



BASHKIA
KORÇË

RO  **ACTED**
*Promoting good governance
and Roma empowerment
at local level*

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

Municipality of Korçë



Funded
by the European Union
and the Council of Europe



Implemented
by the Council of Europe





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MUNICIPALITY OF KORÇA

ROMACTED Programme

Promoting good governance and Roma empowerment at local level

Joint Programme of the European Union and the Council of Europe

Local coordinators, Municipality of Korca:

Benila Themeli, Deputy Mayor
Ilir Zguri, Director of Social Care

Experts:

Elona Dhembo
Raimonda Duka
Alketa Zallemi
Danjel Hyseni
Xhesika Korra

Editor:

Orsiola Kurti



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www.coe-romacted.org

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Acknowledgements

Korça municipality is set on its way to sustainable economic and social development. As a centre of regional and national importance, it works for the harmonious development of all its entities, as well as all groups and communities. This spirit and vision of Korça Municipality has been translated into continued efforts, both in terms of drafting local policies and plans, and in implementing and monitoring them through specific measures and activities. These efforts include the drafting of a Local Plan for the integration of Roma and Egyptians 2019-2022, as presented in this document.

The Local Plan for the Integration of Roma and Egyptians 2019-2022 is a very important document for Korça Municipality, as well as being a vital instrument on its path towards minority inclusion and integration in our municipality. Its added value lies in the process and methodology followed for drafting the plan, where the comprehensive approach and the continued participation of the relevant stakeholders, and especially activists, and Roma and Egyptian citizens and organisations, in every step of the process, makes the document both an important development instrument and an accountability tool for the local government towards its citizens.

I take this opportunity to wholeheartedly thank the Korça Municipality staff for their commitment, as well as local civil society organisations, community groups, and the joint European Union and Council of Europe ROMACTED Programme “Promotion of good governance and Roma empowerment at local level”, as well as every citizen who actively joined the process.



I hope that every actor will take on their responsibilities stemming from this document and that the will for its implementation will always be there, I sincerely hope its implementation will bring the results desired for minorities towards our joint vision:

The municipality of Korça provides equal opportunities to its citizens, regardless of their ethnicity, and works to promote inclusion, multiculturalism, and the integration of Roma and Egyptian minorities in the society with full and equal rights towards a full economic, social, cultural, and political integration, while respecting their special characteristics and preserving their cultural identity.

Sincerely,

Sotiraq FILO

Mayor of Municipality of Korça



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I. Introduction

Good governance and ensuring sustainable development are the foundation of what governance at every level should provide for citizens. This is particularly challenging at the local level, where decentralisation problems and reform are additional problems to the earlier ones. This includes, among others, continuously improving the management of all the local resources, strengthening strategic planning, enhancing administrative and professional capacities of the local administration, improving the quality of services, increasing citizen participation in the decision-making processes, as well as monitoring the implementation of policies and programmes at the regional and local level based on the principles of non-discrimination and civic engagement.

Local development plans represent an important instrument that enables good governance at the local level. They 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 and the implementation of measures and activities.

The document presents the Korçe Municipality's Local Plan for the Integration of Roma and Egyptian Minorities, an instrument that will ensure that the principles of good governance are applied to enable the integration and inclusion of Roma and Egyptian minorities in this municipality for the period 2019-2022. This plan comes as a progressive development of the National Plan for the Integration of Roma and Egyptians 2016-2020, while also being in line with the Social Plan 2019-2022 of Korçe Municipality.

The Local Plan for the Integration of Roma and Egyptian Minorities 2019-2022 is guided by some fundamental principles, such as: (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 minorities in identifying needs and designing measures; and (v) strengthening co-operation and co-ordination among the stakeholders: the municipality and central institutions, civil society organisations, activists, and minority groups. The legal and policy frameworks under which this plan operates, the methodology applied during the drafting process, as well as the assessed needs and the measures designed for the priority areas: education, employment, and economic security, housing, health, and other issues related to social protection and inclusion, and equal opportunities follow in the upcoming sections in the document.



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: the Universal Declaration of Human Rights (United Nations, 1948¹), the 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 of the Council of Europe, the Convention for the Elimination of All Forms of Discrimination against Women, 1980 (1996)², the Employment Promotion and Protection against Unemployment Convention (No.168 of ILO), 1988 (2006), the Convention Against Discrimination in Education (1960), the Convention for the Protection of Children from Sexual Exploitation and Abuse (Law No. 10071/2009), and so on.

The approval and ratification of international conventions after 1990 led to the Albanian government drafting and adopting primary and secondary laws and other policies,³ 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 represent only 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.

Some of the most important documents at the national level include:

The **National Strategy for Development and Integration** (NSDI) 2015-2020, and the sectoral policies under the (SKPA), and the Strategy for Social Protection have been focused on (i) *improving social inclusion and access to basic services for the people and members of vulnerable groups*; (ii) *delivery of programmes of*

1 Approved in 1955

2 Law No. 8496 / 1999

3 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 the 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.



specialised agencies, to facilitate access to the labor market and the workplace, and increase their chances of employment, and (iii) provision of opportunities for pursuit of education in the compulsory and secondary education for people, who have passed the age of compulsory education, and who have not completed it; and (iv) the extension of psychological services to schools where Roma and Egyptian children risk dropping out of school, and (v) facilitate access of vulnerable groups to health care services through the provision of public health services, delivery of health care for specific packages of information, as well as software specifically for access to the health-care system and the provision of support to social workers and services of appropriate health care; (vi) establishment of integrated services at the regional/local government level in accordance with the standards of care for all vulnerable groups through improved local and national mechanisms, identification and assessment of needs for social care services, in line with the standard operation procedures and the harmonisation of the national legislation with the international requirements.

The measures of **the National Action Plan (NAP) for the Integration of Roma and Egyptians** (2016-2020) are designed across six priority areas: civil registration, education and intercultural dialogue, employment and skill development, health care, housing, urban integration, and social protection. 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 include: (i) promotion of social inclusion; (ii) measures to respond to emergency situations; (iii) respect for disparities between/and within these communities, (iv) guaranteed inclusion of these communities in designing, implementing, and monitoring public policies, (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-government⁴ and the Law on the Management of Public Finances⁵ 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 local level. Other key laws also include Law No. 119/2014 on

4 Law 139/2015 on Local Self-Governance

5 Law 68/2017 On Local Finances



the Right to Public Information, and Law No. 146/2014 on Notification and Public Consultation.

In Albania, good governance is about the responsible development of public issues and management of public resources, which are part of the 12 Principles of Good Governance⁶ 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 activities of the Council of Europe⁷ focus primarily on addressing the obstacles that hinder minority rights, regular monitoring, legal compliance, and assistance offered in this regard. The aim of the Council of Europe⁸ 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"⁹, which aims to strengthen and promote the effective participation of Roma minorities in social, political, and civil life, including the active participation of these minorities in the processes of decision-making and social inclusion.

One of the activities of the ROMACTED programme, which builds upon ROMED 2 and ROMACT programmes, is to draft local Action Plans in seven selected municipalities¹⁰ through 4 key steps: Preparation of the process; assessment of needs and setting of priorities; drafting of a Joint Action Plan; and its financing, implementation, and monitoring. These steps, their implementation and outputs are presented in the following sections of the document.

6 12 Principles of Good Governance and the European Ethics of Perfect Governance (ELOGE)

7 Article 4.2.4 Roma and Egyptians

8 Framework Convention for Protection of National Minorities

9 Strasbourg Declarations on Roma

10 Municipalities of Elbasan, Korçë, Vlorë, Gjirokastrë, Përmet, Pogradec, and Roskovec



III. Methodology and process

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 the work of communities/minorities in need generally, and in the concrete case with Roma and Egyptian minorities (following R&E), it is believed that empowering or access to empowering every individual 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 plan went through four key steps, summarised in the table below:



Table 1. Steps of the process, 2019

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



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.

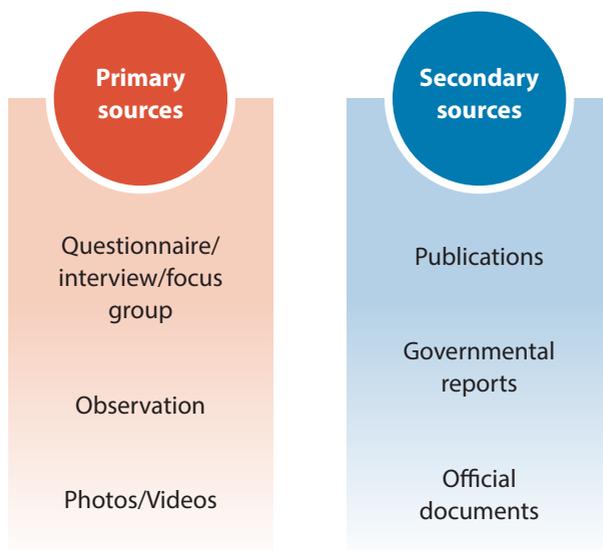


Figure 1. Primary and secondary sources of the data used

Data collection included community participation techniques, needs and resource- mapping exercises, as well as individual interviews and focus group discussions. All of these were accompanied by a series of field visits and observations in all municipal areas with a high concentration of R&E minorities. Thus, during the months February-March 2019, the national expert and the local facilitators visited these areas consistently. Overall, 20 field visits took place and a series of tools for data collection were used. The facilitator and the expert (present in areas: Ish-Gjeologjikja, Bujqësorja, Konvikti i Ndërtimit, etc.) conducted individual interviews with men, women and youth, and have documented their observations through their notes and photos (upon consent).



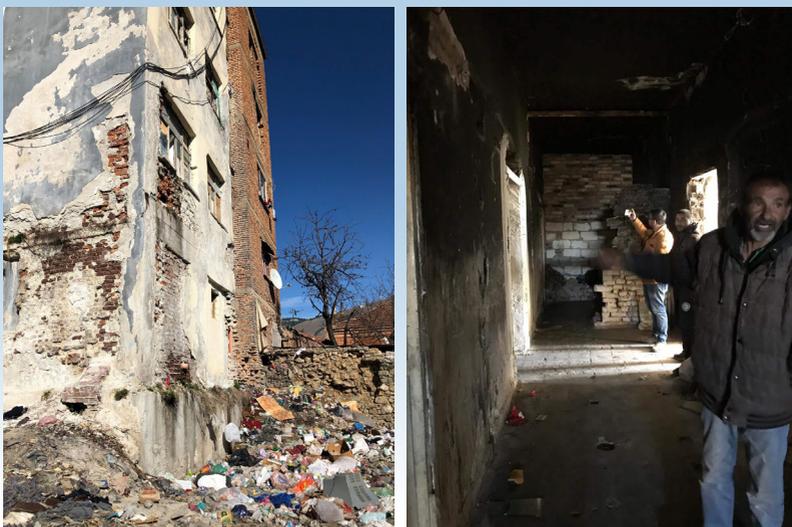


Figure 2. Pictures from field visits (former dormitories)



Figure 3. Pictures from the field visits (Former geological area)

Meetings were held with the community both indoors, and in the Roma and Egyptian settlements, outdoors during the numerous visits in the targeted areas. Focus group discussions were used in order to have a more focused and deeper discussion, as well as to understand the problems and needs, as well as "Resource



Mapping", "Problem trees", "Problem matrix", and "Setting Priorities among Problems" (for more, see Annex 9.1).



Figure 4. Images from primary data collection activities (interviews, focus-group exercises, etc.)

Priority data were also collected by the municipality, especially with regard to its capacity for the implementation of the plan for integrating Roma and Egyptian minorities (Annex 9.2).



Figure 5. Pictures from meetings with the Institutional Working Group, Municipality of Korça.

IV. Profile of Korça Municipality

Korça municipality is bordered in the North with Maliq Municipality, in the East with Devoll Municipality, in the West with Skrapar municipality, and in the South with Kolonja Municipality. The town of Korça is the main centre of the Municipality.



The history of the modern city begins in the 15th century. Korça expanded into a cultural, economic, and commercial centre of importance in the 18th and 19th centuries in the Balkans under the Ottoman Empire.

At the beginning of the 19th century, the city expanded around the market, split by the river into two parts, one side of the river housed the Christian community, and the other side of the river, the Muslim community¹¹. Such a division was also translated into a mentality of division and difference between communities, which directly led to additional subdivisions and differences, even regarding Roma and Egyptian minorities.

The 21st century found Korça with a population of about 75,994 inhabitants,¹² while according to the Civil Registry, it has a population of 133,700 people. The new Municipality, emerging from the territorial reform of 2014–2015, has a surface area of 805.99 km² and is divided into 8 administrative units: Qendër Bulgarec, Voskop, Voskopojë, Lekas, Vithkuq, Mollaj, and Drenovë. All administrative units are currently part of the the Korça Region (*Qarku*). The new municipality manages one city and 62 villages.

The priority economic development sectors for this municipality include agriculture, the agro-processing sector, the confection industry, the construction sector and the tourism sector.¹³ Some of them have been strengthened even more after the territorial reform that joined the town of Korça with surrounding rural areas focusing on agriculture and livestock. Some of the most prominent¹⁴ tourist villages have lent more weight and attention to these specific sectors.

11 Korça municipality (2016), General Local Plan (2016-2031), IDRA, the Korça Municipality, Bolles and Wilson.

12 According to the latest National Registration from INSTAT – CENSUS 2011.

13 See, for example, "The Local Economic Development Strategy, Korça Municipality 2005-2010).

14 Dhorjela Cule (2015) Korça Municipality Profile" Reporter.AL



Korça Municipality has formalised its development projects for the future both in economic and social terms. Thus, Korça Municipality has implemented the *Local General Plan (2016-2031)*, as well as the *Social Protection Plan, Korça Municipality 2019-2022*. The *Local Plan for the Integration of Roma and Egyptian Minorities 2019-2022*, in line with other development plans of the municipality, aims at bringing specific achievements for empowering and integrating these minorities based on the needs identified and presented briefly in the following sections of this document.



V. Roma and Egyptian minorities in Korça municipality and needs assessment

Korça Municipality's population is heterogeneous and also includes minorities such as *Vllah*, Slavs, Roma and Egyptians. Despite the 2011 Census and continued efforts to register and document the Roma and Egyptian population in the country, precise figures are still missing. However, it may be said that about 24,000 Roma and Egyptian municipalities live in Korça.

The Roma population settled down in Korca relatively late, at about 1920s, at the time of population exchanges between Turkey and Greece, mainly displaced from Kosturi (Greece) to Korça¹⁵. The Egyptians, on the other hand, are earlier residents on the Balkan Peninsula. According to some historic research, Egyptians moved to the Mediterranean in the 12th century BC, when the use of bronze in the economy began to be replaced by iron – or otherwise called the Iron Age.¹⁶ This is also proven by the tradition of iron works inherited from Albania's Egyptian communities, which is fanatically preserved even to date.

Even though Roma and Egyptians were involved considerably in the mandatory education system during the dictatorship, were employed and provided with houses throughout the city, their top-down involvement and integration proved not to be sustainable. The drastic changes after the 90s brought about many of the problems of social exclusion resurfaced in a range of dimensions. Even though almost three decades have passed since the system change, Roma and Egyptian minorities in Korça (as well as in many other areas in the country) face problems of economic, social, cultural, and political exclusion.

However, on the positive side, it is worth mentioning that despite constant problems, there have been continued efforts to address these issues. They have come from both the communities and the organisations and donors working in the field, from central and local institutions, all prompting Roma and Egyptian integration issues to be raised in local development agendas and priorities. Further work needs to be built on practices and good experiences gained until now,

15 Korça Municipality (2014) Local Plan for the Development of Roma and Egyptian communities 2014-2020

16 Rubin Zemon, Historia e Egjiptianeve te Ballkanit dhe Ashkalinjve, https://www.coe.int/t/dg4/education/ibp/source/1.0_balkan_egyptian_albanian_corr.pdf



as well as on the characteristic strengths of the community. These include: the continued and uninterrupted efforts of Roma and Egyptian communities for their full integration in the social life of the city, and for guaranteeing the enjoyment of full and equal human rights with the rest of the population; resistance to segregation from the rest of the population has prevailed, no matter what the concentration of minorities in certain areas of the city is; important economic aspects of their cultural heritage have been preserved, including: basket weaving, the raising of horses, pottery, handmade crafts, as well as music and painting; and finally, the spirit of entrepreneurship that is especially strong among the Roma.

On the other hand, attention should also be paid to mitigating disadvantages created over the years, as well as to addressing the weak points the communities themselves recognise and accept as such. Poor education and a lack of professional qualifications and skills is a major restriction on the path of integration for Roma and Egyptians. A series of traditions and cultural norms such as early marriages (followed by the abandonment of school), extended families, and lack of family planning are additional obstacles.

V.1 Education

There is a growing awareness about the importance of education and problems caused by poor education among members of the Roma and Egyptian minorities. Increased attendance and quality of education (at least until the mandatory level) is identified as an urgent need in addressing the integration of R&E minorities in the long term. Their education should begin as early as possible, so it may be sustainable and consolidated. It is currently difficult to determine when and how many of the Roma and Egyptian children in Korça municipality are of pre-school age, and how many of them go to kindergarten. It is reported that 115 Roma and Egyptian children were registered in kindergarten or pre-school for 2018-2019. However, it is unclear which part of the Roma and Egyptian children are not part of this group. Some of the reasons for not attending pre-school include the unaffordability of school fees and schoolbooks (in pre-school), and the lack of awareness of the importance of this level of schooling.

In compulsory education, about 1200 Roma and Egyptian children (6-15) have reportedly been registered in the 2018-2019 school year. The dropout rate from school remains at worrisome levels with at least 25 students, or 7% of R&E children, dropping out of school. Even more disturbing are the reasons for abandonment, which, contrary to what might be expected, are mostly related to cultural factors



rather than their economic situation, leading to more girls abandoning school than boys, due to their early marriages.

Although the quality of the school infrastructure where most R&E children learn is similar to those in other places in the municipality, the identified needs are essential for attracting R&E children to school and enabling them to develop a positive relationship with the school. A lack of green spaces, sports corners and post-school activities do not help achieving the goal of turning schools into community centres. Best practices need to be identified and implemented in terms of the role and function of community centres, social workers, and the like.

V.2 Employment and economic security

Despite the efforts of various stakeholders to address employment issues for Roma and Egyptian minorities, they are still present and serious. From the data gathered as part of drafting this plan, it was found that only 7% of Roma and 13% of Egyptians in Korça Municipality are employed. The overwhelming majority of R&E members in Korça (as well as in other regions) generate income through self-employment with activities such as producing and selling artisanal products (such as basket weaving, an inherited tradition of Roma), selling second-hand clothes; cleaning; finding seasonal work (e.g., in agriculture or immigration); collecting and recycling materials (plastic, iron, etc.). Formal employment, though limited, is mostly found in the private sector such as in the tobacco processing factory (which is unfortunately closed recently), olive processing, and in garment factories.

Reconstruction of the “Old Bazaar” is certainly an intervention to be assessed both in terms of the city's values and its history, as well as the development of tourism and economy for Korça Municipality. However, changes in this area have led to denied access to the market for R&E, who already have some trade activities there. Currently, the area offers opportunities to rent trade facilities, but the costs are prohibitively high. Since the R&E, who have lived and traded for decades in this area are, among others, part of the history that should be preserved, access for this minority to the “old bazaar” should be facilitated. Similarly, access to the new market dubbed the “Market of Taste” is difficult for R&E, as prices are relatively high. Boosting mechanisms/fiscal support even in this direction would enable the growth of R&E production activity.

Lack of employment opportunities is not the only challenge for these minorities. The main problems relate to a lack of education and qualification, as well as lack



of knowledge and ability to seek work. Thus, members of these communities find it difficult to get beyond some traditional professions and (often) lack the will to qualify for and gain employment in other professions. These obstacles overlap with those established as a consequence of ethnic affiliation-based discrimination, as well as those coming from the dominant tradition in these two communities. The latter disproportionately affect women and girls. Early marriages, male dominance and control, early parenting, and a large number of children per family are additional obstacles on the path that girls and women of these minorities face when working towards education, qualifications, and employment.

The Labor Office offers professional courses for Roma and Egyptians, but the results have not been very significant and/or sustainable. However, the reasons for the limited success in this direction require further research. Economic assistance and benefits from other schemes, such as help for the disabled, remain important sources for many Roma and Egyptian families. For 2019, there are reportedly 45 Roma and 29 Egyptian families in the municipality of Korça, who benefit from economic assistance. The poor employment situation obliges the families of these minorities to be overrepresented in the economic assistance scheme, accounting for about 55% of a total of about 600 beneficiary families.

On the other hand, many of the R&E families are still unclear on the terms of involvement or exclusion from the scheme, as well as complaining of difficulties in accessing disability payments, custody payments, and others. One of the eligibility criteria necessary for benefitting from economic assistance is being an active jobseeker and not refusing access to employment provided by the Labor Office. Although in principle this criterion is fair, often jobs offered to R&E minorities (especially for women) are very heavy and poorly paid, so they are later rejected because they do not justify the effort to take on formal jobs when compared to the benefits that can be gained from informal activities.



V.3 Housing

While Roma and Egyptian families have gone through changes over time, they remain large. R&E families in Korça Municipality consist of an average of 4-5 members, and most of the time they share the same house with their extended family. However, updated and accurate statistics on the number of households and their members are either lacking or difficult to obtain. One reason for this is also the lack of formal marriages, as well as a delay in registration of children (especially those born to under-aged mothers).

In general, the housing situation for the Roma and Egyptian communities is not good. Housing problems range from a total absence of housing to difficult housing conditions, or illegally established residences and/or on land that belongs to someone else (state or private owners). About 28 Roma families are located in the area known as "former geology," and not only do they have inadequate residences (in terms of space and conditions), but they are also located on privately-owned land, which leads to a constant battle against eviction. The most emergent problems in this settlement are the landslides from the hills near these homes and the poor state of sewerage (sewage spill). Drinking water is also a problem, but they do have regular contracts for electricity.

One segment of the R&E minorities has been housed in some of the city's former professional school dormitories. Settlements known as the "agricultural dorm" and the "construction dorm" have poor conditions, where particularly problematic are the drinking water system, sewerage, and waste collection and disposal.

Other families living in shacks, face not only the above-mentioned problems, but also lack of access to electricity and drinking water supply. Likewise, these shelters cannot fulfil the requirements of the objects benefitting from support from housing programmes, as huts cannot be rehabilitated within these initiatives. Besides, R&E families find it almost impossible to benefit from the housing programmes, which offer opportunities for soft loans, as their employment is informal, and in most cases, irregular. An estimated 80% of R&E households cannot afford a soft loan for housing.

Most of the settlements of R&E families have access to asphalted roads (not always in good conditions), but such access is missing in the case of improper houses/huts. Collective apartments (both those of former dormitories and former geology) have common bathrooms, and only 20% of them have accessible drinking water in the rooms they live in. Around 108 R&E (50 at the so-called "Ndertimi" area, 30 at "Bujqesorja", 28 at "ish-gjeologjikja") live in these conditions.



Their difficult economic and social situation makes living in those conditions even worse due to issues such as lack of heating.

Immediate intervention is needed in the collective apartments and those in the former geology area for improving conditions and/or creating access to services. For example, although access to drinking water is possible as far as infrastructure is concerned, it is impossible to separate/measure consumption per household individually.

Urban transport is costly for most R&E families, however, it does not rank as a priority problem, as Korça is not a very big city, and walking is sufficient in most cases.

V.4 Health

Concentrations of R&E minorities are not far from health centres and their conditions both in infrastructure and personnel are the same as for the rest of the community. However, access that Roma and Egyptians have in healthcare services is quite limited. So, out of the total population reported for these minorities, only 3,028 of them (adults and children) are registered with a family doctor. Also, some 7,386 R&E have a health card (the figure refers to Korça municipality before the territorial administrative reform, as updated data could not be secured).

The relationship of members of this community with the labor market and health insurance is one of the main obstacles to increasing health care access for these minorities. On the other hand, lack of information and the difficult economic situation of most R&E families also affects reducing the level of access of R/E minorities to healthcare. The gap between demand (needs) and supply (services and access to it) becomes even greater, given that the difficult living conditions for a significant segment of these communities make their needs for health care even greater.

Under these conditions, the initiatives and measures increasing the awareness and the level of information about childcare and health services, would facilitate and increase access, and as such are a critical part of this plan.



V.5 Other issues

Migration and reintegration of returning migrants

Migration has affected Albanian society significantly in recent decades and Roma and Egyptian minorities too. For Korça municipality, it is reported that in the past 3 years alone, about 300 R&E left the country for Turkey, France, Germany, and others. The main reasons for R&E immigration are economic and social ones. On the other hand, it must be stressed that a good proportion of the R&E families who emigrated, have returned. The problems faced by returning migrants need to be assessed and addressed. However, some of the main concerns upon return from migration are related to finding a job and reintegration into the labor market; reintegration of children into the education system and the transfer of school documents; and of children who were born abroad, among other issues. For most, these processes are very difficult and force them back to re-emigration/asylum. Finally, a transition towards seasonal emigration is noted, as well as asylum-seeking (which does not last long), dynamics that are hard to harmonise with social support and protection programmes and schemes. The latter must reflect a degree of flexibility that addresses the lives of people they are supposed to support and protect.

Civic activism and participation in decision-making

The voice of Roma and Egyptian minorities, though it has gradually become stronger, still remains weak and unrepresented at considerable/desirable levels. Civic engagement in general is low, but the civic commitment of communities and groups in need is even rarer and more difficult. R&E in Korça have several non-governmental organisations advocating and referring Roma to become part of municipal-level decision-making processes. However, organisations are limited and not very active as a result of limited capacities and funds. Although R&E minorities represent a substantial part of the Korça Municipality community, they are not represented in the local decision-making. As more members from these minorities obtain a good education and equipped with active citizenship skills, it is realistic that a higher level of commitment and representation of R&E minorities is present in the near future.



VI. Vision and goals of the local plan

VI.1 Vision

The municipality of Korça provides equal opportunities to its citizens, regardless of their ethnicity, and works to promote inclusion, multiculturalism, and the integration of R&E minorities in the society with full and equal rights, towards a full economic, social, cultural, and political integration, while respecting their unique characteristics and preserving their cultural identity.

VI.2 Strategic objectives

Improve educational situation of Roma and Egyptian minorities in the Municipality of Korça

Ensure economic empowerment of Roma and Egyptians in the Municipality of Korça through integration and harmonisation of interventions for qualification, employment, and social protection programmes

Improve the housing status of Roma and Egyptian minorities in the Municipality of Korça through sustainable interventions

Improve health and access to health services for members of Roma and Egyptian minorities in the

Reintegrate Roma and Egyptian families returned from migration

Strengthen political activism, representation, and participation in decision-making by local Roma and Egyptians



VII. Action Plan

1. Area of Intervention – EDUCATION						
Strategic objective: Improve the situation of education for R&E minorities in Korça Municipality						
Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/Financing (ALL)	Monitoring
1.1 Specific objective: Facilitate access to educational services						
1.1 Financial support of children from the R&E minority living in families with economic difficulties (at all levels of education, through a. Continued exemption from kindergarten fees; b. general and vocational schools); c. Provision of books/school supplies (even for the pre-school level).	Korça Municipality	Number of supported children	Korça Municipality	Every academic year for the period of this Plan	31,600,000.00 Korça Municipality	Korça Municipality
		Number of children integrated in a sustainable manner	RED	2019-2022	Emmanuel Mission, Worldwide, TDH, Kennedy Foundation, MEDAPAK	RED CSOs
1.1.2 Improved school infrastructure (sports fields, green environments) starting with: a. "Asdreni" School b. "Nuçi Naçi" School	Korça Municipality	Planned project	Korça Municipality	2019-2020	81,559,495.00 Korça Municipality	Korça Municipality
		Documented data of the implemented project	RED			RED
		Number of children and beneficiary staff	Beneficiary school directorates			CSOs



<p>1.1.3 Establish child support teachers for children with special needs from R&E minorities (including those returned from migration) – starting with the Community Centre no. 3.</p>	<p>RED</p>	<p>Number of beneficiary schools Number of engaged teachers Number of beneficiary children Service duration</p>	<p>RED Beneficiary school directorates</p>	<p>Every academic year for the period of this Plan 2019-2022</p>	<p>30,312,000.00 MASR/ DAR Korça Municipality</p>	<p>Korça Municipality RED CSOs CPD</p>
<p>1.1.4 Awareness and facilities for attendance of children nurseries and kindergartens from R&E (including even the new nursery in neighborhood No. 2).</p>	<p>Korça Municipality</p>	<p>Number of awareness campaigns Number of targeted families Number of beneficiary children</p>	<p>Korça Municipality Partners or the Municipality</p>	<p>2020</p>	<p>14,876,400.00 Korça Municipality</p>	<p>Korça Municipality Health Centers CSOs</p>



2. Area of Intervention – EMPLOYMENT AND ECONOMIC EMPOWERMENT						
Strategic objective: Ensure economic empowerment of R&E in Korça Municipality through integration and harmonisation of interventions for qualification, employment and social protection programmes						
Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/financing (ALL)	Monitoring
2.1 Specific objective: Raise awareness and facilitate access to employment and labor market services						
2.1.1 Awareness raising campaigns and activities for employment opportunities and services	Korça Employment Office (Local Employment Office) CSOs Korça Municipality	Number of campaigns undertaken Number of activities implemented Number of participants Number of new applications Number of successful applications	Local Employment Office CSOs involved Korça Municipality	Every year 2019-2022	12,000,000.00 Korça Municipality Local Employment Office	Korça Municipality Local Employment Office CSOs
2.1.2 Awareness activities with employers/active businesses in Korça Municipality on R&E employment	Korça Employment Office (Local Employment Office) CSOs Korça Municipality	Number of activities implemented Number of participants	Local Employment Office CSOs involved Korça Municipality	Every year 2019-2022	1,600,000.00 Korça Municipality Local Employment Office	Korça Municipality Local Employment Office CSOs



<p>2.1.3 Personalised support for job applications for members of R&E minorities who possess vocational education/training</p>	<p>Local Employment Office CSOs Korça Municipality</p>	<p>Number of staff engaged in providing assistance Number of supported cases Number of job applications Number of successful cases The number of stable employment (with contracts for more than 6 months)</p>	<p>Local Employment Office Korça Municipality CSOs involved</p>	<p>Every year 2019-2022</p>	<p>1,400,000.00 Korça Municipality Local Employment Office</p>	<p>Korça Municipality Local Employment Office CSOs</p>
<p>2.1.4 Training and support in the job seeking process by using http://www.puna.gov.al/Default.aspx</p>	<p>Local Employment Office CSOs Korça Community Centre</p>	<p>Number of training courses Number of beneficiaries Level of skill development Number of successful cases through the use of the portal</p>	<p>Local Employment Office Korça Community Centre CSOs involved</p>	<p>Every year 2019-2022</p>	<p>1,800,000.00 Korça Municipality Local Employment Office CSOs</p>	<p>Korça Community Centre Local Employment Office CSOs</p>
<p>2.1.5 Ensure support with applications for grant schemes for agricultural/livestock activity</p>	<p>Korça Community Centre Korça Municipality CSOs</p>	<p>Number of applications Number of grants awarded Number of direct and indirect beneficiaries</p>	<p>Korça Municipality</p>	<p>Every year 2019-2022</p>	<p>3,000,000.00 Korça Community Centre Korça Municipality Local Employment Office</p>	<p>Korça Municipality CSOs</p>



2.2 Specific objective: Increase employment of R&E minorities through promotional mechanisms for employers and formalisation of production activities

<p>2.2.1 Introduce promotional mechanisms for businesses that adopt quotas/employ members of R&E minorities (e.g., local tax facilitation, etc.)</p>	<p>Korça Municipality Local Employment Office Line ministry</p>	<p>Number of initiatives undertaken and types of promotional mechanisms introduced Number and content of relevant decisions Number of participating businesses Number of beneficiary R&E</p>	<p>Local Employment Office Korça Municipality</p>	<p>Starting in 2021 ongoing</p>	<p>369,600.00 Korça Municipality Local Employment Office</p>	<p>Korça Municipality Local Employment Office CSOs</p>
<p>2.2.Support/facilitate registration procedures of members of the R&E minorities (with the aim of enabling social/health insurance, access to loans, etc.). Holding informative/awareness meetings with the Local Tax Office.</p>	<p>Korça Community Centre Korça Municipality QKB Korça</p>	<p>Number of activities implemented Number of participants Number of identified economic activities Number of formalised economic activities (registered) Number of employees in registered/formalised activities</p>	<p>Korça Municipality QKB Korça</p>	<p>Starting in 2020</p>	<p>240,000.00 Korça Community Centre Korça Municipality Local Employment Office</p>	<p>Korça Municipality Local Employment Office CSOs</p>



<p>2.2.3 Support new businesses with financing Startup activities (prioritising businesses that pre-serve R&E crafts, such as weaving, basket weaving, welding, pottery, etc.)</p>	<p>Korça Municipality CSOs</p>	<p>Number of supported businesses Number of beneficiaries Income generated by these businesses</p>	<p>Korça Municipality CSOs</p>	<p>Every year 2019-2022</p>	<p>8,000,000.00 Terre des Homes World Vision</p>	<p>Korça Municipality Local Employment Office</p>
<p>2.2.4 Support the establishment of a "business incubator" in the area of "old bazaar" (including: lease coverage; tax exemption for 6 months; fiscal tariff application for crafts; etc.).</p>	<p>Korça Municipality</p>	<p>Number of beneficiaries Revenues generated by these businesses</p>	<p>Korça Municipality CSOs</p>	<p>2020 2021</p>	<p>24,400,000.00 Korça Municipality</p>	<p>Korça Municipality CSOs</p>
<p>2.2.5 Monitoring compliance with rules and working conditions for R&E employees</p>	<p>Labor Inspectorate Local Employment Office Commissioner for Protection from Discrimination (CPD) CSOs</p>	<p>Number of monitoring visits performed Number of identified irregularities Number of punishment measures</p>	<p>Local Employment Office Commissioner for Protection from Discrimination CSOs</p>	<p>2019-2022</p>	<p>1,000,000.00 Local Employment Office Labor Inspectorate CPD</p>	<p>Korça Community Centre CSOs</p>



2.3 Specific Objective: Integrate R&E minorities into qualification programmes and increase their vocational capacities						
2.3.1 Assess needs for training and vocational qualification	Korça Community Centre CSOs Local Employment Office	Number of initiatives undertaken Assessment report/ findings	CSOs Local Employment Office	2019 onwards	1,200,000.00 Korça Community Centre Korça Municipality Local Employment Office	Korça Municipality Local Employment Office CSOs
2.3.2 Identify needs and people who are willing to get vocational training/qualification	Local Employment Office Korça Community Centre CSOs Korça Municipality	Number of identified cases Number of people registered in training/qualification courses Number of people, who successfully finished courses Number of those employed/have started an economic activity.	Local Employment Office CSOs	2019 onwards	5,600,000.00 Korça Community Centre Korça Municipality Local Employment Office	Korça Municipality Local Employment Office CSOs
2.3 Co-ordinate/mediate between training/qualification providers and employers Creation of a joint registry between employers and jobseekers.	Local Employment Office CSOs Korça Community Centre Korça Municipality	Established partnerships Number of people employed through them	Local Employment Office CSOs	2019 onwards	1,500,000.00 Korça Municipality Local Employment Office	Korça Municipality Local Employment Office CSOs



2.3.4 Mediation/facilitation of recognition of proof for completion of vocational training courses in R&E special crafts (such as embroidery, basket weaving, welding, pottery, etc.)	Vocational Training Center (VET) Korça Community Centre	Number of drafted and approved curricula The number of beneficiaries from their application	VTC CSOs	2020	239,200.00 VTC Local Employment Office	Korça Community Centre Local Employment Office CSOs
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3. Area of intervention – HOUSING

Strategic objective: Improve the housing situation for R&E minorities in Korça Municipality, through sustainable interventions.

Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/financing (ALL)	Monitoring
3.1 Specific objective: Improve conditions in existing R&E houses in Korça Municipality						
3.1.1 Assess housing needs and areas for intervention	Korça Municipality CSOs	Number of identified houses Indicators on their status	Korça Municipality CSOs	Annually 2019-2022	797,440.00 Korça Municipality	Korça Municipality CSOs
3.1.2 Awareness of the importance of legal connection for water and electricity supply/contracts (especially in R&E collective buildings).	MEI/ OSHEE Korça Community Centre	Number of beneficiary families Number of beneficiaries	Korça Municipality CSOs	2020	1,232,000.00 MEI/ OSHEE	Korça Community Centre CSOs



<p>3.1.3 Rehabilitate and upgrade sewerage system in areas with R&E population (with Ish-gjeologjikja, Ndërtimi, Bujqësorja being considered priority areas)</p>	Korça Municipality	<p>Number of implemented projects Number of beneficiary families Number of beneficiaries</p>	Korça Municipality CSOs	2020	1,900,000.00 Korça Municipality	Korça Municipality CSOs
<p>3.1.4 Requests the company contracted for city cleaning to pay additional attention to the former construction dormitory area, and agree with the 1-2 administrators from this community to ensure sustainable maintenance of their collective buildings and surroundings.</p>	Korça Municipality	<p>Number of beneficiary families Number of beneficiaries</p>	Korça Municipality CSOs	2019	887,040.00 Korça Municipality	Korça Municipality CSOs
<p>3.2 Specific objective: Increase access to housing by formalising existing homes and providing social housing</p>						
<p>3.2.1 Identify cases requiring formalisation (registration) of illegally built houses</p>	Korça Municipality CSOs	Number of identified cases	Korça Municipality CSOs	2019	308,000.00 Korça Municipality	Korça Municipality CSOs
<p>3.2 Facilitate the criteria imposed by the State Cadastre Agency (ASHK) for the registration of unstable housing</p>	ASHK Korça Municipality	<p>Number of applications Number of beneficiaries</p>	Korça Municipality CSOs	2020	152,000.00 ASHK Korça Municipality	Korça Municipality CSOs



<p>3.2.3 Provide legal support for members of the R&E minorities who have problems with documentation/registration/judicial process</p>	<p>Korça Municipality CSOs</p>	<p>Number of supported people Number of successfully closed cases</p>	<p>Korça Municipality CSOs</p>	<p>Constantly 2019-2022</p>	<p>3,000,000.00 Korça Municipality CSOs</p>	<p>Korça Municipality CSOs</p>
<p>3.2.4 Keep quotas (%) for R&E social housing (includes facilitating procedures/criteria).</p>	<p>MFE Korça Municipality</p>	<p>Number of projects Number of beneficiaries</p>	<p>Korça Municipality CSOs</p>	<p>2021</p>	<p>739,200.00 MFE Korça Municipality</p>	<p>Korça Municipality CSOs</p>
<p>3.2.5 Support of homeless families with lease payments (starting with families located at "ish-gjeologjikja") and placing them on priority lists for employment schemes</p>	<p>Korça Municipality</p>	<p>Number of supported families Number of beneficiaries</p>	<p>Korça Municipality CSOs</p>	<p>2020</p>	<p>6,000,000.00 Korça Municipality</p>	<p>Korça Municipality CSOs</p>



IV. Area of Intervention: HEALTH						
Strategic objective: Improve access to health services for members of R&E minorities in Korça Municipality						
Measure/activity	Stakeholders	Indicators	Data sources	Deadlines	Funds/ financing (Lek)	Monitoring
4.1 Specific objective: Increase awareness of and access to health services for members of the R&E minority						
4.1.1 Relief of registration and access for unregistered children in healthcare services; awareness about the bonus available upon registration of children.	Korça Community Centre CPU CSOs	Number of identified cases Number of initiatives undertaken Number of beneficiaries	Korça Municipality RED Directorate of Public Health (DPH)	2019 onwards	444,800.00 Korça Municipality	Korça Community Centre CSOs
4.1.2 Monitoring the vaccination situation in the R&E areas and enabling/promoting vaccination for identified cases	DPH Korça Community Centre Korça municipality, CPU	Number of identified cases Number of addressed cases	DPH Korça municipality, CPU	2019 onwards	800,000.00 DPH	Korça Community Centre Korça Municipality CSOs



4.1.3 Awareness campaigns for the importance of Health Care, mother and Child Health, and changes to criteria and procedures for disability payment	DPH Korça Community Centre CSOs	Number of initiatives undertaken Number of targeted persons	DPH Korça Municipality	2019 onwards	6,000,000.00 DPH	Korça Community Centre CSOs
4.2 Specific objective: Improve the quality of health services available for members of the R&E minorities						
4.2.1 Assess needs of health centres for equipment and infrastructure	MHSP Korça Community Centre Korça Municipality	Number of assessed centres Reported status	MHSP Korça Municipality	2020	184,800.00 MHSP Korça Municipality	Korça Municipality Korça Community Centre CSOs
4.2.2 Ensure inspections for sanitary conditions in Roma sites (from the Regional Health Care and Social Protection Directorate)	Directorate of Public Health (DPH) CSOs	Number of inspections Situation reports	DPH CSOs	2019 onwards	10,400,000.00 DPH	Korça Municipality Korça Community Centre CSOs
4.2.3 Establish and operate "Mother and Child Care"	Korça Municipality	Number of projects/initiatives Number of offered services Number of beneficiaries	Korça Community Centre Korça Municipality CSOs	2021	23,000,000.00 MHSP	Korça Community Centre Korça Municipality CSOs



V. Intervention area: OTHERS –MIGRATION; ACTIVISM AND DECISION-MAKING PARTICIPATION						
Strategic objective: Reintegration of R&E families returned from migration.						
Measure/activity	Stake-holders	Indicators	Data sources	Dead-lines	Funds/financing (ALL)	Monitoring
5.1 Specific objective: Facilitate re-integration processes for R&E families returned from migration.						
5.1.1 Identify R&E families returned from migration	Korça municipality, CPU Local Employment Office	Number of identified families	Korça Municipality Local Employment Office	2019 onwards	1,067,520.00 Korça municipality, CPU Local Employment Office	Korça Municipality Korça Community Centre CSOs
5.1.2 Assess Needs of R&E families returned from migration	Korça Municipality, CSOs	Number of assessments made Reports	Korça Municipality CSOs	2019 onwards	2,135,040.00 Korça Municipality Korça Community Centre CSOs	Korça Municipality Korça Community Centre CSOs
5.1.3 Identification of returned R&E children who need support in their re-integration in school	Korça municipality, CPU RED CSOs	Number of identified children Number of supported children Number of re-integrated children	Korça Municipality RED	2019 onwards	800,640.00 Korça Community Centre World Vision Emmanuel Mission Terre des Hommes	Korça Municipality Korça Community Centre CSOs



<p>5.1.4 Provide children who have spent part of their lives elsewhere with health and vaccination cards (see the Health field).</p>	<p>Korça municipality, CPU DPH</p>	<p>Number of identified children Number of beneficiary children</p>	<p>Korça Municipality DPH</p>	<p>2019 onwards</p>	<p>560,448.00 DPH Korça Municipality</p>	<p>Korça Municipality Korça Community Centre CSOs</p>
<p>5.1.5 Raise awareness about the problems associated with irregular migration.</p>	<p>Korça Municipality CSOs</p>	<p>Number of initiatives undertaken Target number</p>	<p>Korça Municipality CSOs</p>	<p>2019 onwards</p>	<p>2,000,000.00 Korça Municipality CSOs</p>	<p>Korça Municipality Korça Community Centre CSOs</p>
<p>Strategic goal: Strengthen R&E activism and representation in Korça Municipality</p>						
<p>5.2 Specific target: Strengthening civic activism and R&E organisations</p>						
<p>5.2.1 Support of Roma and Egyptian culture and activism with funds and activities (at least 2 events annually, such as April 8th, May 6th, or June 24th.)</p>	<p>Korça Municipality CSOs</p>	<p>Number of activities Allocated budget</p>	<p>Korça Municipality CSOs</p>	<p>2020 onwards</p>	<p>4,200,000.00 Korça Municipality CSOs Local business</p>	<p>Korça Municipality Korça Community Centre CSOs</p>



5.2.2 Strengthen the link between the R&E CSOs, Municipality and other local actors through joint activities	Korça Municipality CSOs	Number of activities Allocated budget	Korça Municipality CSOs	2020 onwards	800,640.00 Korça Municipality CSOs	Korça Municipality Korça Community Centre CSOs
5.2.3 Support of sports and cultural activities promoting multiculturalism values.	Korça Municipality	Number of activities Allocated budget	Korça Municipality CSOs	2020 onwards	1,500,000.00 Korça Municipality CSOs Local business	Korça Municipality Korça Community Centre CSOs
5.3 Specific targets: Increase R&E political representation and participation in decision-making						
5.3.1 Reserve seats/quota for minority employment in the municipality, including recruitment at the Korça Community Centre (projection of % R&E)	Korça Municipality Local Employment Office	Number of R&E employed in municipality and its structures	Korça Municipality Local Employment Office CSOs	2020	117,872.00 Korça Municipality	Korça Municipality CSOs



5.3.2 Provision of internships for R&E minorities	Korça Municipality Korça Community Centre	Number of beneficiaries Internship conditions Number of post-internship employees	Korça Municipality CSOs	2020 onwards	1,844,064.00 Korça Municipality Centre CSOs Local business	Korça Municipality CSOs
5.3.3 Reserve seats on municipal council candidate list	Political Parties CSOs	Reserved seats Candidates involved Winning candidates	CSOs	2019	90,072.00 -	Korça Municipality CSOs
5.3.4 Awareness campaigns for activism and political/decision-making participation in R&E communities	Korça Municipality CSOs	Number of initiatives undertaken Target number	Korça Municipality CSOs	2019 onwards	1,200,000.00 Korça Community Centre Korça Municipality CSOs	Korça Community Centre Korça Municipality CSOs
5.3.5 Employment of Community Centre coordinator	Korça Municipality	Staff employment Work/contract description	Korça Municipality	2019	1,946,688.00 Korça Community Centre Korça Municipality	Korça Community Centre Korça Municipality CSOs



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, Korça 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. The costing was based on a combined methodology, as the plan includes five sectors and part of the 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 length of the measure, the number of tasks to be realised, and the number of beneficiaries for certain activities, were all taken into consideration.

In some cases, analogy evaluation was used, especially in infrastructure projects, social housing, and health, which reflects the expenses made for similar activities. For the activities planned to be covered by the central government budget, the costs per unit according to the mid-term budget planning 2019-2021 were considered. 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 294.8 million or approximately EUR 2.36 million.¹⁷ The allocation of funds for the period 2019-2022 was programmed, considering the limits of the draft medium-term budget (PBA 2020-2022). Financial sources from the state budget cover about 53.6% of the cost of the action plan, i.e., about ALL 158.1 million, while sources of funding committed by the municipality cover 15% of the cost of the action plan, or ALL 44.3 million.

Table 1 represents the budget in years according to fields. 51.7% of expenditures are needed for "Education and promotion of intercultural dialogue," while 21.1% of expenditures are needed for "employment and economic empowerment."

17 Exchange rate 1 Euro = 125 lekë



Table 8.1: Budget according to strategic goals for 2019-2022

Description	2019-2022 Budget				
	2019	2020	2021	2022	TOTAL
OBJECTIVES					
Improvement of the educational situation of R&E minorities in Korça Municipality	57,050,839.00	63,341,056.00	22,478,000.00	15,478,000.00	158,347,895.00
Economic empowerment of R&E minorities in the Municipality of Korça, through the integration and harmonisation of interventions for qualifications, employment and social protection programs	8,610,000.00	34,922,400.00	9,333,200.00	9,483,200.00	62,348,800.00
Improving the housing situation of R&E minorities in the Municipality of Korça, through sustainable interventions	1,821,920.00	5,685,920.00	3,753,920.00	3,753,920.00	15,015,680.00
Improving health and access to health services for members of R&E minorities in the Municipality of Korça	4,411,200.00	4,472,800.00	25,972,800.00	5,972,800.00	40,829,600.00
Reintegration of migrant R&E households	2,517,656.00	5,327,024.00	5,209,152.00	5,209,152.00	18,262,984.00
Total (1 + 2 + 3 + 4 + 5)	74,411,615.00	113,749,200.00	66,747,072.00	39,897,072.00	294,804,959.00



Table 2 presents expenditures according to sources of financing and the financial gap for each of the specific targets. Expenditures for certain activities in the field of education and economic empowerment are considered in part as a financial gap. The gap mainly relates to measures regarding deployment of teacher's aids, and the approval of incentives for kindergartens. While the financial gap for the economic empowerment and employment mainly relates to the "Support for the establishment of a "business incubator" Project in the area of the "Old Bazaar," the "financial gap" covered by all sources of funding is 28.4%. Part of the financial gap requires the allocation of funds from the municipality and the state budget, while the rest are thought to be covered by different donors and civil society organisations.



Table 8.2: Spending by sources of financing

Description OBJECTIVES	FINANCED BY					Needs for Funding IN ALL
	Municipality	Government	Donors	Others	Total	
Improving the educational situation of R&E minorities in the Municipality of Korça	21,281,290.00	91,878,205.00	0.00	0.00	113,159,495.00	45,188,400.00
Economic empowerment of R&E minorities in the Municipality of Korça, through the integration and harmonisation of interventions for qualifications, employment and social protection programs	5,209,600.00	21,179,200.00	0.00	0.00	26,388,800.00	35,960,000.00
Improving the housing situation of R&E minorities in the Municipality of Korça, through sustainable interventions	7,190,640.00	3,152,000.00	0.00	4,673,040.00	15,015,680.00	0.00
Improving health and access to health services for members of R&E minorities in the Municipality of Korça	222,400.00	40,384,800.00	0.00	222,400.00	40,829,600.00	0.00
Reintegration of migrant R&E households	10,424,192.00	1,494,528.00	2,486,672.00	1,157,592.00	15,562,984.00	2,700,000.00
Total (1+2 +3 +4+5)	44,328,122.00	158,088,733.00	2,486,672.00	6,053,032.00	210,956,559.00	83,848,400.00

VIII. Monitoring and evaluation

The Local Plan for the Integration of Roma and Egyptian Minorities represents a policy and development document of Korça Municipality for targeted communities and should not end 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, and 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 government, non-discrimination, citizen participation, and public information.

Monitoring and evaluation results will contribute to orienting new policies and the allocation of local-level resources under strategic planning and the local decision-making process. Also, 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 the decision-making to inform the high management group at the local level, which will be responsible for monitoring the progress of all plans and development approved by the Municipality, as well as the Local General Plan, the Mid-Term Budget Program, and the budget. The monitoring results on the progress of implementation of the measures/activities of the Municipality Plan for the Integration of R&E minorities will be presented periodically (at least once or twice a year).

At the operational level, it will be the Social Service Directorate and the Community Coordinator part of this directorate responsible for monitoring the implementation of the action plan. The Social Service Directorate is responsible for collecting quantitative and quality 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 implementation of the plan. The action plan envisions publishing annual progress reports and support for the monitoring reports of civil society (including shadow reports of local R&E organisations).

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 Action Plan, while also defending the privacy rights of Roma and Egyptians. Especially, data on the Egyptian situation are missing¹⁸.

At the level of priority sectors and strategic objectives, monitoring will be conducted through the evaluation mechanisms based on results through measurable indicators, as well as observation on quality and access to public services of Roma and Egyptians. These annual surveys must be taken by the municipality in co-operation with community organisations and the CSOs, or as separate reports, depending on the needs and agreement. The survey results should be published on the municipality website.

Although monitoring the implementation of the plan for the integration of Roma and Egyptian communities is a direct responsibility of the municipality in compiling the life cycle of this policy, local governments can also rely on the expertise of the external projects of donor agencies, at least for the first year, which would help with gaining knowledge and skills, and improve the capacity of the public administration in terms of monitoring and reporting requirements.

The municipality regularly updates the online electronic system "ROMALB " for the 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.

The main basis of the Monitoring Framework of the Roma and Egyptian Integration Plan at the local level will be this set of indicators according to areas, activities, and deadlines:

- 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
- Assignment of local officials responsible for following up and monitoring the Local Plan (e.g., Officers from the Directorate of Social Services.)
- Strengthening co-operation with community organisations and CSOs (local organisations), with groups targeting Roma and Egyptian communities, as well as with facilitators/or Roma contact points.
- Ensure co-operation with projects financed by donor agencies for external support and expertise.

18 The National Action Plan for the Integration of Rome and Egyptians (NAPIRE) 2016-2020

IX. Annexes

IX.1 Methods and techniques for the collection of primary data with community participation.

Resource mapping

Resource mapping is used to obtain an overview of the resources available and their distribution. Specifically, they are useful when we want to know where the resources used by the community are located. It could be of interest to map resources such as water resources (drinking water), the location of arable land and those with access to irrigation, the location of the fruit-vegetable market or that of used clothes that serve as employment and community income sources, and so on.

Similarly, the facilitator makes available a map of the target area/community and urges community representatives to identify resources and put them on the map according to their distribution. This process provides opportunities to discuss the lack of resources, the level of access and control over them, as well as obstacles and opportunities towards their use and/or need for increase.

Focus-group discussions

Organisation of focus groups is recommended if there is a need for additional information from members of the community (mainly homogenous but under-represented groups, such as women, youth, and so on.) A focus group is recommended to be held with 8 to 15 participants. The facilitator presents the context in which the focus is organised, its purpose, and the way the data generated through the focus group will be used. It later facilitates group discussion, showing caution not to dominate the conversation and to include as many participants in the discussions as possible. Concrete steps include:

- Inviting participants from underrepresented groups in data collection methods
- Introducing the group to questions similar to those of the Matrix
- Register all the answers anonymously and send them to the relevant experts



Cause flow analysis

Even this method can be used in a large group or once in smaller groups and then followed up on, if agreed upon, in the large group. The facilitator shall invite the participants to discuss and draw diagrams of the causes leading to certain situations/problems. This exercise serves very well to explore community perceptions of the causes of the problems and the reasons why they persist.

The problem tree is a technique that can facilitate this process. It presents the causes of the problem in a visual and summarised manner as the roots of the tree; the problem being analysed as the trunk; and the consequences, or its effects, as the leaves and the fruits of the tree.

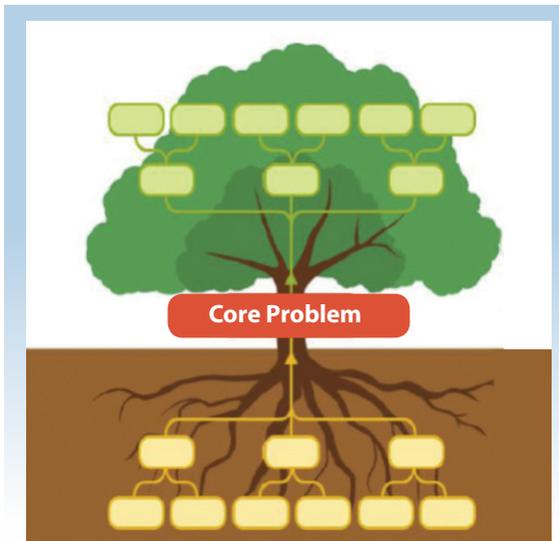


Figure 6. The problem tree



The problem matrix and how they are addressed

Building the matrix of stakeholders is an exercise which can be used both with the members of the community and in meetings with representatives of the institutions. It aims at identifying the key issues for any area of interest and the specific needs of the community, the obstacles faced, the responsible actors and the possibility of addressing the respective problems/need.

The exercise can be facilitated by the local facilitator with the large group or could be done in smaller groups before it is agreed among the large group. A second option is that the facilitator invites the group to be divided into several smaller groups (a suggested division could be based on their interests or what they represent) and each group appoints a facilitator and representative for the work. At the end of the process, each group summarises its discussions on a flipchart, using a table like the one illustrated below.

The main facilitator, having heard the presentations of the tables from each small group, asks the large group to discuss them and agree on a summary table approved as final by the entire group. This process helps build a consensus regarding all the elements that the table contains.



Table2. Model for the matrix of main problems and their solution.

Area	What are the main issues?	Who is affected?	What are the needs/demands of the Roma community?	What obstacles do they encounter?	Who is responsible?	What proposals do we have?
Education						
Health						
Etc.						



Matrix (ranking and scoring)

The Matrix, like those produced in the previous section, can also be used to prioritise the proposed problems and interventions. Thus, through a brainstorming process, all problems and needs are listed. Similarly, all proposals for solutions can be listed. Later, the facilitator uses a scoring system to ask participants to score each problem and solution according to their importance/priority. Every participant has the right to vote on an individual ranking. The total in the end will rank problems and solutions, thus identifying priorities.

IX.2 Questionnaire for municipality capacity assessment

In addition to the needs identified for the R&E minorities, we also need to assess the capacity level of the municipalities that reach the area of interest. The assessment data can be organised with the help of the ROMACTED Handbook. Below are the assessment areas of the municipality capacity and the guiding questions for each component.

Table 3. Assessment of municipal capacities in the field of education (including pre-school system)

EDUCATION	Has the municipality conducted any infrastructure improvement project in the past 3 years?	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	
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		

Table4 . Municipal capacity assessment in the field of employment

EMPLOYMENT	Has the municipality conducted any project aimed at improving skills and employment in the past 3 years?	Yes/No	
	<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	

Table5. Municipal capacity assessment in the field of housing

HOUSING	Has the municipality implemented any projects in the housing area in the past 3 years?	Yes/No How many? _____	
	Was any of them focused on the Roma households/community?	Yes/No How many? _____	
	<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	



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 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 6. Municipal capacity assessment in the healthcare field

HEALTH CARE	Has the municipality implemented any health care projects for the Roma community in the past 3 years?		Yes/No	
	<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 7. Assessment of municipal capacities in the field of equality and social inclusion

INCLUSION	Has the municipality implemented any projects to promote equality and social inclusion in the past 3 years?		Yes/No	
	<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 deals with an intersectoral and interethnic 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.

Table 8. Municipal capacity assessment in the area of project writing and fundraising

FINANCING	Does the municipality have the capacity to apply for and use EU funds or other donors' money, including national funds?		High/medium/low capacity	
	Can the municipality apply for other donors' funds (SDC/Swiss, EEA/ Norwegian, and others, such as IPA cross-border projects, ADRION, MED, BALLKANS-MEDITERRENIAN)?		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	



Increase transparency at the local level: The number of recommendations by members of the Roma and Egyptian minorities and CSOs reflected in the mid-term budget planning document vs the total number of recommendations from this community/or interest group. The most specific questions to be addressed in this direction are:

- Have Roma and Egyptian minorities, or the civil society organisation that support these communities in the process of annual or mid-term budget planning consultations given any recommendations?
- If so, how many recommendations were reflected in 2018?

Other aspects of Municipal capacity assessment and other local-level institutions

The last table is dedicated to information regarding several other aspects of the municipal capacity assessment and other institutions at the local level.



Table 10. Other aspects of Municipal capacity assessment and other local-level institutions

	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?			



IX.3 Municipal Task Force Group in Korça

Institutional Working Group in Korça (IWG)

1. Benila Terova – Deputy Mayor
2. Ilir Zguri – Director, Directorate of Social Care
3. Manjola Teme – Specialist, Directorate of Social Care
4. Valbona Ziko - Director, Directorate of Finance
5. Denada Tabaku - Coordinator, Directorate of Finance
6. Mariana Jorgji – State Social Service

Community Action Group (CAG)

1. Etleva Tare – CAG Korça
2. Arben Kosturi- CAG Korça
3. Esmeralda Duro - CAG Korça
4. Eglja Lubonja - CAG Korça
5. Polina Sula - CAG Korça



IX.4 Decision of Municipal Council in Korça

(in original language)



REPUBLIKA E SHQIPËRISË
BASHKIA KORÇË
KËSHILLI BASHKIAK

VENDIM

Nr. 47

dt. 28.05.2020

**PËR MIRATIMIN E PLANIT VENDOR TË INTEGRIMIT TË PAKICAVE
ROME/EGJIPTIANE PËR BASHKINË KORÇË.**

Këshilli i Bashkisë Korçë, mbështetur në:

Ligjin Nr. 139/2015, datë.17/12/2015 « PËR VETËQEVERISJEN VENDORE », Ligjin Nr. 68/2017 « PËR FINANCAT E VETËQEVERISJES VENDORE », Ligjin Nr. 96/2017. « PËR MBROJTJEN E PAKICAVE KOMBËTARE NË REPUBLIKËN E SHQIPËRISË », Ligjin Nr. 22/2018. « PËR STREHIMIN SOCIAL », Vendimin Nr.08, Datë 09.02. 2018 të Këshillit Bashkiak Korçë, « Për miratimin e Memorandumit të Mirëkuptimit për zbatimin e Programit "ROMACTED" në Bashkinë Korçë», mbasi morri në shqyrtim relacionin e paraqitur nga ana e lehtësueses së projektit e kontraktuar nga Këshilli i Europës dhe Drejtoria e Kujdesit Social,

VENDOSI :

- 1- Të miratojë Planin Vendor të Integrimit të Pakicave Rome/Egjiptiane për Bashkinë Korçë .
- 2- Për zbatimin e këtij Vendimi, ngarkohet Drejtoria e Financës, Drejtoria e Kujdesit Social, Drejtoria e Hartimit dhe implementimit te projekteve në Bashki, Administrata e Bashkisë etj.
- 3- Ky Vendim hyn në fuqi 10-ditë pas miratimit në Këshillin Bashkiak.

SEKRETARE E KËSHILLIT BASHKIAK

Eva Naçi

KRYETARI I KËSHILLIT BASHKIAK

Erjon Nexhipi

Adresa: Kodi Postar 7001, Lagji 12, Blv "Shen Gjergji", nr. 12, Tel : +3582223335, email: info@bashkialekorce.gov.al



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*Promoting good governance
and Roma empowerment
at local level*

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