistance system (Economic Assistance) during 2017-2018, training for Integrated Services, Management and update of the ROMALB system. The department has a need for strengthening of human resources in some service sectors, there is no Child Protection Unit (one employee only covers the

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20 Source: Pogradec Municipality



whole territory/administrative units, or support for capacity building/training in the field of social services, with high staff turnover, there is a need for training the new staff<sup>21</sup>.

The local fund planned for social care (including the Economic Aid), was ALL 8,929,888 in 2018 for 18 beneficiary families.

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21 Referring to the questionnaire for the assessment of institutional capacities for Pogradec Municipality



## V. Roma and Egyptian minorities in the Municipality of Pogradec, and needs assessment

### V.1 Context

In Albania, *Roma and Egyptians* are minorities where most of their members are vulnerable, marginalised, and face social exclusion. The poverty rate is twice compared to the one of the majority of the population. Around 5,000 Roma and Egyptians (or 5.5% of the population) live in Pogradec Municipality, of which 2,300 are women (or 46%). Roma and Egyptian minorities are scattered throughout the city of Pogradec neighborhoods, but most of them live in District Number 4 as well as in two rural Administrative units, Buçimas and Çërravë.

The level of school attendance by children from Roma and Egyptian minorities aged 6-15 is quite good compared to other municipalities (99%), 329 children regularly attend school from 332 in total during 2017-2018; 3 cases of school dropout in 2018. At the national level, the dropout rate is 0.14% (0.12% for girls<sup>22</sup>). There are no cases of segregation in schools, Roma and Egyptian children attend the same kindergartens and schools as the other children. Also, in Pogradec Municipality, there no problems related to civil registration, there have been only a few cases managed by municipal services in co-operation with other local actors. Roma and Egyptian children attend the same education programme, but there is no quality data on the level of education (e. g.). average grades.

The major problem is the high unemployment rate. Roma work mainly in their traditional informal market tradition, such as iron processing, collecting recyclable materials, trade of used clothing, manual work, etc. About 800 people have an employment income mainly in the informal market.

About 300 people are formally employed in small and medium-sized enterprises and in public companies (or about 7% over the age of 16). The number of unemployed Roma and Egyptian job seekers registered in the Labor Office is small - a total of 117 in 2018 (63 - Roma women), and 13 Egyptians (including 5 women). A total of 23 Roma and Egyptians have been employed by municipal service institutions (including seasonal work), and 7 from the Labor Office during 2018. Employing a Roma or Egyptian person in the Labor Office or in the

22 Source: Ministry of Education, Youth and Sports



municipality would facilitate mediation between unemployed jobseekers and the Public Service office, as well as mediating with local businesses.

Roma and Egyptian minorities live in very difficult conditions, having low incomes and high unemployment rates, and inadequate housing conditions. No social houses were built on the municipal territory, but several reconstruction projects have been implemented. There is significant gap between the needs of Roma and Egyptian minorities and municipal financial resources.

Roma and Egyptian minorities in Pogradec Municipality are scattered throughout the city's neighborhoods, but the highest-density areas of these families are:

*The Administrative Unit of Buçimas (rural area):* 300 Egyptian families dealing with agriculture, some are beneficiaries from the scheme of economic assistance, but face difficult economic and living conditions; some Egyptian families benefitted from the reconstruction of their homes; all Egyptian minority children regularly attend school.

*Çërravë Administrative Unit:* about 50 Roma and Egyptian families live in a very difficult economic situation. In 2017, some families have benefitted from the reconstruction of their houses. Roma and Egyptian children have a good school attendance.

*Guri i Kuq (at the entrance of the city),* where 40 Roma and Egyptian families live in a building owned by Alb Miniera. Housing infrastructure is out of the standard for normal living. A significant part of these families lives on economic assistance, working in collecting recyclable waste, trading used clothes, and begging.

*Kabashi area,* where 17 families have been living for more than 13 years, is a former military Ward building (about 3km from the city). The building is in a severely run-down state.

## V.2 Assessment of needs by priority

### V.2.1. Education

Roma and Egyptians in Albania enjoy the status of national minorities and, as such, they should also enjoy their education rights. Roma and Egyptian children have a low percentage of school registration and school completion compared to the national average. About 40.3% of Roma and 12.7% of Egyptians are illiterate,





while the national average is only 1.6%<sup>23</sup>. One of the strategic goals of the National Action Plan for the Integration of Roma and Egyptians 2016-2020 is that Roma and Egyptians enjoy full access and involvement in quality education, not being subject to discrimination and segregation.

A large number of Roma students abandon mandatory education because they lack support, and need to help their families with income, as well as due to discrimination.<sup>24</sup> Many Roma families facing social exclusion believe their daughter will be more protected if she abandons school in the first years of adolescence and prepares to set up her own family.<sup>25</sup>

Pogradeč municipality has 41 kindergartens with a capacity of 2,550 children. About 1800 children aged 3-6 are registered in kindergartens and in the pre-school system. The municipality has 36 mandatory schools (9-year schools) in all its administrative units (including the town of Pogradeč), of which 10 schools are attended by Roma and Egyptian students. The school attendance level by children aged 6-15 is quite high (99%); in 2018, 3 cases of school dropouts were registered.

The number of Roma and Egyptian children registered in basic education was 329. Only 28%<sup>26</sup> of Roma and Egyptian children aged 3-5 have attended pre-school kindergartens and pre-schools; 42 Roma and Egyptian children have been exempted from fees for pre-school education. Three (3) Roma and Egyptian women work as assistants in pre-school education and basic education.

The local investment fund for the construction of new schools or reconstruction of existing schools has been 10% of the budget for 2018. School infrastructure is generally according to a high standard.

There have been no awareness campaigns undertaken by the municipality towards parents for the inclusion of children in the pre-school education system in 2018, as well as no annual funding in the Municipality budget to ensure inclusion, registration, and the attendance of schools by the children of marginalised groups.

Roma and Egyptian parents, having a low level of education or being illiterate, cannot help their children in the process of preparation, while Roma and Egyptian young people are forced to take jobs and cannot afford a full-time education.

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23 Ibid

24 According to an OSFA research, 4% of children aged 6-17 are engaged in different jobs.

25 According to the 2011 social economic survey, 31% of Roma girls and 13.6% of Egyptian girls between the age of 13-17 were married.

26 Source: Pogradeč Municipality-160 Roma and Egyptian children aged 3-5 in 2017, out of which 44 have attended kindergartens and the pre-school system.



Several facilitating measures have been taken in recent years, such as including textbooks and free transportation for mandatory education, home visits, home assistance, language classes and seminars for parents, which have brought a positive impact on increasing the number of Roma and Egyptian children attending school and pre-school.

*Problems and needs identified by focus groups with the communities:*

- Opening foreign language courses
- Offering scholarships for Roma and Egyptian youth studying in Pogradec and other cities (scholarships and free accommodation to students, studying outside their city - for students from families with income under 24,000 ALL/month.
- Commitment and involvement of Roma and Egyptian youth in the processes of Pogradec municipal decision making
- Reconstruction of schools with high concentration of Roma and Egyptian students and construction of gyms in schools, where they are missing.
- Plan and support youth activities.

## V.2.2 Healthcare

Perceptions collected by Roma and Egyptian minorities show that health and education services provide a relatively good quality of service and are accessible for these communities. Progress is also reported to have been made in hygiene and childcare.

There is only one staff member employed as healthcare mediator for the Roma minority (a nurse).

Pogradec municipality has 8 health centers of which 1 is in the city and 7 in administrative units (rural area), as well as 1 public hospital;<sup>27</sup> and 6 health centers are near high-concentration areas of Roma and Egyptian families (less than 5km from residential areas). About 1,889 Roma and Egyptians are equipped with health cards, of which 904 are women and 985 are men. The number of Roma children aged until 5 years old equipped with Health Cards is 141, while the number of children aged 5-10 is 203, and 10-18 is 403. However, in discussions with representatives of these minorities, it was found that some of them do not get a health card, because they do not benefit from economic assistance.

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<sup>27</sup> The number of hospital employees is 222.



### V.2.3 Employment and vocational education

Poverty can be expressed as insufficient and poor access to social services, a form of deprivation from resources and well-being, which applies to most of the country's population, as well as those not benefitting sufficiently from public services. There have been two principal measures taken by the government for the integration of Roma and Egyptian women in the economic and social life of the country: (i) the integration of Roma and Egyptian minorities in the labor market through vocational training and programmes of active employment; (ii) promotion and support for the creation of new businesses, promotion of self-employment, and formalisation of work.

The perception of members of Roma and Egyptian minorities is that public employment services have had better results in the past two years.<sup>28</sup> Some 880 Roma and Egyptians were employed by the labor offices at the national level in 2017, including individuals who were part of employment promotion programmes, as well as through mediation.<sup>29</sup> About 83 R&E students have been counselled for easier access and integration in the labor market.

In Pogradec Municipality, the number of unemployed Roma job seekers registered at the Labor Office was 117 in 2018 (63 women), and 13 Egyptians (5 women). A total of 23 Roma and Egyptians have been employed by municipal service institutions (including seasonal work), and 7 from the Labor Office during 2018.

There is no valid information on the attendance of vocational training courses by Roma and Egyptians.

The municipality offers seasonal employment for Roma and Egyptian women in the summer period and aims at completing the Pogradec-Tushemisht road, creating permanent jobs for Roma and Egyptian minorities by carrying out public maintenance, cleaning, and greenery services in the area.

Through focus-group discussions with representatives of Roma and Egyptian minorities, the following issues were identified:

- A delay in granting of scholarships;
- The need for connection between the Employment Service and vocational education through a community facilitator (or employing a member from communities in the service offices) in terms of employment and labor market;
- The need to provide grants and support small initiatives for the creation of new businesses (start-ups) in co-operation with donor projects.

28 Source: UNDP/ESERE/Observation in assessing the impact of Behavioral Change Model

29 Source: Ministry of Finance and Economy, Monitoring Report (2018)



## V.2.4 Social Protection

The organisation of social services at the local level is carried out and conducted on the basis of the 2015-2020<sup>30</sup> National Strategy for Social Protection, and the main principles such as civil rights, equality and non-discrimination, protection for specific groups, including children, based on their own needs, and their right to life, independence, autonomy, and respect of different views, inclusion and integration on the basis of respect for human rights and human needs, and ensuring partnership with public institutions, local communities and civil society organisations, and to ensure compliance with the national service standards.

In 2018, 4021 families have been treated by the economic assistance programme in Pogradec municipality (or 830 less compared to 2017), while the number of people with disabilities was 27.

Table 3 . Economic Aid Programme for 2017-2018

Data / Indicators	Year 2017	Year 2018
<b>Number of applying families</b>	N/A <sup>31</sup>	4196
<b>Number of beneficiary families from the EA Scheme</b>	4851	4021
<b>Number of beneficiary families from the EA Scheme</b>		287
<b>Women</b>		351
<b>PwD</b>		27
<b>Orphans</b>		-
<b>Total Fund - Economic Assistance (EA)</b>	ALL 197,590,167	ALL 261,288,0362 <sup>32</sup>

Source: Pogradec Municipality

30 The three main pillars of the strategy are: (i) Alleviation and relief of poverty, providing the best coverage possible for the poor and the extremely poor families, improve their targeting, increase transparency, avoid abuse with the Economic Aid scheme, and ensure their access to integrated and coordinated schemes for their social integration; (ii) Improve the quality of life of persons with disabilities through a psycho-social assessment based on the international classification of disability, combining the cash-based payment scheme with integrated services to ensure their integration in the social and economic life; (iii) develop social care services to include vulnerable groups in Social Protection programmes, as well as to encourage full and effective participation in the society.

31 There is no data because the system has not been functional.

32 The fund above does not include the 6% Municipality fund, and the fund used for electricity and PwD compensation



The poorest families not eligible for economic assistance are subject to the municipality's decision for support under the 6% Economic Assistance Scheme Fund. The social workers of the EA sector visit persons/families not eligible for EA in the field, including Roma and Egyptians and offer support in the implementation of the application process form and documentation.

The cross-institutional group established and coordinated by the municipality along with other institutions has managed 8 cases in 2018.

*Table 4. Cases managed by the Institutional Group for 2018*

Cases managed by type - 2018	Number
<b>Domestic violence</b>	2
<b>Trafficking</b>	0
<b>Street children</b>	3
<b>Economic problems</b>	0
<b>Not registered</b>	3
<b>Disability</b>	0
<b>School dropout</b>	0
<b>Other<sup>33</sup> (e.g., Abandoned by parents, etc.)</b>	0

Source: Pogradec Municipality, DSS, Child Protection Unit

Pogradec municipality has a multi-functional community center that offers integrated social care services, as well as a daily Centre for children with different skills. The number of beneficiaries from the center was 54 (30 women, and 24 men) in 2018, of which 26 were Roma and 28 Egyptians.<sup>34</sup> The community center provides support for every individual and family, which has problems with the health care, registration in educational institutions, career orientation, and attendance of vocational training courses on the basis of a programme/questionnaire for individual assessment.

<sup>33</sup> There have been no cases for Roma and Egyptian children in 2018

<sup>34</sup> Source: Pogradec Municipality, ROMALB system



## V.2.5 Housing and urban integration

Pogradec municipality has human resources for preparation and implementation of projects for improving housing, as well as for urban infrastructure development projects. The staff of the Directorate of Planning, Control and Territory Development has prepared some projects, but the municipal financial resources are limited and do not meet the needs for improving homes identified as problematic, or for building social homes. The law on social housing <sup>35</sup>sets some administrative rules and procedures for planning, security, management and distribution of social housing. Under the law, the municipality must finance 20% of the fund needed for rehabilitation/reconstruction projects and the construction of social homes.

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35 Law on Social Housing, No. 22/2018



Table 5. Housing projects, Pogradec municipality 2017 and 2018

Project	Fund	Year	Funding source	Status	Number of beneficiary families
Improve Roma and Egyptian living conditions in the town and Buçimas (rural area)	11,600,000 ALL	2017	Government	Done	19 families
Rehabilitation of housing (joint facilities for 7 double-story buildings for Roma and Egyptian families (in District 4)	22,000,000	2018	Government	Done	24 Roma and Egyptian families and 4 families from the majority
Improve road infrastructure (District no. 4)				Done	-

Source: Pogradec Municipality



Difficult problems include the very poor living conditions for families living Guri i Kug (at the entrance of the city), where 40 Roma and Egyptian families live in a building owned by Alb Miniera. Housing infrastructure is below the standard for normal living. The other problem is that the building has been announced for auction, and the fate of the families living there is not unknown. A significant part of these families lives on economic assistance, work in waste recycling, trading of used clothes and begging.

Another area that has high concentration of Roma and Egyptians is the Kabashi area, where 17 families have been living in a former military Ward (about 3 km from the city) for 13 years. The building is in extremely run-down state. The municipality has had several communications with central institutions to transfer its ownership to the local government, so it can reconstruct it. Children of these families do not attend school as families emigrate abroad for several months to secure their living.

### V.2.6 Civil registration

The country's common problem at the national level is the lack of accurate statistics (data are indicative) as long as it is admitted of having unregistered Roma children and as long a full list of Roma children 3-5 is not available. Also, there are no statistics available for Egyptian children. Seven cases were reported in Pogradec Municipality by the Roma minority, which have not been equipped with ID cards in 2018, as well as 3 cases of Roma and Egyptian children born and identified as unregistered.<sup>36</sup>

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36 Source: Pogradec Municipality, ROMALB system





## VI. Vision and objectives of the local plan

### Vision:

*Human rights are respected in the Municipality of Pogradec for all, including Roma and Egyptian minorities, enabling them full access to services and empowerment through economic, social and cultural activities, and their integration, preserving and respecting cultural differences.*

### Strategic objectives:

Facilitate opportunities for equal use of the civil registration service and justice for Roma and Egyptians.

Roma and Egyptians enjoy full access and involvement in quality education by not being subject to discrimination and segregation.

Create equal opportunities for formal employment of Roma and Egyptians.

Ensure accessible, affordable and equal medical care for Roma and Egyptians.

Improve housing conditions for Roma and Egyptians.

Increase access to social protection programmes for members of Roma and Egyptian minorities.



## VII. Action Plan

<b>Intervention area: Equal access to Civil Registration and Justice</b>						
<b>Specific objective: Facilitate opportunities for equal use of the civil registration service and justice for Roma and Egyptians.</b>						
<b>Measure/activity</b>	<b>Stakeholders</b>	<b>Indicators</b>	<b>Data sources</b>	<b>Dead-lines</b>	<b>Funds/Financing (ALL)</b>	<b>Monitoring</b>
1.1 Provide assistance to obtain documents for children born abroad	Civil registry office (CRO), CPU, Pogradec Municipality	Number of supported cases The number of cases equipped with relevant documentation	Report submitted by the CRO to the Municipality	Every 6 months	2,024,000	Social Service Directorate (DSS) in the municipality
1.1.2 Reporting to the civil registry offices on unregistered children, including internally and outside health institutions	CRO, CPU, Pogradec Municipality, State Police	Number of reported cases Number of cases referred for assistance	Report submitted by the CRO to the Municipality	Every 6 months	528,000	Social Service Directorate (DSS) in the municipality
1.1.3 Registration and solutions, through civil registry offices, of cases of unregistered individuals who are not equipped with the necessary documentation.	CRO	Number of identified cases Number of assisted cases The number of cases equipped with relevant documentation	Report submitted by the CRO to the Municipality	Every 6 months	615,000	Social Service Directorate (DSS) in the municipality



1.1.4 Draft and distribute information packages on the eligibility criteria, necessary documentation and sources of support for Roma and Egyptians regarding civil registration and transfer of settlement	CRO DSS	Number of Roma and Egyptians informed about civil registration procedures and settlement change, Disaggregation by ethnicity.	Report submitted by CRO/DSS to the municipality	Every 6 months	242.880	Social Service Directorate (DSS) in the municipality
1.1.5 Grant a birth bonus for Roma and Egyptian children when registered within the legal deadline.	CRO, DSS	The number of Roma and Egyptian families which have obtained a bonus for their children's births.  The number of children born who have benefitted the bonus - by ethnicity and gender.	Report submitted by the CRO/DSS to the Municipality	Every 6 months	11,200,000	Social Service Directorate (DSS) in the municipality
1.1.6 Financial support from the municipality for the DNA test of Roma and Egyptian families with economic problems	DSS Pogradec Municipality Budget and Finance Office, Pogradec Municipality	Number of beneficiaries  Dedicated budget and expenditures	Data from DSS and the Finance Directorate	Every 6 months	492.000	Social Service Directorate (DSS) in the municipality



**Objective 2:** Strengthening capacities for identifying Roma and Egyptians at risk of trafficking, as well as for referring, protecting, and reintegrating cases of trafficking.

<p>1.2.1. Improve the functioning of the existing mechanism for sharing information from various institutions (including information and disaggregated data on victims from Roma and Egyptian minorities)</p>	<p>DSS, case management teams</p>	<p>The number of people at risk of trafficking and identified trafficking victims, who have been referred to and received assistance (M/F)</p>	<p>Municipality, SIVET System (Information System for victims of trafficking)</p>	<p>Every 6 months</p>	<p>288,000</p>	<p>Social Service Directorate (DSS) in municipality</p>
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### Intervention area: Education and Promotion of Intercultural Dialogue

**Specific objective 2.1: All Roma and Egyptian children, boys and girls, at school age, complete compulsory education and pre-school education by the end of 2022.**

Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/Financing (ALL)	Monitoring
2.1.1 Registration of all Roma and Egyptian children in pre-school education and Compulsory Education	Educational Office and DSS	329 Roma and Egyptian children registered in basic education in 2018 28 Roma and Egyptian children aged 3-5 attend pre-school kindergartens (2018) The number of registered Roma and Egyptian boys and girls attending pre-school education and mandatory education. M/F Division, ethnicity, city/village.	Report submitted by the DSS/Education Office	Every 6 months	369.600	The social service (DSS) Directorate in Municipality, Education Office, Education Directorate in Pogradec
2.1.2 Registration of Roma and Egyptian children in pre-school and Compulsory Education, exempting them from financial guarantees and food fees	Pogradec municipality, DSS	The number of Roma and Egyptian children exempt from tariffs for pre-school education. M/F Division, ethnicity, city/village.	Report submitted by the DSS	Every 6 months	132.000	Social service (DSH) Directorate in municipality, Educational Office, Education Directorate



2.1.3 Increase the number of Roma and Egyptians (women and men), who work as educators in pre-school education and as teachers in compulsory education	Education Office/ Municipality	The number of Roma and Egyptians working as educators in pre-school education and as teachers. Division by F/M, ethnicity.	Report submitted by the Education Office/Municipality	Every 6 months	4,320,000	Social Service Directorate (DSS) in municipality
2.1.4 Establish assistant positions for Roma and Egyptians in pre-school and basic education (for assistance with homework and primary grades, 1-4)	Education Office/ Municipality	The number of Roma and Egyptian girls and boys benefitting from support with homework and study. M/F Division, ethnicity, city/village.	Report submitted by the Education Office/Municipality	Every 6 months	2,640,000	The Social Service Directorate (DSS), Education Office, Education Directorate.
2.1.5 Provide free transport to school and kindergartens for Roma and Egyptian children, who live far from schools/kindergartens (even less than 2 km) for justified security reasons	RED, Po-gradec Municipality Education Office	Number of Roma, Egyptian boys and girls benefiting free transport to school (F/M, age group; ethnicity; city/village)	RED/Education Office reports to the municipality	Every year (2019-2022)	3,360,000	RED/Municipality Education Office
2.1.6 Grant a bonus to families with children attending classes 6-9 so they can finish compulsory education.	RED/Municipality Education Office	Number of Roma and Egyptian student beneficiaries by F/M, and ethnicity	Municipality Education Office report	Every year (2019-2022)	1,200,000	RED/Municipality Education Office



2.1.7 Create adequate infrastructure in schools to enable the implementation of the pilot system for school canteens attended by Roma and Egyptian children in order to provide food meals for all children.	RED/Municipality Education Office, MESY	The number of schools with adequate infrastructure Number of Roma and Egyptian students who benefit free meals at school	Municipality Education Office report	Every year (2019-2022)	23,760,000	RED/Municipality Education Office
2.1.8 Registration of Roma and Egyptian adults and parents, who lack writing and reading skills, and have not completed compulsory education in the part-time Basic Education Programme.	RED/Municipality Education Office	The number of persons over the age of 16 enrolled in part-time basic education programme (F/M, ethnicity)	Municipality Education Office report	Every year (2019-2022)	1,593,000	RED/Municipality Education Office
2.1.9 Registration of young Roma and Egyptian people in higher education at all levels in various branches through university quotas	MESY/RED/Municipality Education Office	The number of Roma and Egyptian youth registered at various university levels in public universities through separate quotas (F/M, ethnicity)	Municipality Education Office report	Every year (2019-2022)	1,000,000	Education Office, Municipality/ Education Directorate Pogradec
2.1.10 Organise extracurricular activities for awareness about Roma and Egyptian identity	Municipality/ Education Office/ DSS	Each year organisation and support 1-3 cultural activities	Municipality reporting	Every year (2019-2022)	3,000,000	Municipality/DSS



2.1.11 Prevention of segregation trends	Directorate Pogradec/ Municipality Education Office	<p>The number of targeted schools.</p> <p>The number of targeted classes. Desegregation by: city/village</p> <p>Number of targeted students and families</p>	MESY/Commissioner for protection from discrimination	Every year (2019-2022)	1,232,000	Municipal Education Office / Education Directorate (ED)
2.1.12 Inclusion of Roma and Egyptian children at summer camp	Municipality / DSS	<p>The number of Roma and Egyptian children in need of involvement</p> <p>Number of Roma and Egyptian children involved</p>	Municipality reporting	Every year (2019-2022)	630,000	Municipality/ DSS/monitoring team





### Intervention area: Education and Promotion of Intercultural Dialogue

**Specific objective 2:** Strengthen school co-operation with social services, address the cases of Roma and Egyptian children with social-economic problems.

Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/Financing (ALL)	Monitoring
2.2.1 Identify and register all Roma and Egyptian girls at school through multi-sectoral working groups at the local level	Education Office and DSS/ Municipality, health centers/ police	Number of Roma, Egyptian girls and boys registered annually in primary education (M/F), ethnicity; city/ village	Report submitted by the DSS/ Education Office	Every year (2019-2022)	616.000	Social Service (DSS) Directorate in the Municipality, Education Directorate in Pogradec
2.2.2 Update the children's database for pre-school education and compulsory education (including Roma and Egyptians)	Educational Office / Municipality/ DSS	Updated database	Report submitted by the DSS	Regularly (bi-annual reporting)	492,800	Social service (DSH) Directorate in municipality, Educational Office, Education Directorate
2.2.3 Identify Roma and Egyptian boys, who are missing in the pre-school and mandatory education system to ensure their registration.	Education Office CPU, Pogradec Municipality	The number of Roma and Egyptian children missing in the pre-school and mandatory education system (F/M, ethnicity)	ROMALB report submitted by the Education/ Municipality Office	Every 3-months	369,600	Social Service Directorate (DSS) in municipality



2.2.4 Organise periodic meetings with Roma and Egyptian parents in their homes on issues related to the importance of compulsory education.	Directorate Education / Education / Municipality Office	The number of door-to-door visits conducted by the psychologist, social worker or by assistant teachers  The number of Roma and Egyptian parents who participated in awareness campaigns	School/ Education Directorate report in Pogradec/ Municipality	Every year (2019-2022)	739.200	The Social Service Directorate (DSS), Education Office, Education Directorate.
2.2.5 Referral of children's families, who abandon school or risk abandoning compulsory education, in social protection services and other sources of support.	Directorate Pogradec/ Municipality Education Office	The number of families referred to social protection services or to other sources of support for children who abandon school. (F/M, according to: ethnicity, city/village)	Educational Directorate / Education Office in municipality	Every year (2019-2022)	246.400	Directorate Pogradec/ Municipality Education Office
<b>Specific objective 3: Improve results with performance of Roma and Egyptian children</b>						
2.3.1 Establishment of assistance teams at every school for Roma and Egyptian children (school director, custodial teacher, psychologist, social workers, community mediators) to help improve school results.	Directorate Education, Schools Administrative Units Pogradec Municipality Education Office	Number of teams set up in schools with Roma and Egyptian students  The number of Roma and Egyptian children assisted (according to gender, class etc.)	Municipality Education Office report	Every year (2019-2022)	554.400	RED/ Municipality Education Office



2.3.2 Successful cases of top Roma and Egyptian students	Schools that have such cases, Education Directorate, Pogradec Municipality Education Office	The number of promoted Roma and Egyptian students. Number of promotional events Number of participants in them	Commission Office report in municipality	Every year (2019-2022)	960,000	Directorate Education, Education / Municipality Office
2.3.3 Support for better academic achievements for Roma and Egyptian children through support for the completion of homework	DAR/Municipality Education Office, Community Centre	The number of Roma and Egyptian students assisted in completing homework	Municipality Education Office report	Every year (2019-2022)	7,318,080	RED/Municipality Education Office
<b>Specific objective 4: Improve intercultural dialogue and common understanding</b>						
2.4.1 Organisation of the week of Roma culture (April 2-8th) and turning into an annual tradition, the 24th of June (Egyptian Day), as well as activities during the year	Municipality/RED, Schools, Community Centre	Indicative number of participants in events / tasks conducted	Municipality reporting	Every year (2019-2022)	2,660,000	Municipality/DSS/DAR
2.4.2 Activities for promoting identity, cultural values of Roma and Egyptian minorities and inclusion <sup>37</sup>	Municipality / DSS / Community Centre	Event/task and purpose Indicative number of participants in any task	Municipality/publications report on official page, OSC, donor projects	Every year (2019-2022)	3,460,000	Action Plan monitoring group annual report

37 Activities on June 1st-International Children's day, October 17th-World Day Against Poverty, December 10th-World Day of tolerance



<p>2.4.3 Promoting talent in art (song and musical instruments), crafts at social-cultural activities.</p>	<p>Municipality/ Community Social Centre, Local media/ RED</p>	<p>The number of children identified as talents in activities                  Number of promotional activities                  Number of participating children                  Number of children promoted in local media                  Platform format</p>	<p>Municipality / social center / Local Media Centre</p>	<p>Every year (2019-2022)</p>	<p>3,000,000</p>	<p>Action Plan - Annual Monitoring Report</p>
<p>2.4.4 Establish a co-operation and co-ordination platform between civil society organisations, Municipality and other local donors and actors, promoting intercultural dialogue.</p>	<p>Municipality</p>	<p>Number of participants                  Number of Joint/Task initiatives</p>	<p>Municipality / CSO / donors</p>	<p>Every year (2019-2022)</p>	<p>862.400</p>	<p>Action Plan monitoring group annual report</p>
<p>2.4.5 Establish a cultural center (feasibility study)</p>	<p>Municipality</p>	<p>Prepared study</p>	<p>Municipality report</p>	<p>2020</p>	<p>500.000</p>	<p>Action Plan monitoring group annual report</p>



**Area of Intervention: HEALTH CARE**  
**Strategic goal 3: Increase lifespan and decrease diseases among Roma and Egyptian population**

Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/Financing (ALL)	Monitoring
<b>Specific objective 1: Increase access for Roma and Egyptian minorities to health care services</b>						
3.1.1 Regular field checks and information of communities on basic health control, free service and periodic control (check-up)	RHD/ Health Center	Number of Roma and Egyptian persons visited in the reporting year The number of chronically ill Roma and Egyptian The number of R/E people who have done their checkup.	Report submitted by the RHD/ Municipality	Every year (2019-2022)	443,520	RHD/ Health Centre/ Municipality
3.1.2 Annual screening of areas where Roma and Egyptian families live for identifying unvaccinated children	RHD/ Health Center	The number of Roma and Egyptian children who have had vaccines in the year of reporting (F/M). The number of Roma and Egyptian children who have had vaccines against the total number of children.	Report submitted by the DSS	Every year (2019-2022)	369,600	RHD/ Health Centre/ Municipality
3.1.3 Create and update the database for various diseases of the Roma and Egyptian population	Health Center	Evidence of R&E members diseases	Report from the Health Center	Every year (2019-2022)	492,800	RHD / Health Centre/ Municipality



<p>3.1.4 Record Roma and Egyptian persons without health cards and give support for helping them obtain a health card</p>	<p>Health Centre / Community Centre /Labor Office</p>	<p>The number of Roma and Egyptian persons identified with a lack of ID. Number of people equipped with health card. % of Roma and Egyptians equipped with health cards compared to the number of members of communities living in municipalities</p>	<p>Health Centre / Community Centre /Labor Office</p>	<p>Every year (2019-2022)</p>	<p>295.680</p>	<p>DPH/ Health Centre/ Municipality / monitoring group Annual Report</p>
<p>3.1.5 Establish co-operation and promote University Medical Desks to take field work in assisting Roma and Egyptian communities (medical teams and medical students to offer free visits)</p>	<p>DPH, Municipality</p>	<p>Number of Co-operations Number of Initiatives Number of visited and advised persons</p>	<p>DPH/Municipality report</p>	<p>2019-2020</p>	<p>3,000,000</p>	<p>DPH/ Health Centre/ Municipality / monitoring group Annual Report</p>



<b>Objective 2: Improve information and health promotion for available health care services for Roma and Egyptians;</b>						
3.2.1 Ensure basic diagnostics and first aid through mobile medical teams for Roma and Egyptians, who are not covered by the base system (which have no personal documents/residence or health insurance)	DPH/ health center / mediator	The number of Roma and Egyptian recipients of information (including that for physical, mental and reproductive health issues, STDs, child vaccinations 0-14, drug use etc.) and services from mobile medical teams. F/M division; age group; ethnicity; city/village	Report from DPH/ Health Centre / Municipality	Every year (2019-2022)	1,800,000	DPH/ Health Centre/ Municipality / monitoring group Annual Report
3.2 Organise information sessions on health facilities and services provided	DPH / Community Centre / mediator	The number of meetings at the community level The number of participating members.	Report from DPH / Community Centre / Municipality	Every year (2019-2022)	184.800	DPH/ Health Centre/ Municipality / monitoring group Annual Report
3.2.3 Recruitment and training of Roma and Egyptians as mediators for extending health services.	DPH/ Community Centre / mediator	Number of Roma and Egyptians recruited and trained as mediators	Report from DPH / Community Centre / Municipality	Every year (2019-2022)	1,396,800	DPH / Health Centre/ Municipality / monitoring group Annual Report



3.2.4 Prepare simple data and promotional materials for health issues, also in Roma language and with images	DPH/ Community Centre / mediator	The number of promotional materials prepared in Roma and/or including figures (illustrations)	Promotional materials	Every year (2019-2022)	900,000	DPH/ Health Centre/ Municipality / monitoring group Annual Report
3.2.5 Organise awareness campaigns on health risks in certain jobs and preventive measures for Roma and Egyptian minorities involved in informal work.	DPH / Community Centre / mediator	Number of campaigns undertaken Number of targeted persons Level of knowledge and awareness change	Report from DPH / Community Centre / Municipality	2019-2022	960,000	DPH / Health Centre/ Municipality / monitoring group Annual Report





<b>Intervention area: Vocational education and training (VET)</b>						
<b>Strategic objective 4: Create equal opportunities for formal employment of Roma and Egyptians.</b>						
Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/Financing (ALL)	Monitoring
<b>Specific objective 4.1: Increase access to Roma and Egyptians in vocational training and employment promotion programmes.</b>						
4.1.1 Support the participation of Roma and Egyptians in employment promotion programmes (EPP).	Labor office/Municipality/DSS Chamber of Commerce	The number of Roma and Egyptians (M/F), who are included in EPP (under the programme and as a percentage of all participants)  The number of people employed and the number of people who manage to continue to be employed in addition to the completion of the programme (Unemployed, F/M, according to age group, employed through Labor Offices	Labor Office report	Every year (2019-2022)	6,900,000	Municipality/DSS, Annual Monitoring Group Report
4.1.2 Conduct Community Work (Employment Promotion Programme)	Labor office/Municipality/DSS	Number of community jobs done	Labor Office report	Every year (2019-2022)	4,500,000	Municipality/DSS, Annual Monitoring Group Report



<p>4.1.3 Free participation (where it is not guaranteed) for Roma and Egyptians in public vocational training on skills highly in demand in the labor market</p>	<p>Labor / Municipality/DSS/ Regional Vocational Training Centre</p>	<p>The number of Roma and Egyptians (men and women), who complete vocational training courses (F/M, age group; ethnicity; city/village)</p> <p>The number of Roma and Egyptians (M/F), who complete vocational training courses and manage to get employed or self-employed. (M/F), ethnicity; city/village</p>	<p>Labor Office report</p>	<p>Every year (2019-2022)</p>	<p>1,440,000</p>	<p>Municipality/DSS, Annual Monitoring Group Report</p>
<p>4.1.4 Training and advice for developing life capacities with a focus on Roma and Egyptian young people at the community center</p>	<p>DSS, Educational Office, Community Centre</p>	<p>Number of advised persons (at least 1 training/organised consultation) annually</p>	<p>Report from Community Centre/DSS (Municipality)</p>	<p>Every year (2019-2022)</p>	<p>600,000</p>	<p>Municipality/DSS, Annual Monitoring Group Report</p>
<p>4.1.5 Promote successful cases of Roma and Egyptian persons employed through employment promotion programmes.</p>	<p>Municipality/DSS/ Community Centre/Labor Office</p>	<p>Number of promoted cases</p>	<p>Report from Community Centre/DSS (Municipality)</p>	<p>Every year (2019-2022)</p>	<p>277,200</p>	<p>Municipality/DSS, Annual Monitoring Group Report</p>



<b>Objective 4.2: Create new jobs</b>						
4.2.1 Pay attention to and prioritise employment of Roma and Egyptians applicants in the administration and municipal services according to the announced criteria and legal framework	Municipality Council / DSS	Introduce quotas and increase by 5% the number of employed persons annually for implementation of the Action Plan	Municipality / DSH / Human Resources Directorate (HR)	Every year (2019-2022)	No additional costs	Municipality/ DSS/HR
4.2.2 Create a community work programme, Public Investments including beneficiaries from the EA scheme, as well as Roma and Egyptians.	Municipality / Programming and Development Directorate/DSS/donors/private sector	Number of Roma and Egyptians involved in Community Affairs	Municipality / DSS	Every year (2019-2022)	4,500,000	Municipality/ DSS/HR
4.2.3 Offer small grants aimed at promoting employment and formalising jobs (including artisans), with a focus on women, Roma, and Egyptian youth.	Municipality/ Donor projects	Number of awarded grants Grant fund (cash) Number of Roma and Egyptians employed/formalised	Municipality / Finance / DSH budget directorate	Every year (2019-2022)	1,800,000	Municipality/ DSS/ annual Monitoring Group report



4.2.4 Facilitate and support social enterprises aimed at employing Roma and Egyptians.	Municipality/ Donor projects	The number of social enterprises or business companies that are supported (facilitated) by the municipality  Number of Roma and Egyptians employed	Municipality / Finance / DSS/ Budget directorate	Every year (2019-2022)	3,000,000	Municipality/DSS annual Monitoring Group report
4.2.5 Promote positive examples of Roma and Egyptian employment	Municipality / DSS	Number of promoted people	Municipality / DSS	2019-2022	277,200	Municipality (own funds) / investment projects by donors
4.2.6 Create a public market for used clothes	Municipality / Directorate of Assets/ Urban Planning/ DSS	Market creation study	Municipality/Directorate of Assets and Urban Planning Directorate	2021	5,000,000	Municipality (own funds) / investment projects by donors



**Intervention Area: Housing and urban integration**  
**Strategic goal 5: Improve housing conditions and urban infrastructure of Roma and Egyptian residential areas**

Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/ Financing (ALL)	Monitoring
<b>Specific goal 5.1: Increase access for Roma and Egyptians to social housing programmes</b>						
5.1.1 Ensure interaction with central institutions and line ministries to carry out their transfer to the Guri i Kuq area (a building owned by ALB Miniera, where 40 Roma/Egyptian families live) and to Kabash area (military building where 17 Roma/Egyptian families live)	Government/ Municipality	Transfer of ownership of these buildings to the municipality to pave the way for improving their physical state through projects/applications under social housing programmes	Municipality/DSS	2019-2020	123.200	Municipality/DSS, Annual Monitoring Group Report
5.1.2 Assistance to be provided to Roma and Egyptian families to improve housing conditions through annual applications for financing from social housing programmes.	Municipality/Directorate of Urban Planning and Development/DSS	Number of projects/applications made every year by the municipality Number of projects approved for financing by MFE	Urban Development Directorate/DSS report	Every year (2019-2022)	40,600,000	Municipality/DSS, Annual Monitoring Group Report



5.1.3 Small grants to improve the housing conditions for Roma and Egyptians (as well as sewerage or new construction) in the Administrative Unit (AU) of Bucimas, Çërravë, and others.	Municipality	Number of Grants Fund in ALL Number of improved settlements	Report from municipality / DSS	Every year (2019-2022)	4,500,000	Municipality/DSS, Annual Monitoring Group Report
5.1.4 Plan and make investments to improve urban infrastructure (water supply system, roads and sidewalks, urban waste collection system)	Municipality / Urban Development Planning Directorate / Budget/ Finance/ DSS	The number of projects for intervention and improvement of urban housing areas for R&E Investment fund in ALL Number of beneficiary families	Urban Development Directorate/ DSS	Every year (2019-2022)	62,014,822	Municipality/DSS, Annual Monitoring Group Report
5.1.5 Information and awareness campaigns about social housing programmes and applications for Roma and Egyptians	Municipality / DSS	Number of information meetings Number of informed Roma and Egyptians	Municipality reporting	Every year (2019-2022)	366.960	Municipality / DSS / housing sector, monitoring group annual report
5.1.6 Offer support in preparing the complete documentation needed for social housing programmes (and lease bonus)	Municipality / DSS	Number of supported Roma and Egyptians	Municipality reporting	Every year (2019-2022)	667,200	Municipality / DSS / housing sector, monitoring group annual report



5.1.7 Create a database (system) for the registration/upgrading of the living conditions and housing needs, the list of Roma and Egyptian homeless	Municipality / DSS	Created database	Municipality reporting	Every year (2019-2022)	266,880	Municipality / DSS / housing sector, monitoring group annual report
5.1.8 Construction of social houses	Government/ Municipality	The number of social houses built Number of Roma and Egyptian beneficiary families	Municipality reporting	2022	78,720,000	Municipality / DSS
5.1.9 Offer assistance to Roma and Egyptian families, who cannot afford to pay the rent of social housing, including their referral for employment and other relevant services.	Municipality	Number of families benefitting from housing payments	Municipality reporting	Every year (2019-2022)	266,880	Municipality / DSS
5.1.10 Empower consultancy mechanisms for Roma and Egyptian minorities on issues of improving infrastructure	Municipality / Directorate of Urban Planning and Development / DSS	Number of consultation meetings with minorities	Municipality reporting	Every year (2019-2022)	222,400	Municipality / DSS
5.1.11 Update the map showing where Roma and Egyptian settlements are concentrated, and prepare project-fiches (by the municipality) according to updated data and priorities	Municipality / Directorate of Urban Planning and Development / DSS	Mapping of settlements and identification of needs. Prepared and approved investment project fiches. Dedicated and spent budget.	Municipality Report	Every year (2019-2022)	667,200	Municipality/Directorate of Urban Planning and Development/DSS



**Specific objective 6.1: Increased access to Roma and Egyptians in social housing programmes**

6.1.1 Information and awareness campaigns about social protection programmes (economic assistance, social pensions, unemployment payment, disability payment)	Municipality / DSS	Number of campaigns Number of informed Roma and Egyptians	Municipality / DSS	Every year (2019-2022)	667,200	Municipality/DSS, Annual Monitoring Group Report
6.1.2 Offer support in preparing forms for economic assistance, social pensions, unemployment payment, disability payment)	Municipality / DSS	Number of assisted cases Number of submitted applications Number of successful applications	Municipality/ DSS Report	Every year (2019-2022)	667,200	Municipality/DSS, Annual Monitoring Group Report
6.1.3 Train social administrators regarding social services, legislation, and other areas of importance	Municipality / DSS / Community Centre / MHSP	Number of training courses Number of trained persons (Municipality staff)	Report from municipality / DSS	Every year (2019-2022)	140,000	Municipality/DSS, Annual Monitoring Group Report
6.1.4 Establish mobile teams (social administrators, community facilitators, Community Centre) to identify, assess/address the socioeconomic needs of Roma and Egyptian families /individuals	Municipality / DSS	Assessment report	Report from municipality / DSS	Every year (2019-2022)	750,600	Municipality/DSS, Annual Monitoring Group Report





6.1.5 "Basket for you" initiative in co-operation with other stakeholders assisting Roma and Egyptian families, which have not been selected as beneficiaries from the Economic Aid scheme.	Municipality / DSS / Business	Number of supported families / persons	Municipality reporting	Every year (2019-2022)	800,000	Municipality / DSS
6.1.6 Include the social administrators and the Child Protection Unit in the multidisciplinary anti-trafficking mobile teams.	Municipality / DSS	The number of Roma and Egyptian victims of human trafficking benefiting from the cash-based Social Protection Programme and social services for individual persons and families	Municipality reporting	Every year (2019-2022)	533,760	Municipality / DSS
6.1.7 Empower Child Protection Unit (currently covered by 1 person)	Municipality / DSS	Increased by 1 person	Municipality reporting	Every year (2019-2022)	1,764,000	Municipality / DSS, Annual Monitoring Group Report



**Co-ordination, monitoring and assessment of the Local Plan for the Integration of Roma and Egyptians of the Municipality of Pogradec**

<b>Co-ordination, monitoring and assessment of the Local Plan for the Integration of Roma and Egyptians of the Municipality of Pogradec</b>						
<b>Measure/activity</b>	<b>Stakeholders</b>	<b>Indicators</b>	<b>Data sources</b>	<b>Deadlines</b>	<b>Funds/Financing</b>	<b>Monitoring</b>
<b>Objective 1: Monitor the implementation of measures and indicators of the action plan with all local – level institutions to reduce R&amp;E's social-economic inequality and increase access to public services.</b>						
1.1 Create a database to collect information on indicators of the action plan (including indicators of the local plan not contained in the ROMALB system)	Municipality/ Directorate of Social Service	The Database created with measurable indicators and other indicators not contained in the ROMALB system.	DSS report (Municipality)	Every year (2019-2022)	Municipality fund (without additional costs)	Municipality / DSS
1.2. Communication with all public institutions and other local actors to provide updated information (quantitative and qualitative) according to the priority sectors of the action plan regarding the progress report	Municipality / DSS	-	Municipality/ DSS reporting	Every year (2019-2022)	Municipality fund (without additional costs)	Municipality / DSS



1.3 Draft the progress report and publish it (online, on the municipality website) regarding the implementation and the assessment of indicators	Municipality/working group /DSS	Progress report published	Progress Report/ updated set of indicators	Every January (2020-2022)	Municipality / External Support Fund	Municipality / DSS, Annual Report of the Monitoring Group and external expert
1.4 Organise meetings (at least) every six months with R&E minorities and facilitators to provide updates on the implementation of the Action Plan and to address critical issues	Municipality/working group/ DSS/ Community Centre/ facilitator (contact points)	Number of meetings, list of participants, agenda of meetings	Evidence of meetings	Every 6-months (2019-2022)	Municipality fund (without additional costs)	Municipality / DSS / Community Centre/ Facilitator
1.5 Update the online monitoring and reporting system (ROMALB) with new data from users at various levels	Municipality/ DSH (ROMALB system coordinator)	Updated set of indicators	Updated indicators	Every year (2019-2022)	Municipality fund (without additional costs)	Municipality / DSS



## VIII. Financial Resources

This chapter addresses the financial resources, needed for implementing the “Local Plan for the Integration of Roma and Egyptian Minorities 2019-2022, Pogradec Municipality”.

The costing of the action plan was made based on information provided by the Budget and Finance Directorate and all directorates involved in implementing this action plan. A combined methodology was used for costing purposes, as the plan includes five sectors and a series of activities are implemented by other institutions. The main methodology used is the activity-based costing. The costing was done based on the cost of each activity reflected in the action plan. In calculating total expenditures, the duration of the action was taken in consideration, including the number of tasks to be accomplished, as well as the number of beneficiaries for certain activities. In some cases, analogy costing was also applied, especially regarding infrastructure and social housing projects, which consider the expenses made for similar activities. For the activities planned to be covered by the central government budget, costs per unit were considered in the mid-term budget planning for 2019-2021. The cost of the action plan was also realised based on the practice of budget planning and the methodology of drafting the mid-term budget.

The total cost estimated for the implementation of the measures out of all sources of funding is about ALL 308.1 million, or approximately EUR 2.4 million.<sup>37</sup> The funding forecast for the period 2019-2022 was made considering the mid-term budget limit (mid-term budget planning for 2020-2022). Financial resources from the state budget cover about 23.5% of the cost of the action plan, or about ALL 72.0 million, while resources of funding committed by the municipality cover 34.5% of the cost of the action plan, or ALL 106.3 million.

Table 1 represents the budget in years by areas. 61.1% of the expenditures are needed for “Housing and urban integration,” while 21.2% is assigned for “Education and promotion of intercultural dialogue.”

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37 Exchange rate 1 Euro=125 ALL



Table1 . Budget in years

Description	2019-2022 Budget					TOTAL
	2019	2020	2021	2022		
AREAS						
Equal Access to Civil Registration and Justice	3,967,120.00	3,967,120.00	3,740,120.00	3,715,520.00	15,389,880.00	
Education and Promotion of Intercultural Dialogue	8,013,520.00	19,439,320.00	18,939,320.00	19,019,320.00	65,411,480.00	
Healthcare	446,600.00	3,132,200.00	3,132,200.00	3,132,200.00	9,843,200.00	
Employment and Vocational Training (VET)	1,690,800.00	6,989,000.00	7,519,800.00	7,594,800.00	23,794,400.00	
Housing and urban integration	28,645,840.00	76,759,782.00	2,144,960.00	80,864,960.00	188,415,542.00	
Social Protection	702,040.00	1,540,240.00	1,540,240.00	1,540,240.00	5,322,760.00	
TOTAL (1+2+3+4+5)	43,465,920.00	111,827,662.00	37,016,640.00	115,867,040.00	308,177,262.00	



Table 2 presents expenditures according to sources of financing and the financial gap for each of the specific targets. Expenditures for housing are considered partially as a financial gap. The gap is mainly related to projects for constructing social houses. While the financial gap regarding education is mainly related to the project for “creating adequate infrastructure in schools to enable the implementation of the pilot system for school canteens for Roma and Egyptian children”. The financial gap in total is 41.0%. Part of the financial gap requires the allocation of funds from the municipality and the state budget, while the rest is thought to be covered by different donors and civil society organisations.



Table 2. *Expenditure by sources of financing*

Description	Financed by					Funds Needed in ALL
	Municipality	Government	Donors	Others	Total	
AREAS						
Equal access to civil registration and justice	3,661,880.00	11,728,000.00	0.00	0.00	15,389,880.00	0.00
Education and promotion of intercultural dialogue	24,291,520.00	10,558,240.00	344,960.00	1,344,960.00	36,539,680.00	28,871,800.00
Healthcare	96,000.00	1,786,400.00	0.00	0.00	1,882,400.00	7,960,800.00
Employment and Vocational Training (VET)	777,200.00	16,117,200.00	0.00	600,000.00	17,494,400.00	6,300,000.00
Housing and urban integration	73,121,542.00	32,074,000.00	0.00	0.00	105,195,542.00	83,220,000.00
Social Protection	4,382,760.00	140,000.00	0.00	800,000.00	5,322,760.00	0.00
TOTAL (1+2+3+4+5)	106,330,902.00	72,403,840.00	344,960.00	2,744,960.00	181,824,662.00	126,352,600.00



## IX. Monitoring and evaluation

The Local Plan for the Integration of Roma and Egyptian Minorities is a policy and development document for targeted communities and should not stop with its approval by the Mayor and the Municipal Council. Regular monitoring of the local plan at certain time intervals, collection of data for measurable indicators, the evaluation of their impact on the improvement of the access to public services provided to the community, and the publication of the results of the implementation of these measures is an institutional responsibility of the municipality, which is based on the principles of accountability of local governments, non-discrimination, citizen participation, and public information.

Monitoring and evaluation results will contribute to the orienting of new policies and the allocation of local-level resources under strategic planning and the local decision-making process. In addition, the monitoring reports will provide valid and quality information under the ROMALB system report conducted twice a year by the Ministry of Health and Social Protection.

At a high level, the monitoring report will facilitate decision-making to inform the Policy Management Group at the local level, which will be responsible for monitoring the progress of all plans and developments approved by the Municipality, as well as the General Local Plan, the Mid-Term Budget Programme, and the annual budget. The monitoring results on the progress of implementation of the measures/activities shall be periodically presented (at least once or twice a year).

On the operational level, it will be the Social Service Directorate and the Community Coordinator as part of this directorate, responsible for monitoring the implementation of the Local Plan for the Integration of Roma and Egyptians Minorities in the Municipality of Pogradec. The Social Service Directorate is responsible for collecting quantitative and qualitative data from all municipal structures according to the relevant sectors, as well as all other public institutions. The Social Service Directorate in the municipality has a co-ordination role in the performance of and implementation of the plan. The local plan envisions publishing annual progress reports and support for the monitoring reports of civil society.

The challenge for the full functioning of the monitoring framework remains increasing municipal staff capacities, improving the degree of accountability of other municipal structures, as well as co-operation and interaction with other local-level structures under central institutions.





The process of self-declaration as Roma or Egyptian is not standardised, and some local-level structures are reluctant to collect these data for fear of violating privacy and self-declaration rights provided by law. There is a need to increase the capacity to make sure that all relevant public offices can collect the data needed for monitoring the implementation of the Local Plan, while also defending the privacy rights of the Roma and Egyptians. In particular, data on the Egyptian situation is missing.<sup>38</sup>

At the level of priority sectors and strategic objectives, monitoring will be carried out through a results-based evaluation mechanism using measurable indicators, as well as monitoring on the quality and accessibility of Roma and Egyptian public services. These annual surveys should be undertaken by the municipality in cooperation with community organisations and CSOs. The results should be published in the website of the Municipality and the ROMALB system.

With limited resources available for the municipal staff, the current workload and limited professional capacity, monitoring can be supported by external expertise from projects of donor agencies, at least for the first year of monitoring. Foreign expertise will help develop know-how and improve local administration capacities for monitoring and reporting.

The municipality regularly updates the online electronic system “ROMALB “ for registration and updating of data for the indicators of the NAPIRE Action Plan 2016-2020, while the MHSP offers technical support and training for the system users in the municipality.

Recommendations for the Municipality:

- Creating and ensuring the sustainability of the Institutional Working Group that will be responsible for high-level coordination and monitoring of the implementation of the action plan.
- Assign local officials responsible for following up and monitoring the Local Plan (e.g., Officers from the Directorate of Social Services.)
- Strengthen co-operation with community organisations and local Roma and pro-Roma CSOs, as well as with facilitators or contact points from both minorities.
- Ensure co-operation with projects financed by donor agencies for external support and expertise.

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38 NAPIRE, 2016-2020



## X. Annexes

### X.1 Assessment of Municipal capacities and other local-level institutions for Pogradec Municipality

Below are the assessment areas of the municipality capacity and the guiding questions for each component. The data should be recent, for the last 3 years. Use the last column for notes and details that complement and clarify the figures or the answers you provided in the second column.

Table 4<sup>39</sup> Assessment of municipal capacities in the field of education (including the pre-school system)

EDUCATION	<b>Has the municipality conducted any infrastructure improvement project in the past 3 years?</b>	Yes/No	
	<i>If so, were any of them with a considerable number of Roma children?</i>	Yes/No	
	<i>If so, was that also with EU funds?</i>	Yes/No	
	Has the Municipality conducted any training for teachers in the last 3 years? (e.g., in collaboration with RED, etc.)	Yes/No	
	<i>If so, was that also EU funded?</i>	Yes/No	
	Are there any active school mediators in Roma communities?	Give a number	
	Does the Municipality finance any other support programme for Roma children?	Yes/No	
	Which municipal departments/services are responsible/competent in this area?	List them.	
	Can education-related issues be addressed at the local level?	Yes/No	
	Does the municipality have the capacity to draft and implement projects in the field of education?	High/ medium/ low capacity	

39 Source: Methodology for the local facilitator for drafting Local Plans for Integration of Roma and Egyptian Minorities (2019, author E. Dhembo)



What are the municipal needs in this direction? (education in general, including Roma children in particular)	Specify	
What is the approved investment fund for constructing new kindergartens and/or reconstructing existing kindergartens versus the local budget for the reporting year (in %)	_%	
Referring to the question above, have there been kindergartens/nurseries attended by children of the Roma community?	v.2019 (forecast in Mid/Term Budget)	
Local investment fund for the construction of new schools and/or reconstruction of existing schools vs the local budget approved in the reporting year (in %)	_%	
Referring to the question above, have there been well-maintained/or reconstructed schools attended by a significant number of Roma children?		
Other issues		

Tables 5 to 8 repeat questions about municipal capacities in the field of employment (Table 5), housing (Table 6), health care (Table 7) and social inclusion (Table 8).

*Table 6 . Municipal capacity assessment in the field of employment*

<b>EMPLOYMENT</b>	<b>Has the municipality conducted any project aimed at improving skills and employment in the past 3 years?</b>	<b>Yes/No</b>	
	<i>If yes:</i>		
	<i>Was that also with EU funds?</i>	Yes/No	
	<i>Was there any funding from donors?</i>	Yes/No	
	<i>Who implemented/is implementing the project?</i>		
	<i>Were there Roma participants? How many?</i>	Give a (rough) figure	
	Which municipal departments/services are responsible in this area?	List them.	



Can issues in this area be addressed at the local level?	Yes/No	
Does the municipality have the capacity to draft and implement projects in the employment area?	High/medium/low capacity	
Has the Municipality supported Roma youth with vocational education and training in line with labor market needs (in co-operation with RED and the Labor Office)? How many?	Yes/No (Approximate) Number	
Are there unemployed R&E who receive economic assistance, and who are financially supported by the municipality with vocational education and training? How many?	Yes/No (Approximate) Number	
Any other issues of importance to note?	Note	

Table 7. Municipal capacity assessment in the field of housing

<b>HOUSING</b>	<b>Has the municipality implemented any projects in the housing area in the past 3 years?</b>	<b>Yes/No</b> <b>How many?</b> _____	
	<b>Was any of them focused on the Roma households/community?</b>	<b>Yes/No</b> <b>How many?</b> _____	
	<i>If so:</i>		
	<i>Was there any application for funds?</i>	Yes/No	
	<i>Were there any funds received from the EU?</i>	Yes/No	
	<i>What about other donors?</i>	Yes/No	
	<i>Who implemented/is implementing the project?</i>		
	<i>Were there Roma participants? How many?</i>	Give a (rough) figure	
	<i>Which municipal departments/services are responsible in this area?</i>	List them.	



Can issues in this area be addressed at the local level?	Yes/No	
Does the municipality have capacities to design and implement projects in the housing area?	High/medium/low capacity	
Percentage (%) of social housing cases for Roma community		
Any other issues of importance to note?	Note	

Table 8. Municipal capacity assessment in the healthcare field

<b>HEALTH CARE</b>	<b>Has the municipality implemented any health care projects for the Roma community in the past 3 years?</b>	<b>Yes/No</b>	
	<i>If so:</i>		
	<i>Was that also with EU funds?</i>	Yes/No	
	<i>Was there any funding from donors?</i>	Yes/No	
	<i>Who implemented/is implementing the project?</i>		
	<i>Were there Roma participants? How many?</i>	Give a (rough) figure	
	How many healthcare mediators are active in Roma communities?	Put a number.	
	Which municipal departments/services are responsible/competent in this area?	List them.	
Can issues in this area be addressed at the local level?	Yes/No		
Does the municipality have capacities to draft and implement projects in the field of health care?	High/medium/low capacity		



*Table 9. Assessment of municipal capacities in the field of equality and social inclusion*

<b>INCLUSION</b>	<b>Has the municipality implemented any projects to promote equality and social inclusion in the past 3 years?</b>		<b>Yes/No</b>	
	<i>If so:</i>	<i>Was that also with EU funds?</i>	Yes/No	
		<i>Was there any funding from donors?</i>	Yes/No	
	Which municipal departments/services are responsible/competent in this area?		List them.	
	Can issues in this area be addressed at the local level?		Yes/No	
Does the municipality have the capacity to draft and implement social inclusion projects?		High/medium/low capacity		

The latest table affects an intersectoral and inter-ethnic issue, that of financing and raising funds for financing various projects. This section serves specifically to assess and obtain as much information and data as possible on the capacities and opportunities of the municipality to draft projects, raise funds, and implement projects funded by the EU, national and international donors, and others.

*Table 10. Municipal capacity assessment in the area of project writing and fundraising*

<b>FINANCING</b>	<b>Does the municipality have the capacity to apply for and use EU funds or other donors' money, including national funds?</b>		<b>High/medium/low capacity</b>	
	Can the municipality apply for other donors' funds (SDC/Swiss, EEA/ Norwegian, and others, such as IPA cross-border projects, ADRION, MED, BALLKANS-MEDITERRANIAN)?		Yes/No	
	Which municipal departments/services are responsible/competent in this area?		List them.	
	Has the municipality supported CSOs promoting social-economic integration of the Roma community with grants?			
	Any other issues of importance to note?		Note	



Increasing transparency at the local level: Have the Roma and Egyptian minorities, or civil society organisations supporting these minorities given any recommendations in the annual or medium term budget consultation process? If so, how many recommendations were reflected in 2018?

### Other aspects

	Human Resources Capacity/ Development	Yes	No	Explanation
1	If you have a job description, are everyone's roles and tasks clearly defined as per the job description? Is the work description compiled using by a specific template/ model (e.g., the template approved by the Department of Public Administration)?			
2	Is there an effective communication system in terms of resolving problems, performing tasks/ functions in the Municipal Council and/or with the head of the institution?			
3	Is there regular communication with, and/or regular participation of Roma and Egyptians in the joint and regular meetings of the City Council, and/or other institutions (which are responsible for the provision of services for specific issues concerning the community)?			
4	Do you have sufficient access to development of skills (training) to perform quality work (service)?			
5	How many employees have been trained for the past 2 years? Note the main fields.			
6	Do you have sufficient skills to perform your role in the public service you belong to?			
7	Specify up to three areas, where you need to grow your skills in the future:			
8	What are the three (3) most important improvements in terms of providing municipal services in the last two years?			
9	What are the three (3) remaining weaknesses in providing services in your municipality?			



## X.2 Municipality Task Force Group Members in Pogradec

### Institutional Working Group

Entela Gusho	Deputy Mayor of Municipality of Pogradec
Andi Kosta	Advisor of the Mayor for International Relations, Municipality of Pogradec
Lindita Bicija	Director of Directorate of Social Services, Municipality of Pogradec
Valentina Veshollari	Specialist for Protection of Minorities, Directorate of Social Services, Municipality of Pogradec
Irsa Kadilli	Specialist of Housing, Directorate of Social Services, Municipality of Pogradec
Etleva Memia	Specialist, Child Protection Unit, Directorate of Social Services, Municipality of Pogradec
Arbi Basho	Specialist, Gender Equality, Directorate of Social Services, Municipality of Pogradec
Irsa Xhani	Director of Directorate of Finance, Municipality of Pogradec
Dalina Cami	Specialist, Directorate of Finance, Municipality of Pogradec
Elda Liçkollari	Specialist, Directorate of Finance, Municipality of Pogradec
Anxhela Andoni	Director of Educational Center, Municipality of Pogradec
Ermira Xhaja	Director of Directorate of Civil Emergencies, Joint Ownership and Housing, Municipality of Pogradec
Loridela Beqari	Director of Directorate of Tourism, Culture and Youth, Municipality of Pogradec
Vladimir Mato	Director of Directorate of Local Taxes and Tariffs, Municipality of Pogradec
Anila Bebri	Director of Special Daily Center, Community Center for Children with Disabilities, Municipality of Pogradec
Luljeta Mançellari	Head of Sector on Economic Aid, Municipality of Pogradec
Blerita Çomo	Head of Sector, Unit on Coordination and Foreign Aid, Municipality of Pogradec





Ilir Kostallari	Specialist, Unit on Coordination and Foreign Aid, Municipality of Pogradec
Arsila Çina	Specialist, Human Resources, Municipality of Pogradec
Valjona Saro	Specialist, Water and Sewerage Enterprise
Donald Laze	Member of Municipality Council in Pogradec
Nesti Shyta	Specialist, Sector of Monitoring of Curricula and Professional Development, Local Pre-University Office, Pogradec
Ermald Meko	Specialist, Local Unity of Health Care, Pogradec

### Community Action Group

Lumturi Ali	GKV Pogradec
Shpëtim Dute	GKV Pogradec
Floresha Ali	GKV Pogradec



### X.3 Decision of Approval by Pogradec Local Council

(in original language)

	
<b>REPUBLIKA E SHQIPËRISË</b> <b>BASHKIA POGRADEC</b> <b>KËSHILLI</b>	
Nr. <u>410</u> / <u>2</u> Prot.	Pogradec, më <u>24.02</u> .2020
<b>VENDIM</b> Nr. <u>22</u> , Datë <u>28.01</u> 2020	
<b>PËR MIRATIMIN E PLANIT VENDOR PËR INTEGRIMIN E KOMUNITETIT ROM-EGJIPTIAN 2019-2022 NË BASHKINË POGRADEC</b>	
Në mbështetje të nenit 36,pika 1 të ligjit nr .121/2016” për Shërbimet e Kujdesit Shoqëror në republikën e Shqipërisë “, me kërkesë të Drejtorisë së Shërbimeve Sociale dhe me propozim të Kryetarit të Bashkisë , Këshilli :	
<b>VENDOSI</b>	
1- Të miratojë Planin Vendor të Integritimit të Komunitetit Rom-Egjiptian në Bashkinë Pogradec	
2- Për zbatimin e këtij Vendimi ngarkohet Administrata , Drejtoria e Buxhet-Financës,Spektori i Shërbimeve Sociale etj.	
 <b>KRYETARI KËSHILLIT</b> <b>Sotirag MANGËRI</b>	
Bulevardi "Rreshit Çollaku", Lagja: Nr.2, Tel: +355 (83) 222222, Fax: +355 (83) 222441, E-mail: bashkiapogradec@gmail.com	



# ROMA ACTED

*Promoting good governance  
and Roma empowerment  
at local level*

ENG

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