

S t r a t e g y National

for improving *Roma* living conditions

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National Strategy

“for improving **ROMA living conditions**”

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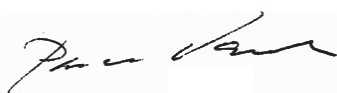
OPENING REMARKS

The entire Organization for Security and Co-operation in Europe and its participating states, as well as the OSCE Presence in Albania, consider the situation of the Roma minority as an issue of concern for the country. Over the past years, the Presence has implemented several projects in order to support Albania's efforts to improve the conditions in which this community lives. The Presence has been one of the organizers of the first round table for Roma and Roma issues in the country and has played an advisory role during the creation of the National Strategy for Improving Roma Living Conditions.

The Office of the People's Advocate, being the safeguard of human rights for the Albanian people, believes that the rights of Roma should be respected and will make every effort to ensure that the government indeed lives up to expected standards.

The Presence and the People's Advocate believe that publishing the National Strategy for Improving Roma Living Conditions is not only a concrete contribution in itself but also a practical and necessary step toward implementing this Strategy. Thus the organs of the central and local government, as well as all the other interested national and international actors, will have access to this important document which is to guide further work. The publication is to be distributed to all the above-mentioned actors so that they can be familiarized with the content and work towards its implementation.

The Presence and the People's Advocate share the opinion that much more effort will have to be made by the organs of the central and local government, both in terms of focusing their work and allocating funds, in order to fulfill the obligations set up by the Strategy. The situation of the Roma people in Albania needs significant improvement in order for this community to have a decent life in a democratic society. The Presence expresses its readiness to assist the government in its efforts toward the implementation of the Strategy and calls upon all civil society actors, especially Roma NGOs, to play an active role in this regard.



Pavel Vacek
Head of OSCE Presence in Albania



Ermir Dobjani
People's Advocate

DECISION

Dated 09/ 18/ 2003, Number 633

**CONCERNING THE ENDORSEMENT OF THE STRATEGY FOR IMPROVING THE LIVING
CONDITIONS OF THE ROMA MINORITY**

Based on Article 100 of the Constitution, upon proposal from the Minister of Labor and Social Affairs,
the Council of Ministers

DECIDED:

1. To endorse the strategy for improving the living conditions of the Roma minority as per the body text attached to this decision.
2. The responsibility for the implementation of this strategy is assigned to the Ministry of Labor and Social Affairs, the Ministry of Finance, the Ministry of the Economy, the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Local Government and Decentralization, the Ministry of Health, the Ministry of Territorial Adjustment and Tourism, the Ministry of Public Order, the Ministry of Education and Science, the Ministry of Culture, Youth and Sports, and the Ministry of Transports and Telecommunications.

This decision takes effect following its publication in the Official Gazette.

**PRIME MINISTER
Fatos Nano**

NATIONAL STRATEGY FOR IMPROVING THE LIVING CONDITIONS OF THE ROMA MINORITY

The National Strategy for “Improving the living conditions of the Roma Minority” has been formulated by an inter-ministerial group under the leadership of Mr. Ahmet Ceni, Deputy Minister of Labor and Social Affairs. The Working Group was comprised of:

Gramoz Bregu	Ministry of Education and Science
Vasil Tole	Ministry of Culture, Youth and Sports
Agim Shehi	Ministry of Health
Genta Qosja	Ministry of Labor and Social Affairs
Anila Selmani	Ministry of Labor and Social Affairs
Rezarta Bitri	Ministry of Justice
Shyqyri Dade	Ministry of Public Order
Violeta Qebini	Ministry of Local Government and Decentralization
Shqipe Rrumbullaku	Ministry of Economy and Privatization
Doris Andoni	Ministry of Tourism and Territorial Adjustment
Geraldina Ducka	Ministry of Finance
Agim Gjevori	Ministry of Transports
Brunilda Minarolli	Ministry of Foreign Affairs

The inter ministerial working group was coordinated by Merita Gjashta.

The National Strategy for “Improving the living conditions of the Roma minority” has been designed with the contribution of Mr. Refik Tare, representing the Roma organizations on the inter ministerial group. Also, the Strategy has benefited from inputs made by the Roma non profit organizations (NPO-s), such as Roma for Integration, Amaro Drom, Romani Batx, Shanci Rom, Amaro Dives, Disutni Albania. Special thanks go to leaders of these organizations: Arben Kosturi, Hasan Sula, Miranda Fejzo, Sabri Mile, Estref Pellumbi, Kujtim Gajtani, Latif Kazanxhi, Ilmi Ademi, Nesti Zeqiri, Xheladin Taco, Pellumb Fortuna, Kujtim Shabani, Skeder Veliu, Muhamet Xhambazi, Gurali Mejdani, and Ramazan Elmazi.

List of Acronyms

MLSA	Ministry of Labor and Social Affairs
MOES	Ministry of Education and Science
MOH	Ministry of Health
MOPO	Ministry of Public Order
MTTA	Ministry of Territorial Adjustment and Tourism
MEP	Ministry of Economy and Privatization
MOF	Ministry of Finance
MFA	Ministry of Foreign Affairs
MLGD	Ministry of Local Government and Decentralization
MCYS	Ministry of Culture, Youth and Sports
CEO	Committee for Equal Opportunities
NES	National Employment Service
SIL	State Inspectorate of Labor
ISS	Institute of Social Securities
DPH	Directorate of Public Health
SMSEA	Small and Medium Size Enterprise Agency
ICOFF	International Cultural Organization of Folk Festivals
LGU	Local Government Units
ED	Educational Directorate
SD	School Directorates
IFC	Institute of Folk Culture

INTRODUCTION

Short note on historical background

Historically, the country of Albania has been singled by for the harmonious co-existence between the dominant society and ethnic minorities. The peaceful co-existence has withstood the times of history to make Albania a point of reference with regard to tolerance among ethnic and religious communities.

The Roma community in Albania is defined as a linguistic minority group. As a genuine census of the Roma population in Albania has never been conducted, official statistics are not available.

Roma people have been living in Albania for over six hundred years. They reached the country before the Ottoman occupation. Research studies indicate that they may have come from India to the Balkans and later Europe. Due to lack of hard and fast historical evidence, their origin is rather conferred from linguistic analysis. At the time of the Ottoman occupation, for reasons related to their safety and security, the Roma population converted to the Muslim religion, following the example of the dominant Albanian population. During the Second World War, unlike what had happened in other Eastern European Countries, Roma people in Albania were not sent to the death camps. Moreover, Roma in Albania joined the ranks of the anti fascist fighters. After the War, the Albanian Government pursued a policy of assimilation trying to make Roma part of the mainstream population. Thus, during the communist regime, the Roma population, too, were beneficiaries of the land reform, lifelong employment, mandatory education, housing facilities, ensured future, etc. Notwithstanding the numerous shortfalls of the previous system, it should be noted that it provided equal treatment for all, including Roma, which practically integrated minorities into the mainstream society. Based on the policy of life long employment for all, Roma men and women without distinction were provided with jobs based on their educational credentials and vocational skills. The fall of communism and beginning of democratic changes exposed Roma to the hardships of the transitional period. They were the first to loose their jobs, as a result of which they plummeted fast to the bottom of society. Lack of education and training were the root cause of the worsening of their status in society. Due to the ensuing impoverishment, with few exceptions, the youngest generation of Roma, have dropped out of school to pursue jobs to ensure the survival of their families. Roma children have turned to beggars and fallen victims to prostitution and other forms of human trafficking. Presently, the economic status of Roma in Albania and their living conditions are at the lowest levels ever due to high unemployment rate affecting Roma worse than the non-Roma population. Consequently, health and housing conditions have constantly deteriorated.

For the first time, Roma were recorded in Albania in the years 1522-23. Their numbers were recorded at 1270 people. Roma names started to appear in the old Albanian manuscripts from the year 1635. In the year 1930, according to popular perception, Roma were said to number a total of 20 thousand people scattered throughout the country. Based on French sources, in the year 1980 Roma in Albania accounted for 62 thousand people. The French themselves referred to English records. In 1995, the International Group of Minority Rights placed the number of Roma people in Albania between 90,000 to 100,000. Also in 1995, the University of Maryland announced that there were up to 120,000 Roma living in Albania. Present day estimations show that the growth rate of the Roma population is 3% and higher than the growth rate of the Albanian population. As no population census in Albania has ever recorded the accurate numbers of Roma, accurate figures are not available.

Roma people are scattered almost allover the country's territory. However, the greatest number of Roma is concentrated in Central and Southeastern Albania in the areas of Tirana, Durrresi, Elbasan, Fieri, Berati, Korca, Pogradeci, Bilishti, Gjirokastra, Delvina, Kruja, Shkodra, etc. Roma people prefer to live either in the big cities (mainly in segregated quarters) or in villages close to the towns.

Figures collected empirically show that there are about 1500 Roma people in Gjirokastra, in the quarter called Zinxhiraj (Chain area). The greatest part of these people live in stark poverty, in

makeshift homes, without running water and sewage facilities. The majority of the Roma people in this part of the country tend to immigrate to Greece seasonally, especially in the summer time, to seek jobs on the Greek farms. Other people try to make a living by importing inexpensive clothing items and consumer goods to sell in the Gjirokastra popular marketplaces. One thing is certain: life for Roma people is getting more difficult by the day.

In Fier, in the quarter called Azotiku (the surroundings of the Fertilizers Plant) there are about 500 Roma families, each numbering an average of 8 members. The community dwells in a site that runs parallel to the main railroad track dividing the city of Fier in two. As no road connects the Roma quarter with the city, Roma people walk along the rail track often to become the victims of accidental misfortunes. Roma in Fier are afflicted by unemployment. Few children go to school, among other things, also because of the long distances they have to walk.

In Levan Fier, there are about 500 families with an average of six members. The majority of children do not go to school and the majority of young people are unemployed. Their livelihood is very difficult and they try to survive by farming or by crafting metallic cooking pots. Roma community in this area is divided into two groups: those who own land and those with no land.

In Baltez (muddy area) of Fier, there are about 250-300 families with an average of 5 to 6 members each. The greatest number of the families live in good houses and own plots of land. They have established their own community school to teach Roma language and Roma culture to their children.

The Roma community in Kulleiri in Korca numbers about 600 families. Generally, Roma here live in conditions comparable to the Albanians'. They live in apartment buildings, are employed and send their children to school.

In Shkodra, the Roma community lives in the area close to the Bridge of the Buna River. They live in the worst of conditions imaginable, worse even to those of other Roma communities in Albania. The number of households ranges between 27 and 50. Their homes are plastic improvised structures and the whole area has no access to drinking waters. Consequently, the members of the community drink river water because they do not have access to other sources. Unemployment reigns absolute at 100 per cent.

In Elbasan, the community living close to the stadium is in considerable numbers. However, the exact number is not known. Roma people in Elbasan are mostly involved with the sale of used clothes.

Roma in Fushe Kruja are estimated at 1200 people. They live in very difficult conditions with no housing and no access to drinking water. They, too, are forced to drink water from the river. Unemployment is in very high levels.

In Berat, the Roma community is concentrated in the Lagja e Re (New Quarter). Their number is relatively small with no more than 60 households settled mainly on the banks of the main river of Berat. The community lives in deep poverty, as they possess no land and own no property whatsoever. They have not even registered themselves with the local authorities to be eligible for social welfare.

It is believed that the greatest number of the Roma population is settled in Tirana. Roma populated areas include Kinostudio, Lapraka, Bregu i Lumit, Selita, Yzberisht, etc. Roma in Tirana, as elsewhere, are faced with a multitude of problems such as unemployment, poverty, school drop out, child trafficking, lack of access to health, education and communication, lack of housing, lack of sanitation facilities, etc. A good part of the Roma community in Tirana survives by digging into the mountains of garbage in the suburbs of Sharra, or by begging on the streets. A great number of families live in makeshift houses made with salvageable materials scavenged from landfills. About 100 families on the Road Irfan Tomini have received notice by the Municipal authorities to evict their homes or will be forcefully evicted because of city planning works.

BASIC PRINCIPLES GUIDING THE
FORMULATION OF THE STRATEGY

First part

Need for the strategy

The Strategy emanates from a critical analysis of the problems of the Roma community. The root cause of the state of the art of the Roma minority in Albania lies in their social and economic situation.

The strategy design process relied on a careful study of the needs of vulnerable groups. The study took count of the quantity and quality of needs that these groups have. It utilized statistical data from official and unofficial sources regarding the scale of vulnerability and social exclusion, the locations and density rate of populations at risk. Information from these sources, although incomplete and often times inaccurate and unverified by second sources, have served to identify the trends of socio economic development, to detect emerging phenomena, to sense the dynamics of change, as well as to asses the impact they produce on the lives of the Roma community.

The efforts to design this strategy have drawn on the analyses, studies, surveys and reports released by governmental and non-governmental organizations concerning such areas as Korca, Fieri, Novosela, Vlora, Berati and Fushe Kruja. Also, the working group has utilized the outcomes of seminars, round tables, conferences and symposiums held to increase the understanding of the Roma communities of their own situation and the need to take action to improve their status.

In view of the difficult situation of the Roma community in Albania, the Albanian government commits itself politically to design this strategy towards the upgrading of the status of the Roma community in Albania, through the institutionalization of policies and programs to reduce Roma poverty and to mainstream Roma with the dominant society, while guaranteeing the preservation and development of Roma ethnic identity. The Albanian Government counts on the Roma community as a cooperating partner during both the formulation and implementation of this document that maps the road to their development.

Legal background

The Albanian legislation pays special attention to the guaranteeing of fundamental human rights and freedoms as the pillars of the modern civilized society. Provisions concerning minority groups in the Republic of Albania comprise a number of articles contained in the Constitution, the Criminal Code and Criminal Procedure Code, in the normative acts of the Council of Ministers and the conventions ratified by the Parliament of Albania.

Albania is a member of the United Nations Organization since 14 December 1955 and has ratified almost every major convention of the United Nations concerning human rights. Some of these instruments ratified by Albania are: Universal Human Rights Declaration of 1948 (Albania became signatory in 1955); International Convention on the Elimination of All Forms of Racial Discrimination of 1969 (signed in 1994); International Pact on Civil and Political Rights of 1966 (signed in 1991); International Pact on Economic, Social and Cultural Rights of 1976 (signed in 1991); Convention on the Elimination of All Forms of Discrimination Against Women of 1980 (signed in 1996).

Albania is a member of the OSCE and a signatory to all of its documents: the Final Act of the Helsinki Conference of 1975; Copenhagen Declaration of 1990; the Charter of Paris for a New Europe of 1990; Document of the Moscow Conference of 1991, etc.

As a member of the Council of Europe since 13 July 1995, Albania has ratified a great number of important instruments, like the Convention for the protection of Fundamental Human Rights and Freedoms of 1951 and the Framework Convention for the Protection of Ethnic Minorities.

As a result of all these acts, the protection of ethnic minorities is guaranteed by both Albanian national legislation and the International Acts that determine the regime of minority rights and freedoms.

The Republic of Albania has ratified the Framework Convention of the Council of Europe for the Protection of Ethnic Minorities. In practice, the Albanian Government guarantees equal treatment for all, which generally translates into the fact that minorities overall have the same living standard as the dominant society. However, the Roma community's status is below the average living standard in

Albania. Roma are faced with greater economic and social hardships, poor housing conditions and a less enabling environment for raising and educating their children. Although Albanian legislation does not refer to the Roma minority as an ethnic minority, but rather as a linguistic minority on the grounds of lack of reference to country of citizenship, the Albanian Government fully honors the principles of the Framework Convention for the protection of Ethnic Minorities with regard to the Roma population, too.

Social solidarity and equality of races and minorities

Albania has historically been noted for the peaceful and harmonious coexistence between national and religious communities. Every minority has demonstrated its originality in contributing to this co-existence. Moreover, the originality and identity of every community has been respected and conditions have been created to preserve the peculiarities of each minority through the generations.

The Roma minority is characterized by concentration in separate dwelling sites, as well as by diffusion with the dominant society, which is an indication of general acceptance and co-existence.

Partnership to identify problems and remedies to the situation

During the years of the previous system, the Government applied equal treatment for all minorities for purposes of integrating them into the mainstream society.

Following the nineties and the change of the system which brought about the re-instatement of the right to free speech and association, the minorities organized themselves into various establishments to protect their interests and rights in society.

An important role in the identification, study and mitigation of social problems is played by foreign and domestic non-profit organizations. These civil society organizations also carry out important services for the society. The work of such organizations has been crucial in building public awareness on the threat of such negative phenomena like child, women and girls trafficking, corruption of the police and public administration, etc. The activity of civil society organizations has covered a wide range of issues and sometimes coordination has not been effective enough to ensure the maximization of the resources of the community to the benefit of improving the status of ethnic minorities. The mission of Roma civil society organizations is the presentation and dissemination of Roma values, their intellectual wealth and Roma history. They also strive to increase Roma participation in policy and decision making at the central and local governance levels, especially on issues related to Roma life. These organizations lobby to protect Roma interests, too. This strategic document is the output of joint efforts of government and Roma minority representatives. Both the Government and Roma people are aware that the implementation of policies, programs and projects in the context of this strategy requires the establishment of a sustainable and working partnership between the two. The representatives of the Roma communities should intensify and step up their efforts and work to raise awareness and understanding of Roma people with regard to the negative phenomena in Roma life. Special attention should be paid to working with those families that either intentionally or unintentionally prevent their children from having a normal life, as a consequence of which they fall victim to the various forms of trafficking, early marriages, and forms of exploitation that permanently damage the future of Roma children. On its side, the Albanian Government should encourage the formation and consolidation of a Roma intellectual and economic elite to facilitate the implementation of socially integrating policies and modernization projects.

Also the Government should take steps to fight stereotypes, prejudice and practices of employees at central and local level discriminating Roma citizens by placing them in a less privileged position compared to the other citizens.

Preservation and transmission of the values of Roma culture

An important and common task for the entire society is the preservation of the cultural values of the Roma minority, which as of presently have been severely underserved. An important orientation is represented by efforts to develop and transmit the Roma language from generation to generation.

These efforts should not target the Roma minority alone. The entire society should learn about Roma values and Roma traditions as one of the ways to contribute to the acceptance of the other and the reduction of prejudice as part of the efforts to strengthen social cohesion and increase tolerance and solidarity.

The Roma minority has made commendable efforts to preserve its language and to pass

on to the future generations their values and traditions. The Roma civil society organizations play an important role in strengthening the cultural identity, the revival, enrichment and transmission of values and language from one generation to the other. Through the dissemination of the results of their research, study, publications and other activities, Roma civil society organizations working in the cultural field have been successful in creating a new vision and understanding of Roma culture. They have made a contribution to the increase of self esteem and self respect within the Roma minority itself and the change of society's attitudes and expectations towards the Roma community.

Financial support and division of responsibilities for upgrading ROMA economic status

As regards funding for efforts to upgrade the economic status of Roma people, special care should be taken to ensure adequate resources for housing, economic aid, unemployment benefits, job openings, etc.

Presently, there are a number of civil society organizations covering a wide range of needs like education, culture, development, etc. Among these organizations, the most proactive are: Roma for Integration, Amaro Drom, Romani Baxt, Shanci Rom, Amaro Kham, Amaro Dives, Disutni Albania, Alba Rom, etc. Despite the increasing number of Roma organizations in the latest years, their efforts to produce positive

change in the Roma condition have not been sufficiently productive, to say the least, as some of these organizations have even created negative effects.

The Roma organizations have implemented a wide range of projects, such as publication of journals, opening of schools and kindergartens, development of football tournaments, opening of exhibitions, book publication, establishment of community centers, conduct of summer schools, concerts for children, round tables on Roma issues, etc. The majority of these projects have been funded by foreign donors.

Roma representatives and Roma organizations have committed themselves to the implementation of the priorities established in this strategy.

Protection of human rights and prevention of discriminatory practices

The Albanian Government does not discriminate citizens on any grounds at all and forbids by law the use of discriminatory acts and practices. To prevent the incidence of such acts, in addition to adopting relevant laws and international instruments, the Albanian government has set up appropriate structures to ensure the implementation of laws. Although all necessary laws are in place to prevent instances of such discrimination from happening, there have been cases of hidden discrimination against Roma individuals, including by people in public office.

Roma economic and social status

Poverty and poor quality of life, as well as the underprivileged status of the Roma population living in Albania, have been commanding the attention of governmental bodies and wide public opinion. Indicators of the social status of the Roma population are at the bottom of national averages. The overwhelming majority of Roma people live in unsafe conditions, in deep misery and below the poverty line.

Massive unemployment that ensued after the nineties afflicted Roma worse than any other social group. Roma people were thrown out of the labor market due to total lack of opportunity to adapt and respond to the newly rising labor market demands.

Before the nineties, net enrollment rates of Roma children in mandatory education were quite satisfactory and at levels almost equal with the rest of children living in Albania. Enrollment rates drastically fell in the secondary and tertiary levels of education. In the first years following the nineties, enrollment rates generally fell for the entire population, but the Roma population suffered the biggest drop out rate.

The difficult situation of the Roma community in Albania is of a composite nature. Their social status is low because of their low educational and training levels. In addition, their households are quite sizeable and have limited access to health and education services. Prejudice and social stigma build obstacles that make their acceptance and advancement difficult. The majority of Roma people live in pocket areas with underdeveloped infrastructure. They are the ones who suffer the most from social crisis. As a consequence, Roma live in conditions below the country's average. In most of the cases, all of the above factors combine to make Roma exclusion even deeper and starker.

Consequently, the improvement of Roma status requires the solution of a multitude of problems. The cumulative effects of the negative factors at play further deteriorate the situation. The big Roma households, without any regular income due to lack of employment opportunities, are unable to make a decent living. With no resources, they can not afford to pay for decent housing. Neither can they afford to pay electricity bills and other public goods and services. Therefore, they

are constantly traveling in search of less costly dwelling sites where they settle often without legal authorization. As a consequence, they are further segregated from society and more marginalized with less access to public services such as education and employment opportunities.

The situation of Roma cannot be reduced to a mere poverty problem. Nor can it be regarded simply in the context of policies about minority groups. A thorough assessment of the situation reveals that exclusion and self exclusion of Roma is the result of economic, sociologic and psychological factors.

The Roma minority scatters widely and travels constantly also because of their traditional lifestyles and cultural and spiritual constitution. As a result, Roma are forced to cope with great hardships when it comes to housing, education and employment. These hardships cause their situation to be very unstable both socially and economically. The lack of stability negatively impacts the possibilities of identifying and implementing long term solutions. On the other side, the constant shifting and migrations of the Roma families leave their imprints in the lives of their children. Left without proper education, they cannot adapt to the demands of the labor market and therefore enjoy fewer opportunities than the rest of the dominant society. This becomes a vicious circle in which poverty breeds poverty and the social problems recycle themselves from one generation of Roma to the other.

Lack of sexual education and family planning information cause Roma families to be quite big. Sizeable families normally have difficulties to maintain decent living standards in the conditions of fewer opportunities. Given the free market economy where individuals compete for chances, Roma are afflicted by unemployment. Left with limited opportunities to find mid and long term solutions to their basic needs, due to the low economic, educational and social status, many of the households of the community are plagued by serious social problems such as domestic violence, battering of children and women, divorce, alcohol abuse, teenage pregnancies, inability to manage family resources, etc. Members from these families fall victim to criminal individuals and groups, who exploit Roma for their various trafficking activities such as prostitution, forced labor and illegal organ transplants. Often times Roma children are victimized with the consent of their own parents. Taking advantage of their miserable situation, family relatives persuade Roma parents to sell their kids for petty gains. These children are forced to beg, sell, carry out illegal actions, etc. Most of the time, they also become victims of social and sexual abuse.

Child trafficking is a problem that affects the entire population. It hits most severely the vulnerable communities because of their poverty and the difficulty to survive. Traffickers target problematic households, single parent families, or children living with their grandparents due to parents' death, divorce or disappearance.

Collected data show that Roma unemployment is highest in the areas of Tirana, Korca and Fushe Kruja. Only a small fraction of the Roma community is integrated into the mainstream Albanian life, mainly in the cities where they have adopted a lifestyle similar to the dominant population.

While creating a wide range of opportunities, structural reforms, institutionalization of markets, liberalization of prices and, generally, the restructuring of economic relationships also caused the deterioration of certain living standard indicators such as lowering of the population's purchasing power, increase of unemployment, etc. These costs are mostly borne by the vulnerable groups of society where the Roma people belong.

Emigration and migration are social phenomena that accompany transitions. Albania has higher emigration rates as compared to the other countries of Central and Eastern Europe. Along with the positive effects of the improvement of the economic conditions in the Albanian households, emigration generates adverse consequences in such social aspects as reduction of the able bodied work force, increase of the number of households headed by women, increase of the number of abandoned children and elderly, exploitation of minors from the criminal bands, etc.

Given the adverse social and economic situation, many of the Roma youth immigrate to the neighbor countries in search of a better life. The desire to leave the country is among the main reasons leading to the trafficking of Roma boys and girls who fall victim to the promises of prostitution and trafficking criminals.

Despite the positive changes and the improvement of the living standards for certain population groups, considerable numbers of the population live under the official poverty line. To help these households make both ends meet, they are placed on modest economic aid (cash based assistance). Poverty is first of all a rural phenomenon, because the greatest number of the rural population is forced to cope not just with scarce resources and insufficient income, but also with lack of infrastructure and inefficient social service delivery, etc.

Early marriage is an additional cause leading to the break up of Roma families, traumatizing their members, especially children.

Roma minority is characterized by constant mobility. They do not live for very long in

the same place. The consequences of this constant mobility creates problems for the population itself and for the state, too. The change of the living place, taking children from one school to another, difficulties to re-train and find employment and to integrate into new environments, produce adversities of a wide-ranging nature. Many of the households do not benefit from the aid schemes, because in their constant moving and shifting from place to place, they do not register with the civil registrar offices. Such is the situation of many families living in Fushe Kruja and Elbasan, but also in many other areas of the country.

In a social perspective, the status of the Roma minority is reflected in a much wider range of problems. In fact, it is the root cause of many negative phenomena such as involvement of Roma youth in criminal activity, school drop out, exploitation of child labor, exploitation of children, women and girls for prostitution and other illegal gains, cultivation and consumption of drugs, etc.

OBJECTIVES AND PRIORITY
MEASURES TOWARDS STRATEGY
IMPLEMENTATION

Second part

Chapter I

SCHOOLING AND AWARENESS

Many of the Roma first graders have problems understanding the Albanian language as their mother tongue is Romani. Due to language difficulties they encounter problems with school progress and consequently drop out of school overwhelmingly. To overcome the problem, the Government will strengthen pre school education for Roma children.

Profound poverty, parent's limited perspective, low levels of education prevailing among the Roma communities, are some of the factors leading children to drop out of school and join their parents to contribute to the survival of the family. As school is the place to acquire skills to be competitive on the labor market, measures will be taken to ensure that all Roma children complete mandatory education and many of them follow through with secondary and even higher education.

To help Roma children stay in school, it is necessary to help Roma families counter economic hardships through policies aimed at ameliorating their living standards. Measures such as scholarships and other supportive schemes will be considered on a priority basis.

Competition on the labor market and competition in general requires Roma children to be educated and professionally capable. The Ministry of Education and Science will establish quotas for seats at the universities for Roma students to study programs such as public administration, social sciences, law, economics, engineering, etc., so that the new Roma generation become part of the civil service at all levels of the public administration.

Pre school education	Preschool education for Roma children will be accomplished through the following steps: (i) identification of the number of children in the preschool age cohort; (ii) determining pre-school enrollment rate for Roma children; (iii) building awareness of the Roma communities on the need to send children to preschools; (iv) determining accommodation capacities of preschool facilities in the Roma quarters in order to design future interventions; (v) rehabilitation of old and damaged facilities; (vi) construction of new facilities where there is a shortage of such institutions based on a preliminary needs assessment; (vii) introduction of Albanian language teaching in the upper levels of preschool to prepare Roma children for first grade; and (viii) assignment of experienced Roma instructors in preschools in cooperation and consultation with the Roma communities.
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Education of Roma children	Education of Roma children will be attained through: (1) identification of the school age population; (ii) study of the state of the art of the Roma children's education; (iii) building awareness of the Roma community on the benefits of sending children to school; (iv) designing and instituting measures compelling Roma to send their children to school; (v) determining the accommodation capacity of school facilities in Roma quarters; (vi) undertaking the rehabilitation of schools; (vii) building new schools where needed; (viii) assigning highly experienced and qualified teachers in Roma schools and providing appropriate incentives to them; (ix) providing free textbooks for pupils in the grades 1-9; (x) holding extracurricular events; (xi) networking and inter working constantly with Roma parents towards building better attitudes towards the school; (xii) equipping schools with teaching and learning materials to make school a nice place to be at; (xiii) providing Roma schools with computer and foreign language laboratories; (xiv) establishing Roma language courses and professional training courses to suit Roma traditions and talents in the secondary schools with considerable numbers of Roma students; (xv) organizing Albanian language courses for first graders who have difficulties with the Albanian language; (xvi) organizing summer schools with the participation of Roma and non Roma children; (xvii) holding individual lessons with gifted pupils to develop their talents in order to be able to enter art and vocational schools; and (xviii) organizing courses to fight illiteracy among Roma adults.
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Scholarships and support schemes for Roma children

To encourage the education of Roma children, the Government will provide scholarships and other support schemes for Roma pupils. Especially, the Government will (i) assign social workers in schools with considerable numbers of Roma students, (ii) hold awareness building and other activities with the participation of Roma parents and pupils to open their eyes to the need for education; (iii) assign special quotas for Roma students in the higher schools; and (iv) award scholarships for students from low income families.

Education of Roma in specialties

Education of Roma in specialties attracted by the Public Service such as social sciences, police and military academies, law and economics, teacher training, etc.
To further the cause of improving education levels of Roma minority, special seats will be assigned to Roma students in all of the public higher education schools in Albania.

CULTURAL HERITAGE AND FAMILY

Family

To achieve the goal of integrating Roma into the mainstream society, it is of paramount importance to change the Roma mindset with regard to a variety of issues such as early marriages, domestic violence, etc. Given the Roma traditions and manner of the community's inner organization this process will take a long time.

Presently, Roma women are discriminated and underprivileged even in their own families. They are uneducated, forced to do housework, give birth to and raise children. Given the important role of women inside the family, it is of primary importance that Roma women are provided with education and employment opportunities which will help their integration into society, but will also empower her economically and improve her status in the family. Given their illiteracy levels, Roma women are not aware of their legal and human rights. Therefore, this strategy proposes that efforts to improve the status of Roma women should focus on their legal and human rights education alongside with the increase of schooling, training and employment opportunities.

Change Roma mindset with regard to family lifestyles

To change Roma mindset and mentality with regard to their way of living will take a relatively long time. In order to increase understanding of Roma way of living, efforts will start by focusing on the (i) study of Roma concepts and notions about family and lifestyles. This study will be conducted by the Committee for Equal Opportunities in cooperation with Roma women and children civil society organizations. To further increase knowledge of these phenomena, (ii) meetings and interviews with Roma families will be conducted; (iii) awareness and training events will be organized to acquaint Roma with their rights in the light of both international and Albanian legal instruments; (iv) production and distribution of posters, leaflets, TV and radio discussion forums in the private and public mediums will be encouraged. However, change of mindset is a long-term objective closely connected with every objective in all of the orientations of activity to improve Roma status in society as laid out in this strategy.

Improve women status in the Roma families through elimination of discrimination by way of programs specially designed for women and girls.

Given that women in the Roma families are discriminated and their participation levels in social life is very low, the focus of efforts to improve their condition will be placed on the elimination of discrimination in the family through upgrading women education and training levels. The organization of vocational and professional training programs will be closely linked with employment opportunities for Roma women and girls by giving priority to the trafficked women and girls, as well as women in single parent families.

Culture

Despite their constant traveling and moving from place to place, Roma communities have preserved and transmitted their rich culture and traditions through the centuries down to the present times. In full recognition and appreciation of Roma values and culture, the Albanian Government will implement policies to facilitate the preservation and transmission of Roma values and history from generation to generation.

These policies will focus on enhancing opportunities for Roma intellectuals, writers, musicians, etc., to unfold the wealth of Roma culture and to contribute to Albanian and world cultural heritage. The more familiar the society with the Roma culture, traditions, rituals and spiritual wealth, the greater the acceptance of the dominant society of the Roma minority members.

Support to the Roma history and values

To preserve the values of the Roma minority the following measures will be taken: (i) Roma artists will be invited to participate in the annual national festivals such as the folk festival of harmonicas in the city of Korca, the festival of the civic song in Elbasan; (ii) inclusion of Roma in the projects of cultural tourism such as the festival of magical flute, the International Festival of CIOFF; the festival of the domino dance and the festival of folk instruments; (iii) inclusion of Roma music in

the musical heritage project: “Spiritual heritage in CD” and study of the collected musical material to be included as the text of the CD (both in Albanian and English); production of 1000 CD-s for distribution in the educational, cultural and research institutions. In addition, (iv) joint tracking and collecting expeditions will be organized jointly with the Academy of Sciences. Also, priority will be given to the organization of Roma photographic exhibitions, production of various publications, musical transcripts and the holding of ethnographic and handicraft wards with products of the Roma tradition; (v) encouraging the membership of Roma cultural organizations in international for a, such as in the Albanian Chapter of CIOFF. Further, (vi) steps will be undertaken to design and implement a pilot project for the establishment of a public library and a free information center in the biggest Roma dwelling site.

Youth

As the most vital and flexible part of the population that will bring about positive change in the lives of Roma people, Roma youth should be mainstreamed with the country’s younger generation. It is a lot easier to fight against prejudice early in life, rather than later on. Youth are especially sensitive to prejudice and willing to fight to eliminate them from their lives.

For this reason, efforts will be made to increase interaction between Roma and non Roma young people, not only in the workplaces, but also through other ways and means such as joint entertainment programs, festivities and sports events, as means to provide opportunities for younger people to get to know and accept each other.

Given that the Ministry of Culture, Youth and Sports is in the process of designing the National Youth Strategy, among other stakeholder, Roma youth should also be involved in the process to: (i) identify target groups that this Strategy should benefit; (ii) create conducive conditions for the promotion of activities of Roma Youth Organizations towards enhancing youth employment opportunities and increasing Roma youth participation in debates and discussions.

Sports

Generally, the Roma community’s sports life is weak. The community only has one representative football team of young players. Since sports is a means contributing not just to good health, but also to the forging of relations between people and to keeping open the channels of communication, steps will be taken to establish sports clubs for the various types of sport.

i. Enlivening sports life

To enliven the Roma community’s sport life it is necessary to (i) create clubs for the various types of sports; (ii) create sports terrains for training purposes and play, and (iii) prepare coaches for the Roma teams.

Media

Media has a key role to play in the change of stereotypes and the creation of a realistic picture of the reality.

Efforts will be made to involve the media, both electronic and written, in the presentation and reporting of local and national initiatives and processes that encourage the integration of Roma with the larger society. So, media will be invited to present the progress of increased participation of Roma in the country’s life as well as progress in the improvement of their living conditions, upgrading of their internal organization and the development of the sites where they live and work. Special importance will be paid to the presentation of life examples that contribute to the improvement of the Roma image: their efforts and work to improve their status, their cultural activities and festivities, the achievements of Roma leaders and the values that the Roma people contribute to the larger society.

Access to Public Media

Media, as the fourth power, will support the efforts to provide the Roma minority with access to public media. Specifically, coverage by public media will be ensured through: (i) TV programs and writings in both the written and electronic media, (ii) special editions and periodic publications to uphold the rights of the Roma minority, its values and history, and (ii) the denunciation of instances of discrimination or distortion of the Roma image.

Chapter III

ECONOMY, EMPLOYMENT, POVERTY REDUCTION AND SOCIAL WELFARE

Business development

Employment, business creation, professional training courses and job creation projects are some of the ways to reduce poverty and integrate minorities into the mainstream society.

Provision of consulting services for business development, market surveys and access to credit for Roma communities to establish their private businesses.

To deliver the services necessary for business development to the Roma community, especially as regards consultancy and access to credit, it is necessary to: (i) identify traditional Roma businesses, (ii) establish relations between Roma business associations and micro credit and credit institutions and (iii) provide consultancy for business start up and development.

Employment and professional training

A great number of the unemployed Roma have been unemployed for many years now and many of them will not be able to find employment even if the economy grows.

Among the many reasons for the massive and protracted unemployment among Roma people, mention can be made of (i) lack of schooling; (ii) regional disadvantages; (iii) lack of opportunities due to structural changes of the economy; (iv) discrimination; and (v) low efficiency of policies designed to address Roma unemployment issues. It should be said that many of the Roma have not registered as unemployed with the local employment services.

Based on recent surveys, not only did a great number of Roma lose their jobs, but they have also been pushed out of the workplaces more than any other social group in Albania. Even those Roma who managed to cling to their positions in the labor market, have done so at the cost of giving up the right to work legally by accepting to be pushed into the black labor market.

To help Roma integrate on the labor market, it is of primary importance that training courses be provided to upgrade their skills in response to changing demand for labor skills. In addition, measures should be taken to increase opportunities through regular education and schooling.

The National Labor Service, in cooperation with the local governments, should design and enact programs to tackle unemployment in the long term. These strategies and policies should be designed and implemented jointly with the training centers and complemented by efforts to combine training programs with public works projects.

In the context of efforts to increase employment rate of the Roma population, it is of great importance that the local employment offices assist not just the registered unemployed, but reach also the unregistered part of the Roma able-bodied unemployed population.

In order to increase the number of employed Roma, representative of the Roma community should take part in the conception and formulation of special programs. To make sure that plans and strategies do not remain on paper, businesses employing Roma people should be entitled to financial incentives. Incentives should also be provided for trainers and coaches of Roma people in the workplaces.

Public works programs and local jobs created by local governments are ways of engaging unqualified labor, thus providing opportunities for disadvantaged people to make income for their families. Such programs play a significant role in the mitigation of poverty and social problems while building facilities and infrastructure that will serve to the community in the long run.

Implementing special programs to increase employment opportunities for Roma people

To generate jobs for Roma, special programs will be enacted to (i) employ Roma in public works carried out with budgetary funding; (ii) attract unregistered unemployed Roma; (iii) train and re-train those who need professional upgrading of their capabilities; and (iv) be also delivered through regular schooling years.

Enactment of advantageous policies for companies employing members of the Roma community.

This objective will be attained through: (i) the exploration of funding opportunities to establish businesses by Roma entrepreneurs to employ Roma people; (ii) the provision of financial incentives for companies and businesses employing Roma people; and (iii) subsidies for Roma products and Roma handicrafts.

Integration of the Roma community in the mainstream educational and vocational training system.

To integrate the Roma community in the mainstream system of education and vocational training the following steps will be taken: (i) identification of professions that may be learned and mastered by Roma; (ii) establishment of professional training courses for the identified professions in both the public and private centers of vocational and professional training; (iii) identification of Roma candidates to be employed as teachers in pre-school education; (iv) training these individuals through custom-tailored programs and (v) employment of these people in institutions attended by Roma. Further steps will include (vi) the creation of favorable conditions for the professional training of Roma unemployed through the (vii) establishment of legal grounds to stimulate and encourage Roma professional training.

Assistance to communes and municipalities to attract Roma to the labor market

The mainstreaming of Roma communities requires the mobilization of all governmental structures, starting from the level of local government. In this chain of responsibilities, the communes and municipalities should (i) take note of the needs for jobs and professions that this population is capable of; (ii) analyze at least two times a year the level of unemployment among the population and the root causes of the situation, (iii) fund public works projects in relation to improving the infrastructure of Roma populated sites.

Social protection

The Albanian Government will protect the groups at risk of the Roma population such as street children, low income households and other vulnerable individuals and groups.

Integrating Roma street children into normal children's world

Steps to attain this objective include the establishment of day care centers for these children that will serve both as shelter and education facilities. These centers will be funded jointly with foreign and local donors and will be entrusted to NGO-s whose mission is the education and development of this category of children. Institutions such as the State Labor Inspectorate will run systematic periodical controls to prevent the exploitation of the labor of Roma children.

Economic aid for poor families

Since Roma are not largely aware of their rights, many Roma families do not benefit from economic aid programs. To increase Roma awareness with regard to benefits guaranteed by law, (i) an awareness campaign will be designed to inform Roma about social welfare schemes they are eligible for, such as unemployment benefits, economic aid for poor families, maternal leave payment and other rights granted by the Albanian legislation. Also, (ii) a decree will be sent out to the communes and communities to obligate them to provide technical assistance to the Roma families to complete the documentation required for inclusion into such schemes.

Support for Roma civil society organizations to improve interaction with and service to their constituents

To obtain this objective it is necessary to (i) identify and help Roma civil society organizations register in the court of law; (ii) create a network of Roma NGO-s; (iii) assist Roma NGO-s to establish relations with the local government; (iv) establish an institute or center that would monitor the implementation of this strategy.

Labor conditions

Enactment of measures to eliminate violation of labor code provisions by employers (labor conditions, salaries, work hours, etc.)

are necessary to strengthen controls by the State Labor Inspectorate in businesses employing Roma people. At the same time, it is necessary to build the awareness of both employers and employ-

ees with regard to rights and responsibilities of the sides when entering an employment contractual agreement.

Social securities

Putting the Roma workforce on the mandatory social security scheme in the circumstances in which the greatest part of Roma is engaged in informal activities.

Since the overwhelming part of the Roma retired population enjoys no coverage from the social security scheme due to their non-participation in the schemes of contributions, it is a long term objective to enable the present working generation to obtain information with regard to the social security scheme. To achieve this objective various means of public information and awareness building will be used. The Institute of Social Securities jointly with the State Labor Inspectorate should make efforts to place informal activity under control, so that Roma people employed in private businesses are included in the social security scheme.

Civic status

The exact number of Roma living in Albania is not known since no census of Roma has been carried out so far. However, estimations point to a range of 80 – 120 thousand Roma living in Albania. Frequent change of dwelling sites and the constant traveling of Roma, early marriages and ignorance of the law has resulted in Roma people's lack of registration with the Civil Registrar's Offices. As a consequence, many Roma do not benefit from the financial support schemes they are entitled to under the Albanian laws. In these circumstances it is of primary importance to design a program to carry out the full registration of the community.

Registration of the Roma population in the Civil Registrar's Office

Starting from the serious problem of the Roma population's non-registration with the Civil Registrar's Office, the Ministry of Local Government and Decentralization should embark on a program to register the members of this community and should assign the necessary financial, human and logistic means to complete Roma registration as soon as possible.

HEALTH AND INFRASTRUCTURE

Health

Living conditions are determined by social, economic and educational status. These factors play a crucial part in the population's health conditions.

Given the poor standards of Roma living, their health situation is below the average of the mainstream population. Inequalities in economic status and differences of lifestyles are more manifest in the health status of the Roma population.

In these circumstances, importance should be paid to giving children a chance to start their lives safely. Child and maternal health will be placed at the focus of Government's efforts to guarantee the health of newborn babies. Also, measures will be taken to improve health care for the entire population, particularly children.

Improving mother and child healthcare

To ensure good health for children, measures will include: (i) implementation of mandatory vaccination for children 0 – 14 years of age; (ii) promotional, educational and awareness programs for mothers; (iii) dissemination of information on modern methods of family planning among the Roma communities throughout Albania, (iv) improving health care for pregnant women and newborn babies.

Medical aid and free medications for big households and poor families.

Improved access to medical care will be achieved through a re-arrangement of the system to make it more efficient to respond to the needs of the Roma community and to ensure coverage of their residential sites. Special efforts will be made to identify poor and sizeable households so that free medical aid can be made available to them.

Assessing disease incidence and mortality rate in the Roma community and identifying measures to reduce and control them.

To attain this objective, it is necessary to (i) identify causes of diseases and deaths and compare the findings with those affecting the rest of the population; (ii) improve environmental conditions, such as hygiene of the surroundings, quality of drinking water, infrastructure of the residential sites, etc. The needs assessment for these interventions will be conducted jointly by the local governments and the Health Ministry.

Housing conditions

At the time of the pyramid schemes, due to poverty and low levels of education, many of the Roma families sold their apartment homes and put the money into pyramid schemes. The collapse of the pyramid schemes caused Roma to lose their investments and remain homeless. To survive, they were forced to improvise makeshift homes without the minimum hygienic and sanitation conditions. To improve the Roma housing conditions, the Government and the Roma community together will design adequate housing projects for Roma households.

Meeting minimum housing conditions

To meet the minimum requirements for Roma housing, efforts will begin with (i) an identification of the families in need of housing, the size of families and their present living conditions, to be followed by (ii) an identification of houses in need of rehabilitation and repair work, (iii) the design and costing of rehabilitation work; (iii) the identification of ownership rights over the land on which Roma have made their homes; (iv) an estimation of needs for land and construction material and calculation of bill of quantities; (v) encouraging the Roma community to contribute labor to the building and repair work; and (vi) the construction of inexpensive modest homes for the homeless and families in the worst of conditions.

Coverage of the entire Roma residential sites with water supply and sewage pipes and electricity grid

The local governments jointly with the Ministry of Tourism and Territorial Adjustment and Roma community representatives in Roma residential sites will (i) assess the needs for water supply and sewage pipes; (ii) make efforts to convince the community to contribute labor to build such infrastructure; (iii) to connect these pipes internally; (iv) to improve hygiene and sanitation in the territory of the sites. To improve the situation of electricity supply, measures should be taken to install electricity cabins where they are missing.

Providing Roma residential sites with access to national roads

To enable the free movement of the members of the Roma community throughout the country's territory and to put an end to their segregation from the rest of the overwhelming society it is necessary to carry out a study of the secondary road network. In the sites in which such network is absent or inadequate for the free movement of people and goods, projects should be designed to build and improve road outlets. The Government should pay priority attention to the construction and rehabilitation of secondary roads and make efforts to involve the Roma community in such work.

PUBLIC ORDER, JUSTICE, PUBLIC ADMINISTRATION

Public order

For purposes of reducing discrimination in everyday life, it is necessary to create a sense of solidarity with the Roma population. Valuable help in this connection can be contributed by the media which can give an invaluable contribution in winning over the public opinion. In addition, efforts should be made to prevent incidences of domestic violence, trafficking of Roma women, girls and children, petty criminality, etc., through early detection and intervention.

Identifying typology of crime among the Roma community and instituting prevention measures

The work will include (i) identification of crimes and (ii) institution of measures to prevent the trafficking of children and young women; and (iii) design of efficient steps to prevent cases of abuse by police and other authorities in public office.

Recruiting Roma people in the ranks of police

To enable the recruitment of Roma individuals in the ranks of public order police, work will start with the (i) creation of opportunities for Roma youth to compete and succeed for acceptance at the Police Academy; (ii) assigning seats at the Academy to be filled by the best of Roma candidates.

Prevention and of trafficking of Roma women and children

Of crucial importance is the identification of trafficking endeavors to stop criminal individuals to exploit human being for their illegal gains by designing special programs against trafficking. These programs will be implemented by the Albanian Government in cooperation with international organizations operating in this field like OSCE, UNHCR, IOM, etc.

Third part

STRATEGY DESIGN AND IMPLEMENTATION PROCESS

Strategy design steps To design the draft of the strategy “Improving the living conditions of the Roma community” an inter governmental working group was set up with the participation of representatives from the Ministry of Public Order, the Ministry of Finance, the Ministry of Economy and Privatization, the Ministry of Justice, the Ministry of Territorial Adjustment and Tourism, the Ministry of Transports, the Ministry of Education and Science, the Ministry of Health, the Ministry of Local Government and Decentralization, the Ministry of Culture, Youth and Sports, the Ministry of Labor and Social Affairs.

An agenda of work was established for the inter ministerial working group which set the tasks to be completed by the group members, the time frame for each action and the counterpart people and partner institutions responsible for each task.

A number of round tables were held (from 9 to 10 January 2003 and one round table was held on 3 February 2003) funded by the Council of Europe and OSCE/ODHIR under the program “Roma and the Stability Pact for South – Eastern Europe”. The round tables were attended by representatives of the Council of Europe, OSCE and the European Commission, as well as from Albanian institutions and Roma civil society organizations. In the meeting of 3 February 2003 a Memorandum of Understanding was concluded between the representatives of the Ministries and the representatives of the Roma civil society organizations to continue to be partners until the finalization of this strategic document.

OSCE, whose representatives have assisted the inter ministerial group with expertise, have been constantly updated on the progress of strategy formulation process.

The representatives of the Roma civil society organizations have supplied the working group with data and information, and have assisted the sub groups established at the various participating institutions throughout the process of strategy design.

In view of the hardships that Albania is currently going through, and in consideration of the fact that many of the problems afflicting the Roma population afflict the entire Albanian society, too, the working group has made efforts to determine solutions for issues which are not covered by the strategies that the Government is implementing for the improvement of the overall situation of the Albanian population.

The Strategy “Improving the status of the Roma population” has been designed through the steps described in the following:

1. *Design process*

- establishment of the inter ministerial group
- design of the working group agenda
- holding of the round tables
- signature of the Understanding Memorandum between the representatives of the Albanian government and the Roma civil society organizations
- establishment of sub working groups with representatives of the Albanian government and the Roma civil society organizations
- collection of data and information
- Drafting of the strategy.

2. *Endorsement process*

- round table to discuss the draft document
- submitting the strategy to the Deputy Prime Minister and Minister of Foreign Affairs, Ilir Meta
- submitting the draft strategy to the Council of Ministers
- Endorsement by the Council of Ministers.

3. *Monitoring process*

Monitoring entities To ensure the implementation of this strategy it is necessary to establish a governmental structure (integration institute or center) with the responsibility to follow through the implementation of priority measures contained in this document.

The monitoring structure may be housed under one of the line ministries which will be charged with the task of creating a conducive environment for strategy implementation. The structure should become operational immediately following endorsement of the strategy and should be comprised by 3 to 5 experts in the field of education, culture, urban planning, infrastructure management, social affairs and family, economy, business and employment.

The mission of this structure shall be to cooperate with the Ministry of Finances and various donors to raise the funds needed for the implementation of this strategy as regards infrastructure

investments. In addition, the structure will interact with the Roma civil society organizations in order to identify workable solutions to the issues that require the cooperation and responsibility of the Roma people. An important task for the structure will be the encouragement of the different governmental bodies to include in their development plans the objectives of this strategy. Another task shall be the constant follow up of implementation plans and monitorable indicators and reporting to the implementing institutions or the Council of Ministers with regard to the status of progress. More specific tasks shall be designed and elaborated once the structure has been established.

Monitoring indicators

In order to measure the progress made in the implementation of the strategy, it is necessary to determine indicators against which to compare achievement. These indicators will be a quantifiable expression of the objectives attained and will indicate real life progress. Indicators must be diverse and flexible which means that they should be set for a certain period. Later, these indicators may be revisited and replaced with more up – to - date objectives.

Indicators are set based on the principle of identifying fundamental objectives in the entirety of envisaged priority measures. In a generalized manner, these indicators may be presented as follows:

1. number of children attending pre school in comparison with the total number of Roma children,
2. number of Roma children enrolled in school throughout the system of education in Albania (from lower primary to university level);
3. number of Roma instructors and teachers trained to teach in pre schools and schools;
4. number of scholarships awarded to Roma students;
5. number of Roma students attending schools in specialties employable by the public sectors, such as economics, social sciences, Police Academy, Military Academy, law, teacher training faculties, public administration, etc.;
6. number of marriages before 16 years of age;
7. number of females employed in the private and public sectors;
8. participation of Roma artists in artistic events contained in the artistic calendar of the Ministry of Culture, Youth and Sports;
9. number of arts, cultural and sports club established at the Roma communities;
10. number of TV programs, publications, periodical journals and editions dedicated to the Roma community;
11. number of Roma businesses and number of people employed in these businesses;
12. reduction of Roma unemployment rates according to regions;
13. budgetary funds allocated to job creation for Roma community members;
14. reduced numbers of Roma street children through integration into mainstream life;
15. completing the census of Roma population;
16. number of Roma families receiving economic aid;
17. number of Roma people retiring every year;
18. number of health centers, doctors and medical support staff for 1000 inhabitants of the Roma community;
19. reduction of disease incidence and mortality rates in the Roma community;
20. number of apartments built to house the Roma community;
21. reduction of the number of trafficked children;
22. number of Roma individuals employed with the police forces, public administration and other public sectors.

National Strategy
"Upgrading Roma status"
CHAPTER 1 – SCHOOLING AND EDUCATION

No	Area	Objectives	Priority area	Responsible actor	Time frame	Cost
1.	Schooling and education	1. Preschool education	<p>1. 1. Identifying the number of children at preschool age.</p> <p>1. 2. Identifying the state of the art of Roma children enrollment at pre school level.</p> <p>1. 3. Surveying accommodation capacities of pre school facilities in Roma quarters and make recommendations for the future.</p> <p>1. 4. Building awareness of the Roma community on the need to send children to pre – school</p> <p>1. 5. Rehabilitation of pre – schools in the quarters inhabited by Roma communities.</p> <p>1. 6. Construction of new facilities in the Roma inhabited areas to accommodate the community's needs.</p> <p>1. 7. Start Albanian language courses for children in upper pre-school level to prepare them for first grade.</p> <p>1. 8. Assign experience teachers jointly with the representative of the Roma community.</p>	<p>Education Directorate- Roma NGO-s</p> <p>Educational Directorate</p> <p>ED – Roma NGO-s</p> <p>Educational Directorate</p> <p>Ministry of Education and Science – ED</p> <p>MOES – ED</p> <p>ED</p> <p>ED – Roma Community</p>	<p>From 2003 onwards</p> <p>From 2003</p> <p>Constantly</p> <p>Constantly</p> <p>From 2004 onwards</p> <p>From 2004 onwards</p> <p>Annually starting from 2004</p> <p>Constantly</p>	<p>-</p> <p>-</p> <p>5 000 Euros annually</p> <p>-</p> <p>1 million</p> <p>5 million</p> <p>250 000</p> <p>-</p>
		2. Issues encountered by Roma pupils with school progress	<p>2. 1. Identifying number of children of school age</p> <p>2. 2. State of the art of net school enrollment rates of Roma children</p> <p>2. 3. Build awareness of the Roma community on the need to send children to school</p>	<p>ED – Roma NGO-s</p> <p>ED – Roma community</p> <p>ED – Roma NGO-s</p>	<p>Constantly</p> <p>Annually</p> <p>Annually</p>	<p>-</p> <p>-</p> <p>5 000 annually</p>

National Strategy
“Upgrading Roma status”
CHAPTER 1 – SCHOOLING AND EDUCATION

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
			<p>2. 4 Enforcing sanctions for households that do not send children to school</p> <p>2. 5 Determining accommodation capacity for facilities in the Roma inhabited areas and making suggestions for the future</p> <p>2. 6 Rehabilitation of schools in the areas inhabited by the Roma community</p> <p>2. 7 Constructing two schools in the areas inhabited by Roma communities in which the number of students is greatest.</p> <p>2. 8 Assigning experienced teachers in classes with Roma pupils; provision of training and incentives for these teachers.</p> <p>2. 9 Distribution of free text books for Roma pupils in grades 1-8.</p> <p>2. 10 Attracting increasing number of Roma pupils in curricular and extra curricular activities.</p> <p>2. 11 Intensifying work with Roma parents to make them aware of the need to adopt a more positive attitude towards the school.</p> <p>2. 12 Equipping schools with the necessary learning and teaching materials</p> <p>2. 13 Equipping schools with foreign languages and computer laboratories.</p> <p>2. 14 Open up Roma language courses and vocational courses in high schools with considerable Roma enrollments, in accordance with their natural talents and traditions and the school's orientation.</p> <p>2. 15 Open up Albanian language courses in schools for Roma students enrolled for the first time and those who have big gaps of the Albanian language.</p> <p>2. 16 Institutionalize the practice of summer schools with the participation of Roma and non Roma pupils.</p>	<p>MOES – ED</p> <p>ED – NGO-s</p> <p>MOES – ED</p> <p>MOES – ED</p> <p>MOES – ED</p> <p>ED</p> <p>ED – School Directorates</p> <p>ED – Roma community</p> <p>ED</p> <p>MOES – ED</p> <p>MOES</p> <p>MOES</p> <p>MOES</p> <p>MOES</p>		

National Strategy
“Upgrading Roma status”
CHAPTER 1 – SCHOOLING AND EDUCATION

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
		<p>3. Scholarships and support schemes for Roma pupils</p>	<p>2. 17 Conduct individualized work with promising students to discover talents and create opportunities for them to compete for admission in artistic and vocational oriented high schools.</p> <p>2. 18 Open up literacy courses for grown ups that are illiterate.</p> <p>3. 1 Appoint social workers in the schools with the greatest number of Roma students.</p> <p>3. 1 Appoint social workers in the schools with the greatest number of Roma students.</p> <p>3. 2 The entire activity of the schools should be geared towards increasing awareness of parents and students on the need to continue the higher levels of education.</p> <p>3. 3 Award scholarships for children from low income families</p>	<p>MOES</p> <p>MOES</p> <p>MOES</p> <p>MOES</p> <p>MOES</p> <p>MOES</p>		
		<p>4. Schooling and education of Roma people in specialties preparing civil servants, such as public administration, social sciences, Police Academy, Military Academy, law, economics, teacher training, etc.</p>	<p>4. 1 Allocate quotas of seats for students from Roma community</p>	<p>MOES, Department of Public Administration, Ministry of Public Order</p>	<p>2004 onwards</p>	

National Strategy
"Upgrading Roma status"
CHAPTER II – CULTURAL HERITAGE AND FAMILY

No	Area	Objectives	Priority area	Responsible actor	Time frame	Cost
1.	Family	1. Changing mind sets with regard to mode of living in Roma families	<p>1.1 Conduct research of the concepts underpinning life in Roma families.</p> <p>1.2 Meeting and interviews with households of the Roma community to confirm concepts and thoughts on family life</p> <p>1.3 Build awareness of and train Roma members with regard to the rights they are entitled to according to international instruments and Albanian laws.</p> <p>1.4 Distribution of posters, leaflets and printed materials. TV and radio programs</p>	<p>Committee for Equal Opportunities in cooperation with women and children NGO-s and Roma NGO-s.</p> <p>Committee for Equal Opportunities, NGO-s</p> <p>Committee for Equal Opportunities, NGO-s</p> <p>Committee for Equal Opportunities, NGO-s</p>	<p>From 2004 onwards</p> <p>Constantly</p> <p>Constantly</p> <p>Constantly</p>	<p>50 000</p> <p>-</p> <p>4 000 Euros annually</p> <p>3 000 annually</p>
		2. Women in the Roma families, measures to eliminate discrimination, special programs for women and girls	2.1 Vocational training courses for women and girls for purposes of increasing employment opportunities for females, primarily single parent mothers	Committee for Equal Opportunities, Ministry of Labor and Social Affairs	Constantly	100 000 annually

National Strategy
“Upgrading Roma status”
CHAPTER II – CULTURAL HERITAGE AND FAMILY

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
II	Culture	3. Support to the history and Roma Culture	<p>3. 1. Involving Roma in the annual National Festivals of Cultural Heritage</p> <ul style="list-style-type: none"> o Folk Festival of the Typology of Wind Instruments – Korca, o Folk Festival of the Typology of Citizenry Song – Elbasan <p>3. 2 Involvement of Roma in projects of Cultural Tourism</p> <ul style="list-style-type: none"> o “Magical Flute Festival” in Butrint o International Festival CIOFF in Permet o Festival of domino dances (dances by two people) in Librazhd o Festival of Folk Instruments in Gjirokaster <p>3. 3 Inclusion of the Roma music in the official musical column:</p> <ul style="list-style-type: none"> - Recording the musical material, - Conducting the scientific study of the material (to be part of the text in the CD – in both Albanian and English), - producing 1000 CD-s of Roma music - Distributing these CD-s in scientific, cultural and educational institutions. <p>3. 4 Conducting joint tracking and collection expeditions with the Academy of Science:</p> <ul style="list-style-type: none"> - Photographic exhibitions to document the findings - Publications regarding Roma traditions, like fairy tales for children, etc. - Musical transcripts of Roma traditions - Ethnographic wards with handicrafts of the Roma people. <p>3. 5 Encouraging the membership of Roma cultural organizations in the Albanian chapter of CIOFF</p> <p>3. 6 Design a pilot project for the establishment of a public library and information center in one of the big Roma residential sites</p>	<p>Ministry of Culture, Youth and Sports, Directorate of Cultural Tradition</p> <p>M C Y S – D C T</p> <p>M C Y S – D C T</p> <p>Institute of Folk Culture – Academy of Science</p> <p>C I O F F & M C Y S</p> <p>M C Y S Book Directorate</p>	<p>Annually</p> <p>Each time there is a festival</p> <p>2004 onwards 2004</p> <p>2005 onwards</p> <p>2004 onwards</p> <p>2004 onwards</p> <p>2004 - 2006</p>	<p>60 000 per festival</p> <p>60 000 per festival</p> <p>15 000</p> <p>36 000</p> <p>100 000</p>

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CHAPTER III – ECONOMY, EMPLOYMENT, POVERTY REDUCTION AND SOCIAL PROTECTION

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
III	Youth	4. Involving Roma youth in the National Youth Strategy	4. 1 Identifying individuals and stake holders in the National Youth Strategy 4.2 Creating conducive conditions for promotion of activities by Roma Youth Organizations; Identifying employment opportunities for young Roma people. Promoting debates and discussions.	MYCS, Directorate of Coordinating Youth Policies Directorate of Coordinating Youth Policies	Constantly Constantly	MYCS Budget MCYS Budget
IV	Sports	5. Enlivening of sports life in the Roma communities	5. 1 Establishing Sports Clubs 5. 2 Establishing sports ground for the physical training of Roma Youth 5. 3 Training coaches	M C Y S – Sports Directorate M C Y S – Sports Directorate M C Y S – Sports Directorate	2004 onwards 2004 onwards 2004 onwards	100 000 100 000 20 000
V	Media	6. Increased access to the Public media	6. 1 Producing TV programs and publishings for written and electronic media 6. 2 Sponsoring publications and dissemination materials promoting Roma values and furthering the issue of human rights and other minority rights, with focus on Roma rights. 6. 3 Support efforts to denounce discrimination against Roma people and distortion of Roma image	MC Y S, Committee for Equal Opportunities MC Y S, Committee for Equal Opportunities MC Y S, Committee for Equal Opportunities	2004 - onwards 2004 – onwards 2003 - onwards	10 000 10 000 5 000

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CHAPTER III – ECONOMY, EMPLOYMENT, POVERTY REDUCTION AND SOCIAL PROTECTION

No	Area	Objectives	Priority Measures	Responsible actor	Time frame	Costs
1	Labor Market	1. Encouragement through special support programs in the field of consulting, market surveys and access to credit to Roma entrepreneurs for business start up and business development.	<p>1. 1. Identifying traditional Roma businesses</p> <p>1. 2. Establishing relations between Roma businesses and financial organizations</p> <p>1. 3. Management support through consulting services</p>	<p>Ministry of Finance, Agency of Small and Medium Businesses</p> <p>Roma Business Organizations – SMSEA</p> <p>Roma Business Organizations - SMSEA</p>	<p>2004 onwards</p> <p>2004 onwards</p> <p>2004 onwards</p>	<p>10 000</p> <p>5 000 annually</p>
	Employment and Professional Training	<p>2. Implementation of Special programs for promoting the employment of Roma people</p>	<p>2. 1. Employing Roma through public works. Launching the implementation of this Program (earmarking public funds for public works)</p> <p>2. 2. Involving unemployed Roma people in the public works programs. Employing Roma in the following programs: - Encouraging the employment of the unemployed job seekers, - Encouraging employment through professional training courses, - Encouraging employment through systemic institutional training.</p>	<p>National Employment Service</p> <p>M L S A – N E S - M O F</p>	<p>From 2004 onwards</p> <p>From 2004 onwards</p>	<p>36 000 in 2004 72 000 per year</p> <p>15 000 in 2004 36 000 per year</p>

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CHAPTER III – ECONOMY, EMPLOYMENT, POVERTY REDUCTION AND SOCIAL PROTECTION

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
		3. Design and implement fiscal incentives to stimulate the companies to employ members of the Roma community	<p>3. 1. Exploring opportunities for setting companies where both employers and employees belong to the Roma community.</p> <p>3. 2. Surveying the opportunities of providing fiscal incentives for companies that employ members of the Roma community.</p> <p>3. 3 Exploring the possibilities of subsidizing business dedicated to the production of traditional Roma handicrafts.</p>	<p>MOE - M L S A – M O F</p> <p>M O F</p> <p>MOE - M L S A – M O F</p>	<p>2004 onwards</p> <p>2004 onwards</p> <p>2004 onwards</p>	<p>10 000</p>
		4. Integration of the Roma community in the public general and professional training education.	<p>4. 1. Identifying professions preferred by the Roma</p> <p>4. 2. Establishing professional training courses for the preferred vocations</p> <p>4. 3. Identifying Roma individuals that may be employed as instructors in pre schools.</p> <p>4. 4. Training the individuals to become instructors in pre schools attended by Roma.</p> <p>4. 5. Assigning these individuals in institutions attended by Roma children</p> <p>4. 6. Creating conducive conditions for the vocational training of the unemployed Roma</p> <p>4. 7. Establishing a legal base to support and stimulate Roma’s professional training</p>	<p>M L S A – N E S jointly with Roma NGO-s</p> <p>M L S A - N E S</p> <p>M L S A - M O E S jointly with Roma NGO-s</p> <p>M L S A – M O E S, Roma NGO-s</p> <p>M L S A - M O E S jointly with Roma NGO-s</p> <p>M L S A</p> <p>M L S A</p>	<p>2003 onwards</p> <p>2004 onwards</p> <p>2003 onwards</p> <p>2004 onwards</p> <p>2004 onwards</p> <p>2003 onwards</p> <p>2003 onwards</p>	<p>-</p> <p>-</p> <p>-</p> <p>10 000</p> <p>-</p> <p>100 000</p>

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CHAPTER III – ECONOMY, EMPLOYMENT, POVERTY REDUCTION AND SOCIAL PROTECTION

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
		5. Providing support to communes and municipalities to attract Roma to the labor markets	<p>5. 1 Communes and municipalities to identify employment needs of the Roma communities and professions they are mostly skilled for</p> <p>5. 2 Analyze no less than two time a year the level and causes of unemployment among Roma</p> <p>5. 3 Local government units to earmark funding for public works in order to improve infrastructure in Roma residing sites</p>	<p>M L G D</p> <p>M L G D</p> <p>M L G D</p>	<p>2003 onwards</p> <p>2003 onwards</p> <p>2003 onwards</p>	<p>-</p> <p>-</p> <p>100 000 per year</p>
	Social protection	<p>1. Integrating Roma street children into mainstream children’s life</p> <p>2. Enlisting poor households on the economic aid scheme</p>	<p>1. 1 Establishing day care centers</p> <p>1. 2 Cooperating with foreign and local donors, as well as with Children NGO-s to fund and implement projects dedicated to the education and development of this category of children</p> <p>1. 3 The State Labor Inspectorate to systematically look for cases of child labor exploitation</p> <p>2. 1 Staging an awareness campaign to sensitize Roma people to the rights they are entitled to with regard to social protection schemes such as economic aid, unemployment benefit, pregnancy and birth benefits and other schemes supporting the poor.</p> <p>2. 2 Putting out an administrative decree ordering communes and municipalities to provide for help and assistance to the Roma to fill in the documents required to benefit from the schemes.</p>	<p>M L S A</p> <p>M L S A</p> <p>M L S A – S L I</p> <p>M L S A – I P H- M L G D</p> <p>M L G D</p>	<p>2004 onwards</p> <p>2004 onwards</p> <p>2004 onwards</p> <p>2003 onwards</p> <p>2003 onwards</p>	<p>10 000 per year</p> <p>-</p> <p>-</p> <p>5 000</p>

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CHAPTER III – ECONOMY, EMPLOYMENT, POVERTY REDUCTION AND SOCIAL PROTECTION

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
		3. Supporting the establishment and strengthening of Roma civil society organizations	3. 1. Identification and registration of Roma NGO-s 3. 2. Establishing a network of Roma NGO-s 3. 3. Cooperation between the governmental decision making bodies and the network of Roma NGO-s 3. 4. Establishing an Institute or Center for Roma integration	M L S A Roma NGO-s M L S A – Roma NGO-s Council of Ministers	2003 onwards 2003 – 04 – 08 2003 onwards 2004	10 000 - State Budget
	Working conditions	1. Taking steps to control abusive practices and cases of violation of the provisions of Albania’s Labor Legislation (working conditions, salaries, working hours, etc.)	1.1 Strengthening the controls of the State Labor Inspectorate with the business and institutions employing members of the Roma community. 1. 2 Strengthening the understanding of the Roma people with regard to the rights granted by the labor legislation	M L S A – S L I S L I	2003 onwards 2003 onwards	- 10 000 per year
	Social securities	1. Enlisting able bodied working Roma in the mandatory schemes of social securities (in the circumstances in which Roma overwhelmingly work on the informal sectors)	1. 1 Using public media to build awareness and understanding of the security schemes 1. 2 Cooperating with the State Labor Inspectorate to exert control on the informal businesses for purposes of enlisting Roma workers in the social security schemes	Institute of Social Securities I S S - S L I	Continuously Continuously	10 000 every year
	Civil Registrars	Registration of the Roma population in the Civil Registrars Offices	1. 1 Designing an effective registration program 1. 2 Ensure the necessary human, material and financial resources	M L G D and Roma NGO-s M L G D - M O F	2004 2004 - 2005	50 000 State budget

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CHAPTER IV – HEALTH AND INFRASTRUCTURE

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
	Health	<p>1. Improving the health of Roma mother and child</p> <p>2. Providing free of charge medication and other health care items for poor households and households with numerous children</p> <p>3. Assessing morbidity and mortality rates among the Roma communities and taking measures to reduce them</p>	<p>1. 1. Applying mandatory vaccination for children 0 – 14 years of age.</p> <p>1. 2. Enacting promotional and educational programs on reproduction health among the Roma communities</p> <p>1. 3. Building awareness of the Roma community on the usefulness of modern family planning methods (increasing usage of contraceptive methods)</p> <p>1. 4. Improving health care for pregnant women and newborn babies</p> <p>2. 1. Identifying poor households and households with many children</p> <p>2. 2. Improving access to health care services through improving health care infrastructure (construction of health care centers and ambulances to ensure full coverage of the Roma communities in accordance with applicable legislation)</p> <p>2.3. Providing free of charge medications in case of sickness in the poor Roma households</p> <p>3. 1. Identifying disease incidence and death causes among Roma in comparison with the non Roma population</p> <p>3. 2. Improving livelihood of Roma communities by providing for clean water, environmental hygiene and other conditions for healthy life in the sites inhabited by Roma communities</p>	<p>M O H – Regional Public Health Directorates</p> <p>M O F / I P H and R P H D</p> <p>M O F / NGO-s</p> <p>M O H and R P H D</p> <p>P H D - Local Government Unit</p> <p>M O H – L G U</p> <p>M O H - L G U</p> <p>M O H - P H D</p> <p>M O H – L G U</p>	<p>2003 onwards</p> <p>2005 - 2006</p> <p>2005 - 2010</p> <p>2004 onwards</p> <p>2004 – 2006</p> <p>2005 - 2010</p> <p>2005 onwards</p> <p>2005 – 2010</p> <p>2005 - 2015</p>	<p>State budget 10 000</p> <p>200 000</p> <p>State budget</p> <p>-</p> <p>100 000</p> <p>50 000 per year</p> <p>State budget</p> <p>-</p>

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CHAPTER IV – HEALTH AND INFRASTRUCTURE

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
	Living conditions	4. Meeting minimum housing needs	4. 1. Identifying housing needs based on: - Number of households - Headcount per household - Present state of living conditions. 4. 2. Identifying living places in need of repair and prepare bill of quantities 4. 3. Identifying ownership of land on which Roma people reside 4. 4. Estimating the costs of land and construction material while encouraging Roma people to contribute labor 4. 5. Building modest housing premises for homeless Roma and Roma living in uninhabitable premises	M L G D – L G U – Roma NGO-s M T T A – L G U – Roma NGO-s L G U – Roma NGO-s L G U – Roma NGO-s M T T A – L G U and Roma communities	2003 - 2005 2004 – 2005 2004 – 2005 2004 – 2007 2004 - 2010	200 000 - - - State budget and donors
		5. Ensuring coverage of Roma inhabited sites with water supply and sewage pipes and with electricity grids	5. 1. Estimating needs for water supply and sewage pipes, electricity and telephone lines in the Roma inhabited sites 5. 2. Encouraging the community to contribute labor in the infrastructure works 5. 3. Connecting secondary infrastructure works with the mainstream system with governmental and donor funding 5. 4. Ensuring the necessary materials to equip the internal sanitation standards of Roma homes 5. 5. Supplying electricity cabins in necessary numbers in the sites inhabited by Roma	M T T A – L G U Roma NGO-s M T T A – M L S A – M O F – L G U – NGO-s M T T A – M L S A – M O F – L G U – NGO-s L G U – M L S A – M O F, Roma NGO-s A E C – M O F – L G U	2003 – 2005 2004 onwards 2004 onwards 2004 - 2006 2004 onwards	State Budget and donors State Budget and donors State Budget and donors State Budget and donors

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CHAPTER IV – HEALTH AND INFRASTRUCTURE

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
	Internal road networks	6. Connecting Roma inhabited sites to the national highways	6. 1 Conducting the study and designing the projects 6.2 Building the roads 6.3 Mobilizing the community	L G U – M T T A MLSA Roma communities L G U – Roma NGO-s	2003 – 2004 2004 – 2007 Continuously	200 000 State budget and Donors

CHAPTER V – PUBLIC ORDER, JUSTICE, CIVIL SERVICE SYSTEM

N0	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
1.	Public Order	1. Identifying typology of crimes committed by Roma community members and taking measures to control criminality	1. 1 Fight against: - trafficking of Roma children and females - criminality among Roma population 1. 2. Taking effective measures to stop police officers from applying discriminatory practices against Roma 1. 3. Check compliance with law in cases of police intervention and control in the Roma sites 1. 4. Increasing cooperation among police and Roma N G O –s for purposes of crime prevention, prevention of trafficking, violence and abusive practices by police officers. 1. 5. Increasing cooperation between police and Roma communities	M O P O M O P O M O P O M O P O – Roma NGO-s M O P O	2003 – 2005 - - - -	35 000 - - - -

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CHAPTER V – PUBLIC ORDER, JUSTICE, CIVIL SERVICE SYSTEM

No.	Area	Objectives	Priority measures	Responsible actor	Time frame	Costs
2.	Police	2. Recruiting police officers from among Roma communities in the Roma inhabited areas	2. 1. Creation of opportunities for Roma youth to participate in entrance exams for admission in the Police Academy. 2. 2. Training Roma youth in order to facilitate their being hired as members of the police forces. 2. 3. The Police Academy to set yearly quotas to be filled by recruits from among Roma youth	M O P O M O P O M O P O	2003 – 2005 - -	- - -
3.	Trafficking	3. Prevention of and striking against the cases of human trafficking, including members of the Roma community, with particular focus on the trafficking of Roma children and young girls for purposes of exploitation	3. 1. Identification of trafficked cases 3. 2. Taking measures to prevent the trafficking of Roma girls and children 3. 3. Designing a special program to fight the trafficking of Roma children and Roma girls and women	M O P O – Ministry of Foreign Affairs in cooperation with international organizations such as UNHCR, which is launching the creation of shelters - M L S A	2003 onwards	35 000 - -