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**Republika Kosova-Republic of Kosovo**

***Qeveria –Vlada-Government***

***Zyra e Kryeministrit-Ured Premijera-Office of the Prime Minister***

Zyra për Qeverisje të Mirë, të Drejtat e Njeriut, Mundësi të Barabarta, dhe Barazi Gjinore /Kancelarija za Dobro Upravljanje, Ljudska Prava, Jednake Mogućnosti i Pitanja Polova/Office on Good Governance, Human Rights, Equal Opportunities and Gender Equality

# **The Republic of Kosovo Action Plan on the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities, 2009-2015**

## TABLE OF CONTENTS

Acknowledgments.....	3
Abbreviations.....	4
Introduction.....	7
The Process of Drafting the Action Plan.....	7
Action Plan Conceptual Framework.....	9
Institutional Arrangements for the Implementation of the Action Plan.....	11
Education.....	16
Employment and Economic Empowerment.....	43
Health and Social Affairs.....	57
Housing and Informal Settlements.....	70
Returns and Reintegration.....	77
Registration.....	86
Culture, Media and Information.....	93
Participation and Representation.....	100
Security, Police Service and Justice.....	107
Appendix.....	115



## ABBREVIATIONS

ACDEI	Agency on Coordination of Development and European Integration
ACA	Anti-Corruption Agency
AGE	Agency on Gender Equality
AGEF	Non-Profit Limited Company in the Area of Migration and Development
AIDS	Acquired Immune Deficiency Syndrome
ASAK	Academy of Science and Arts of Kosovo
CCFD	Catholic Committee against Poverty and for Development
CSA	Centre on Social Affairs
DACS	Department of Administration of Civil Service
DAJ-MoJ	Department of Access to Judiciary/Ministry of Justice
DLE/MLSW	Department of Labour and Employment
DSW/MLSW	Directorate of Social Welfare/Ministry of Labour and Social Welfare
DVT-EP	Department on Vocational Training
EC	European Commission
EU	European Union
EULEX	European Union Rule of Law Mission in Kosovo
FER	Forum on Ethnic Relations
FSDEK	Finish Support Program to Education in Kosovo
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit
HIV	Human Immunodeficiency Virus
HRC	Human Rights' Cells
KASSME	Kosovo Agency for the Support of Small and Medium Enterprises
KCB	Kosovo Consolidated Budget
KCFM	Kosovo Centre on Family Medicine
KEC	Kosovo Education Centre
KEK	Kosovo Electric Corporation
KFOS	Kosovo Foundation for Open Society
KIPA	Kosovo Institute of Public Administration
KOSVET	Kosovo Vocational Education and training
KPA	Kosovo Property Agency
KP	Kosovo Police
ICC	Independent Claims Commission
ICO	International Civilian Office
IFES	International Foundation on Election Systems

ILO	International Labour Organisation
INALCO	National Institute of Oriental Languages and Studies in Sorbonne
IOM	International Organisation of Migration
IP	Institute of Pedagogy
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MALG	Ministry of Administration of Local Government
MFA	Ministry of Foreign Affairs
MCYS	Ministry of Culture, Youth and Sports
MED	Municipal Education Directorate
MEM	Ministry of Energy and Mining
MESP	Ministry of Environment and Spatial Planning
MEST	Ministry of Education, Science and Technology
MDSPS	Municipal Department on Social Protection and Services
MFE	Ministry of Finance and Economy
MoJ	Ministry of Justice
MoI	Ministry of Interior
MLSW	Ministry of Labour and Social Welfare
MoH	Ministry of Health
MPS	Ministry of Public Services
MRC	Ministry of Returns and Communities
MRGI	Minority Rights Group International
MTEF	Medium Term Expenditure Framework
MTI	Ministry of Trade and Industry
MTTC	Ministry of Transport and Tele-Communications
NDI	National Democratic Institute
NGO	Non-Governmental Institutions
NIPH	National Institute of Public Health
OCA	Office on Community Affairs
ODHIR	Office for Democratic Institutions and Human Rights
OGG	Office of Good Governance, Human Rights, Equal Opportunities and Gender Issues
OPM	Office of the Prime Minister of Republic of Kosovo
OSCE	Organisation on Security and Cooperation in Europe
RTK	Radio Television of Kosovo
UNO	United Nations Organisation
UNFPA	United Nations Population
UNICEF	United Nations Children's Fund
UNHABITAT	United Nations Program on Settlement
UNHCR	United Nations High Commissariat on Refugees
UNMIK	United Nations Mission in Kosovo
UP	University of Prishtina
USAID	United States Agency for International Development

TWGAP	Technical Working Group for the Action Plan on the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities 2009-2015
VASD-MoI	Victims Assistance and Support Department
WB	World Bank
WHO	World Health Organisation

## INTRODUCTION

The Government of Kosovo is committed to ensuring and guaranteeing the rights of all communities in Kosovo, and to adhere to all international standards of human rights, as spelled out in various international conventions, in the Constitution of Kosovo and Kosovo legislation.

The Government of Kosovo considers that the conditions under which Roma, Ashkali and Egyptian communities live and conduct their life in Kosovo require swift, concrete and effective policies and actions in order to ensure the successful integration of the three communities and enable their contribution to Kosovo society.

*The Republic of Kosovo Action Plan on the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities, 2009-2015*, initiative is part of the undergoing efforts of the Government of Kosovo to improve the life of all Kosovo communities. Such efforts will allow the establishment of the adequate political, social, and economic, educational and cultural conditions which will support these communities in creating and strengthening their identity, as well as, will enforce the recognition and protection of their individual and community values.

The establishment of a multi-ethnic and inclusive society that provides equal opportunities for development, participation and welfare of all individuals, regardless of their ethnicity, religion, gender, age, physical and mental abilities, and cultural and ideological orientation, remains a major challenge for the Government of Kosovo and Kosovo society, as well.

The Action Plan document produced by keeping in mind the existing commitments of Kosovo Government in other sectors, undertaken at national and local level, will assist the Government of Kosovo and all identified stakeholders in overcoming the aforementioned challenges and contribute to the social, economic and political development of the country, as a whole.

## The Action Plan Drafting Process

The Action Plan is a detailed articulation of the measures proposed in the *Kosovo Strategy for the Integration of Roma, Ashkali and Egyptian Communities, 2009 - 2015*, approved by Government of Kosovo on December 24, 2008.

Following upon the steps of the useful and effective experience gained during the drafting of the *Strategy for the Integration of Roma, Ashkali and Egyptian Communities*, the Office of Good Governance, in the Office of the Prime Minister, as the responsible and coordinating body for the drafting of the Action Plan document, has pursued a comprehensive and participatory process.

The Action Plan drafting process involved all line Ministries, executive agencies, non-governmental organisations and in particular organisations representing the Roma, Ashkali and Egyptian communities. Local and international organisations, working in the areas of social services and employment orientation and facilitation and protection of human rights, were also involved. International partners provided their comments and opinions at various meetings and at the public presentation of the first draft of the Action Plan document.

Prior to the initiation of the drafting process, a set of guidelines were circulated to all line ministries and executive agencies. The guidelines set up a framework for the development of the action plan that provided the involved parties with a common understanding on the desirable process, instructed them on a practical step-by-step approach to developing the document and coordinate the process and finally, introduced a suitable document format and explained its elements.

The guidelines placed a strong emphasis on institutional coordination and demanded that all involved institutions:

- set out priorities for each respective sector based on the document of the Government of Kosovo Strategy for the Integration Roma, Ashkali and Egyptian Communities, ,
- the identification and prioritization process is characterized by close cooperation between the civil service and political staff;
- propose and rank activities' priority accordingly, to ensure swift response, credible and sustainable outcomes, and make choices that define underlying values, i. e equity versus cost-effectiveness,
- take into account, during the process: a) institutional management capacities, b) human and financial resources required for the implementation of envisaged activities, and c) consistency between proposed action plan activities and existing commitments and new strategies.

Line ministries and executive agencies submitted their input through:

- meetings held with the inter-ministerial working group for drafting the Action Plan document,

- extended recommendations during workshops held with a number of ministries, that brought together various ministerial departments in a number of ministries and fostered a dialogue between civil servants and political staff,
- submission of comments and recommendations as the work on the drafting of the Action Plan document progressed.

The Advisory Office on Good Governance and Human Rights (AOGG) circulated the first draft at a public meeting, with wide representation attendance. The debate brought together Kosovo's central public administration institutions, local non-governmental organisations, bilateral and multilateral donors and international bodies in charge of monitoring the progress and consolidation of democratic institutions and processes, in the Republic of Kosovo. In a separate event, all line ministries and non-governmental organisations representing the three communities were brought together for a second round of debate on the action plan document. The last event, also, enabled organisations that could not participate in the first round of the public debate on the draft document, to provide their comments.

## Action Plan Conceptual Framework

The Action Plan document represent a detailed process and action steps needed to be implemented within the defined timeframe that ensures the fulfilment of the measures outlined in the *Strategy for the Integration of Roma, Ashkali and Egyptian Communities, 2009-2015*. In addition, the Action Plan document was prepared in compliance with the *Kosovo Medium Term Expenditure Framework 2010-2012*, the *Kosovo European Partnership Action Plan*, and sectoral and cross-sectoral strategies that are already being implemented in Kosovo. Draft documents of strategies or action plans pending Kosovo Government approval were also taken under consideration. Aiming at avoiding already recognized pitfalls and draw on both lessons learnt and success stories, during the drafting process, closed attention was paid to a vast variety of concerns and recommendations extended from various entities on the national strategy documents and activities carried out by member states of the Roma Decade. It should be noted that Kosovo is not a member state of the Roma Decade network, (a detailed list of documents taken into consideration for drafting this Action Plan, can be found in the Annex A of the document).

As noted elsewhere in the document, *The Republic of Kosovo Action Plan on the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities 2009-2015*, represents a cross-sectoral initiative.

Subsequently, during the drafting process, special emphasis was given to

the establishment of links among its individual elements, as well as, other policies and initiatives undertaken by the Government of Kosovo. The approach was chosen to ensure and maintain coherence among public policy documents and also, to establish interrelation between public policy and the quality of life experienced by the Roma, Ashkali and Egyptian communities. Further, the pursued approach ensures that individuals and these communities do not become invisible when it comes to the distribution of and access to national resources and most importantly, the one-size-fits all answers are avoided.

Finally, an emphasis on the close link between this Action Plan and other public policy documents under implementation, aims at increasing both funds' efficiency and balanced distribution of the budget that subsequently would avoid the unnecessary duplication of funds in planning and implementation of this nation-wide initiative.

The activities proposed in the Action Plan fall into four main categories:

- *Survey, evaluation and research studies.* This set of activities aims at filling the gap of quantitative and qualitative data, at all life aspects, on Roma, Ashkali and Egyptian communities. Further, the data collection exercise will facilitate the need identification process will track the effective implementation of the proposed changes. Finally, the data collection will enable a comprehensive and inclusive monitoring and evaluation process of the overall action plan activities.
- *Improvement of the socio-economic and representative status of the three communities.* Recognizing that Roma, Ashkali and Egyptian communities experience deeply-rooted social exclusion, manifested through lack of access to opportunities, resources and services, as well as lack of voice and power to change their situation, the identified action steps in this category aim at:
  - providing excluded groups access to assets, capabilities and opportunities so they can improve their livelihood and lay foundation for upward mobility,
  - providing space and opportunities, so that excluded groups develop voice, confidence and capabilities to engage on equal footing with those groups who are socio-economically better off and also, can influence institutions which decisions affect them,
  - removing formal and informal institutional barriers that foster exclusion or maintain the status quo, in both policy and system levels, enabling all society groups equal access to

development opportunities without discrimination in any form.

- *Information sharing and awareness raising.* Three groups beneficiaries will be targeted through this set of activities:
  - *Roma, Ashkali and Egyptian communities* will be informed about their rights and responsibilities, about the roles of state run institutions, services that are currently being provided and ought to be provided. Also, it will offer awareness raising activities on matters of representation, participation and anti-discrimination. The deep-rooted social norms, values and beliefs will be addressed as well, as they are recognised as barriers to social change and a major obstacle to implement the action plan smoothly.
  - The second targeted group is the *Kosovo public* at wide. The overall goal of the awareness-raising campaigns and public activities remains to increase tolerance and acceptance of cultural and ethnic differences as a national treasure and as an opportunity for cooperation.
  - Finally, *civil servant staff* will participate in awareness-raising session and will attend capacity building events focusing specifically on needs and characteristics of all three communities. The staff's positive attitude and their responsiveness to the conditions of the target groups are important for accelerating the social inclusion process.
- *Identity construction of the three communities.* This will be accomplished through: *establishing identity as a physical existence* where special emphasis will be placed on civil registration from birth; *educational identity; representative and participatory identity* - as a member of public administration, as a political representative, as a representative of law and order, as an active contributor to social and economic development of the society; *cultural identity* - as a creator and active participant in the rich ethnic and cultural mosaic of Kosovo.

The format of the *Action Plan on the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities, 2009 -2015*, includes technical elements of public policy implementation process. The pursued Action Plan format aims also at eliminating the problems with which member states of the Roma Decade were confronted, to name few, the lack of budget allocation, institutional responsibilities, detailed activities/action steps and corresponding relationships among the elements of the action plan. The

document includes sectoral goal and objectives, detailed activities and action-steps, defined responsible and supporting institutions, means of verification, and cost-estimation for each activity.

Special consideration was given to the identification and the design of the Action Plan indicators, which represent a combination of both qualitative and quantitative ones, with characteristics that allow for structural, outcome and process measurement.

The Action Plan contains nine sector, namely, *education, employment and economic empowerment, health and social affairs, housing and informal settlements, returns and reintegration, registration, culture, media and information, participation and representation, and security, policing and justice*. Gender and anti-discrimination, as crosscutting themes, are anchored in all abovementioned sectors.

## **Institutional Arrangements for the Implementation of the Action Plan**

Institutional overseeing and coordination of *the Republic of Kosovo Action Plan on the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities 2009-2015*, will take place at three levels. Daily implementation will be performed by line ministries, executive agencies and municipalities, in cooperation with local and international partners.

A technical working group will be established and function as the Action Plan Technical Working Group for the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities (APTWG). The APTWG will keep track of the implementation of the Action Plan, will examine issues at the policy level and undertake continuous and close monitoring steps. Also, the APTWG will harmonize and coordinate Government and donor investments and will advice on funding priority matters.

The Technical Working Group will cover four key areas aiming at the effective implementation of the Action Plan activities and the accomplishment of the objectives envisaged in it:

### **1. Coordination**

Coordination is one of the main functions of the APTWG due to the cross-sectoral nature of the Action Plan. The APTWG will coordinate the work among line Ministries and executive agencies. It will also coordinate the work among state institutions and donors with special emphasis at the technical level in order

to prevent duplication of programs/projects. Simultaneously, it will ensure that the financial resources will be enhanced and decision-making process will improve significantly, during the Action Plan implementation.

Finally, the APTWG will establish and coordinate among line Ministries, donors, non-governmental organisations and the Steering Committee through: submission of periodical reports, communication on issues requiring political decisions without delay, dealing with problems requiring fast solutions, as well as communicating necessary changes to the approved Action Plan.

## **2. Information Sharing Among Ministries, Donors and Non-Governmental Organisations**

The APTWG will serve as an information sharing platform among ministries and executive agencies, donors and non-governmental organisations.

Also, the APTWG will act as an information collecting and distributing centre. The information will be shared through regular meetings, by organizing thematic meetings, presentation of projects and programs undertaken by various stakeholders. In addition, it will collect and share information on the progress achieved from the Roma Decade members countries. The type of information will focus on three key areas: research studies, best practices and lessons learnt from their experience, and networking opportunities.

## **3. Monitoring and Evaluation**

The APTWG will monitor and assess progress against goals, objectives and indicators outlined in the Action Plan document. It will also collect and analyze the data delivered by the line Ministries and projects implemented by donors. The progress reports will be published on quarterly basis. The technical group will also draft six-month progress reports and the annual report, which will be presented to and approved by the Steering Committee. Reports will be published on the electronic webpage of the Office of the Prime Minister.

The APTWG will approve terms of references for periodic sectoral evaluation, as well as, it will draft terms of references for formative and summative evaluation of the Action Plan, that will be approved by the Steering Committee.

## **4. Formulation and Prioritization of Policies**

The APTWG will assist in the formulation of short-term and long-term policies and will draft recommendations on coordination of sectoral planning. It

will also be involved in activities prioritization through discussion of public policy agenda, by engaging in the process the Steering Committee and other working groups involved in the drafting of such documents such as the Medium-Term Expenditure Framework, sector and cross-sector strategies, etc. In the activities prioritization process, the APTWG will ensure full participation and take into consideration the contribution of civil society actors.

The APTWG will not duplicate the responsibilities of line Ministries and these institutions will continue to perform their main role in planning and prioritizing, and monitoring the implementation of their respective sectoral activities.

The APTWG will meet not less than four times per year. Members of the APTWG may organize additional meetings if required. Taking into account the cross-sectoral nature of the Action Plan and its priorities and to effectively fulfil its role, the APTWG will draft its annual working plan and it will submit it for approval to the Steering Committee. The Office of Good Governance will provide logistic and administrative support for the APTWG work.

The APTWG will be composed of eleven members. The Head of the Office on Good Governance will chair the APTWG. The permanent members of the APTWG are: Office of Communities' Affairs, Ministry of Returns and Communities, Agency for Coordination of Development and European Integration, Gender Equality Agency, Ministry of Education, Science and Technology, Ministry of Labour and Social Welfare and Ministry of Health. Three other members will be chosen from the donor community and the other two members will be selected from line Ministries, in compliance with the needs and the weight of the potential investments in respective sectors of the Action Plan.

The Inter-Institutional Steering Committee for the Implementation of Action Plan is a political body with a wide institutional representation. The Committee will be comprised of eleven members and will be chaired by the Deputy Prime Minister. Members of the Committee will be: the Minister of Education, the Minister of the Environment and Spatial Planning, the Minister of Health, Director of the Office of Good Governance, who acts also as the Deputy Head of the Committee, Director of the Office on Community Affairs, one member from the Communities' Consultative Council (to be appointed by the Council), the Ombudsperson, and one representative of Roma, Ashkali and Egyptian communities.

The Steering Committee will:

- ensure coordination between the public and non-governmental sector,

- enable dialogue on harmonization of public policy activities of the state institutions with the needs of communities, communicated through the representatives of non-governmental organisations,
- approve the proposed changes and necessary interventions to the Action Plan document,
- ensure that the proposed changes support the realisation of sector objectives and the accomplishment of goals as outlined in the Action Plan,
- present the approved changes of the Steering Committee before the Meeting of the Council of Ministers of Kosovo,
- ensure that public policy documents such as programs, strategies and action plans approved by the Government of Kosovo take into account and are coordinated with the Action Plan activities,
- ensure that during the review and the approval of the Medium Term Expenditure Framework, the Action Plan identified activities are financially covered by the Kosovo Consolidated Budget,
- approve the annual progress report on the implementation of the Action Plan,
- approve terms of references on periodical sector assessments and formative and summative evaluation of the implementation of the Action Plan,
- undertake activities such as: field visits, project sites visits, organization of national and international events and other activities that provide hands-on familiarization opportunities or advocate and lobby for additional resources or establish networking prospects.

The Committee and its functions will be officialized by a Council of Ministers' decree, once the Action Plan is approved. In accordance with priorities defined by the Government of Kosovo, Ministers and members of this Committee will be replaced or will continue to perform the envisaged duties.

### **Informing the Public**

The Government of Kosovo, in the context of its efforts to increase transparency and accountability before beneficiaries, Kosovo public at large and international partners, considers as crucial the information of the public on the progress achieved as the Action Plan implementation gets under way

Therefore, the Government will establish a portal on the electronic webpage of the Office of the Prime Minister that will contain the Action Plan and the Strategy documents, progress reports and Government decrees related to the implementation of the Action Plan. Adequate space on the website will be given to information on projects and programs undertaken by the Government, donors

and non-governmental organisations that contribute to the achievement of the objectives of the Action Plan. Periodical evaluation reports, studies and research documents, calendar of national and international events will be posted on the webpage, as well.

<b>Sector:</b> <b>EDUCATION</b>
<b>Goal:</b> <p>Establish an inclusive and high quality education system based on fairness, equality and respect for diversity that contributes to the full integration of Roma, Ashkali and Egyptian communities in Kosovo society.</p>

<b>Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.1 Include Roma, Ashkali and Egyptian educators and their assistants at the pre-primary and pre-school level	<p>1.1.1 Conduct research on the needs for pre-primary and pre-school education</p> <p>1.1.2 Identify qualified educators and assistants from Roma, Ashkali and Egyptian communities and include them in the education system</p> <p>1.1.3 Provide support to future educators in the form of studies, job vacancies and internships as well as accreditation training programs</p>	<p>Number of educators and assistants employed</p> <p>Number of children completing education</p> <p>Number of children enrolled in the first grade</p>	<p>Research report</p> <p>Reports of the Ministry of Education List of employees</p> <p>Programs drafted and implemented for accreditation of teachers</p>	MEST, MED, Schools, Pre-school institutions	<p>KEC, Save the Children, UNICEF, Caritas Network, KFOS, FER Council of Europe/European Commission – Project “Cross-Cultures” and the Bologna Process “Balkan Sunflowers’</p>	2009 - 2010	€ 1,987,800

**Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.2 Training and retraining of teachers from Roma, Ashkali and Egyptian communities on compulsory education	1.2.1 Identify teachers willing to work in the education system 1.2.2 Conduct research on the needs for professional advancement 1.2.3 Organize on-the-job training for teachers 1.2.4 Create opportunities for students of these communities to work and study, simultaneously 1.2.5 Organize summer schools for teachers from Roma, Ashkali and Egyptian communities	Number of certified teachers Number of teachers employed in the education sector Number of teachers teaching Roma language Number of accreditation programs and the number of study visits Number of students that have completed studies abroad	Assessment report on the needs for professional advancement Assessment reports on training provided and curricula Curricula for the teaching of the Roma language Certificates issued at the end of the training	MEST, University of Prishtina	European Universities, FER, KFOS, British Council, CCFD, European Commission, INALCO Council of Europe/European Commission - Project "Cross-Cultures" and the Bologna Process	2009 - 2014	€ 289,000

	<p>1.2.6 Train Roma teachers in the Roma language</p> <p>1.2.7 Provide courses on the Roma language for Roma teachers</p>						
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**Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.3 Provide reintegration programs for returned children from Diaspora	<p>1.3.1 Identify families that returned from abroad</p> <p>1.3.2 Organize reintegration programs</p> <p>1.3.3 Provide six-month courses on the country's language</p> <p>1.3.4 Legalize school documents</p>	<p>Children registered at regular schools</p> <p>Number of children involved in training courses</p> <p>Number of courses and programs provided for training</p> <p>Textbooks distributed on annual basis and funds committed</p>	<p>Data base with respective information on the repatriated</p> <p>Programs and courses provided</p> <p>Decisions on unification of school documents</p> <p>Decisions on distribution of free school textbooks and materials, progress</p>	MEST, MED, schooling system, Municipal Offices on Communities	<p>Delegation of EU Commission, UNHCR, UNICEF, USAID, IOM, Ministry of Returns, NGOss, MoI</p>	2009 - 2012	€ 248,000

	<p>1.3.6 Establish an organised system for their inclusion into the regular schooling system</p> <p>1.3.7 Provide school textbooks and materials for children free of charge</p>		reports and financial proof				
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**Objective 1: Significant improvement of participation in education and of the quality of education for members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.4 Encourage increased participation in education	<p>1.4.1 Organize awareness raising campaigns for parents register and enrol children on time</p> <p>1.4.2 Identify the needs of pupils that are not attending school regularly</p> <p>1.4.3 Provide free transport services for children who are travelling more than 2 km per day</p> <p>1.4.4 Provide free food,</p>	<p>Number of pupils that completed the compulsory education in time</p> <p>Number of children involved in complementary teaching</p> <p>Improved level of feeding</p> <p>Number of</p>	<p>Campaign materials</p> <p>Periodical reports on school enrolment</p> <p>Transport services and funds distributed</p> <p>Financial proof and respective documents on the provision of free food</p>	MEST, MED, school system	<p>EU Commission Delegation, UNICEF, OSCE, Save the Children OCA, FER, KFOS</p>	2009 - 2014	€ 2,931,875

	<p>for this category of children</p> <p>1.4.5 Provide textbooks and schooling materials free of charge</p> <p>1.4.6 Provide complementary lessons in schools</p> <p>1.4.7 Schools in cooperation with community centres facilitate the performance of homework</p> <p>1.4.8 Appoint teachers to work with children who have learning difficulties</p>	<p>pupils receiving free textbooks</p> <p>Number of children receiving assistance compared to the number of children obtaining school diplomas</p>	<p>Official decision on selection of schools and pedagogic faculty to assist pupils with learning problems</p>				
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**Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.5 Create conditions for the continuation of education after compulsory education	1.5.1 Establish a scholarship fund	<p>Number of pupils benefiting from scholarships</p> <p>Increased success of pupils</p>	<p>Official decision on the establishment of the scholarship fund and its institutional</p>	<p>MEST, MED, Partners, Schools</p>	<p>OCA-OPM, MRC, EU Commission Delegation, GTZ, FER, KFOS,</p>	<p>2009 - 2017</p>	<p>€ 652, 000</p>

	<p>1.5.2 Establish joint commissions comprising communities, institutions and international donor organisations on setting the criteria</p> <p>1.5.3 Organize awareness raising campaigns on continuation of schooling</p> <p>1.5.4 Provide preparatory courses during the school year for registration at higher schools for pupils with poor results</p> <p>1.5.5 Set quotas for registration of pupils in deficiency areas for Roma, Ashkali and Egyptian communities</p> <p>1.5.6 Reserved places in dormitories</p> <p>1.5.7 Organize compulsory teaching of Roma language for the Roma community</p>	<p>Number of pupils involved in courses</p> <p>Number of students accommodated in dormitories</p> <p>Number of students released from</p>	<p>management Scholarship fund established and exists through a special code of KCB</p> <p>Campaign materials</p> <p>Decision on identification of deficiency areas and setting out the number of students for three communities to be registered in respective areas of study</p> <p>Decision on reservation of places in dormitories and documents on registration of students of the three</p>		<p>KOSVET, BB, Swiss Contact, European Commission /Council of Europe Project "Cross-Cultures" and the Bologna Process</p> <p>MEST, Students' Centre, UP</p>		
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	<p>1.5.8 Release students in difficult socio-economic situation from the dormitory payments</p> <p>1.5.9 Release them from library payments</p> <p>1.5.10 Establish the scheme for studies abroad for the Roma language</p>	<p>payments</p> <p>Number of students increases annually</p>	<p>communities</p> <p>Decisions on the release of payments from library services and from dormitory payment for students not receiving scholarship and who have insufficient family income</p>				
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<b>Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institution</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.6 Include Roma language as a teaching course	<p>1.6.1 Identify experts for the drafting of the curricula for the Roma language</p> <p>1.6.2 Organize training for experts in the drafting of curricula</p> <p>1.6.3 Draft curricula on Roma language</p>	<p>Curricula drafted</p> <p>Number of experts involved</p> <p>Number of teachers trained</p>	<p>Decisions on training and selection of experts for the drafting of curricula</p> <p>Documents and programs drafted in Roma language</p>	<p>MEST, MED</p>	<p>EU Commission Delegation, UNICEF, OCA, FER, KFOS, KEC, INALCO, European Commission /Council of Europe Project "Cross-Cultures" and the</p>	<p>2009 - 2017</p>	<p>€ 189,840</p>

	<p>1.6.4 Organize workshops with teachers to review the curricula</p> <p>1.6.5 Make the curricula official</p> <p>1.6.6 Train teachers for teaching in the Roma language</p> <p>1.6.7 Organize teaching of Roma language for Roma community (compulsory)</p>	Number of pupils involved in learning Roma language	Decision on entry into force of the new curricula Training documents and certification of teachers on Roma language		Bologna Process		
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<b>Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.7 Complementary language programs for children of Roma, Egyptian and Ashkali communities	<p>1.7.1 Identify pupils having difficulties in the use of official languages</p> <p>1.7.2 Identify pupils having difficulties in the use of Roma language</p> <p>1.7.3 Provide language courses to be attended by preschool pupils</p>	Number of children that attended courses	<p>Performance tests and respective reports</p> <p>Decision on allocation of funds and progress reports</p>	MEST, MED	UNICEF, KFOS, INALCO, Community Centres, Save the Children, Institute of Pedagogy "Balkan Sunflower"	2010 - 2015	€ 225,000,

	1.7.4 Provide language courses for parents with an aim of preparing them to assist their children for school	Number of parents involved in language courses Number of courses provided					
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<b>Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.8 Include children with disabilities in the regular education system	1.8.1 Identify children with special needs 1.8.2 Diagnose the needs of children 1.8.3 Draw up individual plans 1.8.4 Provide awareness raising programs for parents 1.8.5 Provide training programs for parents of children with special needs 1.8.6 Organize training for teachers working	Number of children identified  Number of children involved in education  Number of teachers trained	Assessment document  Individual documents and plans  Awareness raising programs for parents  Training materials and referral materials for teachers working with children with	MEST, MED, MoH, special schools	Handikos, Institute of Pedagogy, Handicap International, UNICEF, KFOS, KEC, Save the Children FSDEK	2010 - 2017	€ 237,600

	with children with special needs  1.8.7 Support financially families of children with special needs		special needs  Official decision on financial support				
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**Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
1.9 Increase inclusion in vocational training	1.9.1 Conduct research on professional training and development of communities  1.9.2 Identify partners providing vocational training  1.9.3 Inform members of Roma, Ashkali and Egyptian communities on services of vocational training	Study includes the three communities and addresses them in compliance with age and gender  Partners providing vocational training involved in the study  Number of information campaigns compared to the number of	Study document  Decision to conduct the study and definition of vocational training partners  Information means	MEST, MLSW, MFE, Regional Centres on Vocational Training	FER, AGEF, OGA, KFOS, Don Bosco, GTZ, KOSVET, Swiss Contact, EU Commission Delegation, IOM, ILO	2009 - 2016	€ 900,000

	<p>1.9.4 Organize module courses for vocational training on the basis of identified needs</p> <p>1.9.5 Organize special module courses on institutional building of NGOs for Roma, Ashkali and Egyptian communities as well as the ORC staff on management</p> <p>1.9.6 Draft favourable policies for employers</p>	<p>persons registered in vocational training courses</p> <p>Number of courses provided</p> <p>Number of persons registered compared to those completing the courses successfully</p>	<p>Course materials, progress reports</p> <p>Documents issued for trainees at the conclusion of courses</p>				
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<b>Objective 1: Significant improvement of participation in education system and of the quality of education for members of Roma, Ashkali and Egyptian communities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institution</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.10 Establish the school grant scheme for Roma, Ashkali and Egyptian communities	<p>1.10.1 Organize donor conferences</p> <p>1.10.2 Open the fund for the award of grants</p> <p>1.10.3 Establish an</p>	<p>Number of projects accomplished</p> <p>Increased participation of children at preschool level</p>	<p>Organisation of the donor conference</p> <p>Official decision on the establishment of the</p>	OPM, MEST, MED	<p>FER, KFOS, GTZ, KOSVET, EU Commission Delegation, OSCE, UNICEF, WB</p>	2010 - 2015	€ 1,592,300

	<p>overseeing council at central level represented by MEST, MED and Roma, Ashkali and Egyptian NGO's</p> <p>1.10.4 Oversee the implementation of school grants by the Council</p> <p>1.10.5 Develop the school grant scheme</p> <p>1.10.6 Applicants implement school grants aiming at improving enrolment and at decreasing illiteracy</p>	<p>(5-6 years) for at least 90% for the five year period</p> <p>Increased enrolment of pupils</p> <p>Decreased level of illiteracy by 60%</p> <p>Increased number of pupils completing primary and secondary school</p>	<p>overseeing Council</p> <p>Decisions on allocation of grants</p> <p>Progress reports on implementation of grants</p> <p>Statistical data on the measurement of the level of illiteracy prior to the commencement of projects and after their completion</p>				
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#### **Objective 2: Prevention of discrimination and segregation in the Education System**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
2.1 Analysis of the state of affairs with regards to segregation and discrimination in education	2.1.1 MEST, in partnership with NGOs, organizes research on the presence of segregation and discrimination against	Relevant data on discrimination and segregation in education towards Roma,		MEST, MED	KEC, KFOS, Non-governmental organisations of RAE communities	2009	€ 18,000

	Roma, Ashkali and Egyptian communities in the education system of Kosovo. (This analysis is expected to produce a credible overview of the state of affairs in this area and come up with concrete recommendations for action.)	Ashkali and Egyptian communities exist. Reduced cases of discrimination and segregation					
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<b>Objective 2: Prevention of discrimination and segregation in the Education System</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
2.2 Prevent segregation and discrimination through legal acts	2.2.1 Approve acts and administrative directive for the prevention of acts of segregation	Number of reported cases of segregation  Number of cases addressed  Number of legal norms drafted and approved	Approved acts  Monitoring reports	MEST	Non-governmental organisations of Roma, Ashkali and Egyptian communities on protection of human rights and freedoms	2008	€ 7,500

<b>Objective 2: Prevention of discrimination and segregation in the Education System</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
2.3 Training for education employees and officers on elimination of prejudice	2.3.1 Education employees and officers are trained on elimination of prejudice topics, as well as on inter-ethnic and inter-cultural tolerance programs. (These training aims at aim of these trainings raising awareness on the observance of diversity and to prevent deliberate and non-deliberate discrimination)	Number of training provided and employees trained  Number of cases reported against the cases addressed by officers  Education system staff shows competence and initiative on prevention of the phenomenon of discrimination	Training materials and training assessment reports  Documents on cases of discrimination reported and respective decisions on their elimination	MEST, MED	KEC, KFOS, FER, European Commission /Council of Europe – Project “Cross-Cultures” and the Bologna Process	2009 - 2010	€ 223,380

<b>Objective 2: Prevention of discrimination and segregation in the Education System</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
2.4 Raise the awareness of the Roma, Ashkali and Egyptian communities on forms of discrimination and	2.4.1 Build capacities in Roma, Ashkali and Egyptian communities to recognize segregation in education, prove it	Number of cases of discrimination and segregation in education	Meeting held, information materials distributed	MEST, MED, schooling system	KEC, KPAP, FER, UNICEF, Save the Children, KFOS, European	2009 - 2012	€ 80,000

segregation in education	and subsequent actions. Such capacities will serve to minimize discrimination and segregation of these communities in the education system	reported			Commission/ Council of Europe – Project “Cross-Cultures and the Bologna Process, Non-Governmental Organisations		
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<b>Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.1 Joint activities with the community police with regards to safety	3.1.1 Establish the Safety Council at municipal level comprising MED, KP, school representative, School Council, representative of community/NGO  3.1.2 Safety Council shall identify cases dealing with security of children in schools  3.1.3 MED concludes cooperation agreements with the community police on the provision of	Number of cases identified and addressed by the Safety Council  Number of meetings held	Evidence of cases identified  Council reports	MED, school system	KP, CSA, Municipal Assembly, KFOR, EU, KPA	2009 - 2012	€ 48,215

	<p>security for children in schools. Elements of the agreement are regular patrols, non-stop police surveillance in schools with cases reported</p> <p>3.1.4 MED, schools and CP draft the action plan</p> <p>3.1.5 Hold regular meetings on two-month basis among MED, schools, CP and community representatives</p> <p>3.1.6 Draft and publish reports on two-month basis</p>	Action plans implemented	Evidence of action plans and progress reports				
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<b>Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.2 Measures against the violation of the law on compulsory education	<p>3.2.1 Identify children that have abandoned school</p> <p>3.2.2 Identify pupils that are not attending school regularly</p>	Establish a monitoring system on school attendance	Monitoring system	MEST, MED	FER, IP, Schools, Centre on Social Affairs, Roma, Ashkali and Egyptian NGO's,	2009 - 2012	€ 242,000

	3.2.3 Draft promotional mechanisms to return children in schools	Number of pupils benefiting from promotional mechanisms compared to those attending the school regularly	Evidence of promotional mechanisms  Information materials for campaigns and meetings		Municipal courts, European Commission/ Council of Europe – Project “cross-Cultures” and Bologna Process, Communities’ Consultative Council	
	3.2.4 Organize information meetings with communities with regards to legal obligations on compulsory education	Number of meetings and campaigns with parents on educational obligations	Periodical reports on school attendance			
	3.2.5 KPA monitors the violation of law and reports to relevant education institutions and raises the awareness of the community on the observance of law	Number of pupils abandoning schools decreased  Increased educational enrolment	Certificates issued at the end of the school year			
	3.2.6 Undertake legal measures against school staff not reporting on time cases of school	Number of students completing compulsory education	Documents on enrolment in secondary education			

	abandonment and non-attendance	Number of students enrolled in secondary education					
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**Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.3 Coordinate policies and activities through regular meetings among MEST, municipal bodies, MED with civil society organisations	3.3.1 Organize planning workshops among MEST, MED, OCA and NGOs 3.3.2 Harmonize development plans of MED and ORC 3.3.3 Draft joint action plans with priorities for a three-year period 3.3.4 Present the results of the workshops before stakeholders 3.3.5 Oversee the implementation of the plan by Municipal Education Offices and ORC	Number of civil society organisations involved Number of priorities accomplishment from development plans Number of reports published	Materials from workshops organised Documents of plans and programs drafted and implemented Progress reports and annual report	MEST, MED, OCA	Roma, Ashkali, Egyptian and others' NGOs, Association of Municipalities, European Commission /Council of Europe – Project "Cross-Cultures" and Bologna Process	2009 - 2017	€ 129,500

	3.3.6 Draft and publish the annual progress report within the general municipal report						
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**Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.4 Build partnership among Roma, Ashkali and Egyptian communities and organisations dealing with the protection of rights of education employees	<p>3.4.1 Identify active organisations and institutions dealing with the protection of human rights</p> <p>3.4.2 Publish and distribute various information materials on the activity of identified institutions</p> <p>3.4.3 Draft and distribute FAQ</p> <p>3.4.4 Identify the number of cases of violation of employees' rights</p>	<p>Information material distributed</p> <p>Decrease in number of cases of violation of human rights</p> <p>Number of cases presented</p> <p>Education community is aware of their rights</p>	<p>Information material</p> <p>Assessment reports on the measurement of the level of discrimination and measures undertaken</p>	MEST, MED, MLSW	<p>Roma, Ashkali, Egyptian and other NGOs, organisations and institutions dealing with the protection of human rights, European Commission /Council of Europe – Project “Cross-Cultures” and Bologna Process</p>	2009	€ 50,200

	3.4.5 Publish reports with regards to cases of violation of the rights of employees						
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**Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.5 Undertake affirmative action for the education and employment of members of Roma, Ashkali and Egyptian communities	3.5.1 Identify pupils who failed to achieve sufficient results 3.5.2 Organize preparatory courses for the enrolment of pupils at secondary school and faculties 3.5.3 Award of scholarships through mentoring 3.5.4 Set quota on registration and employment of communities' members 3.5.5 Organize information meetings with pupils and students on study opportunities	Increased number of pupils and students enrolled in schools  Number of scholarships awarded  58 students from the three communities enrolled in the academic year 2009-2010	Evidence of the mentoring process  Official decisions on the number of scholarships awarded and selection of candidates  Funds allocated and used  Registration documents and data from school registers	MEST, MED, CSA, UP Rectorate, MLSW	MEST, MED, Municipal Assembly, FER, Private Universities, Pro-Credit Banka, Council of Europe, British Council	2009 - 2015	€ 1,444,500

<b>Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.6 Provide programs to reduce illiteracy – (institutional support)	3.6.1 Identify partners providing licensed programs against illiteracy 3.6.2 Identify individuals that are not enrolled in schools 3.6.3 Organize meetings with identified groups to inform them about opportunities to combat illiteracy 3.6.4 Organize awareness raising campaigns on the importance of education 3.6.5 Organize summer schools to fight illiteracy 3.6.7 Organize courses for women only within community centres 3.6.8 Create promotional opportunities to motivate their	Number of individuals involved in programs against illiteracy Number of women involved in programs against illiteracy Number of certificates issued	Identification reports on identification of individuals not attending school Campaign materials Progress reports School Certificates	MEST, MED, schools	FER, UNICEF, KFOS, OSCE, KEC, "Motrat Qiriazi", Save the Children, Roma, Ashkali and Egyptian NGO's dealing with education and gender issues, "Balkan Sunflowers"	2009 - 2017	€ 497,000

	participation in these programs						
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**Objective 3: Qualitative and efficient cooperation among relevant institutions and organisations towards the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
3.7 Establish resource centres at municipal level	<p>3.7.1 Establish resource (education) centres in five communes of Kosovo to:</p> <ul style="list-style-type: none"> <li>Provide complementary lessons for primary school pupils</li> <li>Various courses for members of Roma, Ashkali and Egyptian communities</li> <li>Provide programs to combat illiteracy</li> <li>Include parents in the activities of the centre</li> </ul>	<p>Number of individuals involved in programs against illiteracy</p> <p>Number of women involved in programs against illiteracy</p> <p>Number of certificates issued</p> <p>Number of activities</p>	<p>Identification reports</p> <p>Progress reports</p> <p>School certificates</p> <p>Reports</p>	MED, schools	<p>FER, UNICEF, KFOS, OSCE, KEC, Motrat Qiriazi, Save the Children, Roma, Ashkali and Egyptian NGO's dealing with education and gender issues, "Balkan Sunflowers"</p>	2009 - 2017	-----

**Objective 4: Raising the awareness of communities and stakeholders to support the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
4.1 Organize sports and cultural activities	4.1.1 Establish school cultural groups comprised of teachers, pupils and parents 4.1.2 Establish sports groups in schools in the form of sports' clubs 4.1.3 Draft school plan for cultural and sports activities of multi-ethnic character 4.1.4 Appoint persons responsible for the accomplishment of activities on the basis of the plan drafted 4.1.5 Allocate the budget for activities envisaged in the drafted plan 4.1.6 Organize cultural activities in compliance with community interests	Number of organised activities Number of pupils involved in activities Number of teachers involved in activities Number of youth involved in activities	Monitoring reports Decision on allocation of funds Proof of funds used	MED, schools	UNICEF, OSCE, KEC, Roma, Ashkali and Egyptian communities, cultural and sports clubs, Save the Children	2009 - 2011	€ 600,000

**Objective 4: Raising the awareness of communities and stakeholders to support the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
4.2 Review and draft textbooks	<p>4.2.1 Include members of RAE communities within expert groups to review textbooks</p> <p>4.2.2 Draft recommendation report on modification of textbooks</p> <p>4.2.3 Engage representatives of community to represent the interests in the MEST Council of Experts for textbooks</p> <p>4.2.4 Subjects of History and Civil Education contain programs promoting values of tradition and identity of Roma, Ashkali and Egyptian communities</p> <p>4.2.5 Republish modified textbooks</p>	<p>Textbooks reviewed after respective remarks</p> <p>Texts republished</p> <p>New texts published</p>	<p>Decision on the establishment of working groups and identification of experts</p> <p>Report</p> <p>Additions to programs in the subject of Civil Education</p> <p>New textbooks published and distributed</p>	MEST	<p>Printing Companies, Roma Education Fund, KFOS, OSCE, European Commission /Council of Europe – Project “Cross-Cultures” and Bologna Process</p>	2009 - 2010	€ 20,000

	4.2.6 Draft and publish new textbooks with elements of culture and history of Roma, Ashkali and Egyptian communities						
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**Objective 4: Raising the awareness of communities and stakeholders to support the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
4.3 Promote values, heritage and identity of Roma, Ashkali and Egyptian communities	<p>4.3.1 The plan of free school activities provides for activities related to the celebration of holidays of Roma, Ashkali and Egyptian communities</p> <p>4.3.2 Identify organisations dealing with the promotion and affirmation of multi-cultural and multi-ethnic values</p> <p>4.3.3 Organize activities with educational elements for schools</p> <p>4.3.4 Organize workshops</p>	<p>Number of organisations identified</p> <p>Number of programs drafted</p> <p>Number of participants involved in workshops</p> <p>Number of textbooks published</p> <p>Materials distributed in schools and communities</p> <p>Number of</p>	<p>Plan on free activities</p> <p>Allocation of funds</p> <p>Reports on cultural and educational activities</p> <p>Training and training materials</p> <p>Cultural activities held</p>	MEST, MED	<p>OCA, MCYS, Roma, Ashkali, Egyptian NGO's, USAID, FER, ASA, European Commission /Council of Europe – Project "Cross-Cultures" and Bologna Process</p>	2009 - 2011	€ 355,000

	<p>for teachers, parents and pupils on the promotion of tolerance, peace and democracy</p> <p>4.3.5 Organize continuous campaigns for the promotion of multi-cultural values in cooperation with the community</p> <p>4.3.6 Textbooks' expert group, in cooperation with MEST, proposes, drafts, expands and amends the content in the subjects of history and civil education</p> <p>4.3.7 Publish amended textbooks</p> <p>4.3.8 Organize promotional and awareness raising campaigns</p> <p>4.3.9 Plan activities in the school calendar for the promotion of values</p>	<p>campaigns organised</p> <p>Number of activities organised</p>					
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**Objective 4: Raising the awareness of communities and stakeholders to support the education of members of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institution	Timeline	Financial Resources
4.4 Build trust relations between school-families	<p>4.4.1 Appoint a school team for house visits comprising teachers, members and NGO's from Roma, Ashkali and Egyptian communities and employees of the Centre on Social Affairs</p> <p>4.4.2 Create promotional opportunities for the team to conduct house visits</p> <p>4.4.3 Draft school plans for house visits</p> <p>4.4.4 Teams conduct house visits</p> <p>4.4.5 Create rooms for activities and meetings with parents</p> <p>4.4.6 Train teachers for work with parents and pupils having difficulties with learning</p>	<p>Number of house visits Number of parents' visits to schools Space created in schools Number of teachers trained to work with parents and children with special needs</p> <p>Number of brochures published</p>	<p>Document on the establishment of teams and their responsibilities Plan of activities Reports on visits and proposed recommendations Existence of the room for parents Training of teachers for work with parents and communities</p> <p>Training and</p>	MEST, MED, schools, school councils	FER, KPA, CSA, Save the Children, UNICEF, OSCE, MRGI, KEC, European Commission /Council of Europe – Project "Cross-Cultures" and Bologna Process, Balkan Sunflowers	2009 - 2012	€ 851,000

	<p>4.4.7 Train teachers to work with parents</p> <p>4.4.8 Draft plans of activities for work with parents</p> <p>4.4.9 Draft individual plans for teachers for work with parents and children</p> <p>4.4.10 Monitor the state of the establishment of relations between school-family</p> <p>4.4.11 Publish and distribute brochures for the achievement of establishment of relations between school-family</p>		<p>referral materials</p> <p>Publication of work and relations school-family</p> <p>Progress reports</p>				
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<b>Sector:</b>	<b>EMPLOYMENT AND ECONOMIC EMPOWERMENT</b>
<b>Goal:</b>	<b>Employment and improvement of economic situation of all members of Roma, Ashkali and Egyptian communities</b>

<b>Objective 1: Increase the number of employees from Roma, Ashkali and Egyptian communities in the private economic sector through drafting and implementing active fiscal-economic policies that promote employment and self-employment</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.1 Draft and implement fiscal policies to promote the employment of labour force from the three communities within the private sector	<p>1.1.1 Establish a working group to draft the terms of references for a study on fiscal incentives for the private sector on enterprises employing members of Roma, Ashkali and Egyptian communities</p> <p>1.1.2 Prepare materials for tender contract and the selection of a winning company/team</p> <p>1.1.3 Implement the study and submit the final report and respective recommendations</p>	<p>Quality terms of references drafted with respective elements included</p> <p>Members of the working group participate regularly</p> <p>Tender documents prepared on the basis of standard procedures</p> <p>Study report corresponds to all requests laid down in ToR</p>	<p>Directive on the establishment of the working group</p> <p>Minutes from meetings</p> <p>Document of terms of references</p> <p>Publication of tender announcement in media</p> <p>Document of the report</p>	MFE, Agency on the Development of SMEs	<p>ORC, OGG, MTI, HRCs, Roma, Ashkali and Egyptian NGOs, Business Associations, Kosovo Chamber of Commerce, Tax Administration, AGE, MLSW, MRC, ILO</p>	<p>11/09-06/10</p> <p>06-09/10</p> <p>07-11/10</p>	<p>Not required</p> <p>KCB</p> <p>€ 18, 000 (i) Donor support required</p>

	<p>1.1.4 Based on the study recommendations introduce new legal measures if necessary</p> <p>1.1.5 Define verification procedures for the employment of communities</p> <p>1.1.6 Implement the approved legislation and monitor its implementation</p> <p>1.1.7 Undertake periodical assessment to collect data on the employment of members of the three communities and observe the anti-discrimination criteria (ethnicity, payment, benefits recognized by law on labour, gender and employment of minors)</p> <p>1.1.8 Include employment of Roma, Ashkali and Egyptian individuals as a criteria for the best</p>	<p>Amendments drafted and approved</p> <p>Verification procedures are clear and implementable</p> <p>Periodical monitoring and reporting</p> <p>Sustainable increase in the number of members of the three communities employed in the private sector</p> <p>Establish criteria through administrative directives</p>	<p>Amended measures published in the Official Gazette</p> <p>Procedures established in the manual</p> <p>Monitoring reports</p> <p>Monitoring reports on the observance of anti-discriminatory criteria</p>			07-12/10	To be estimated
						07/-12/10	Not required
						Every 6 (six) month after the approval of procedures	Not required
						2010 - 2015	Not required
						2010 - 2015	Not required

	<p>private business of the year award</p> <p>1.1.9 Establish employment of members of the three communities as one of the criteria for awarding public of contracts to private companies</p>	<p>Number of contracts awarded including this criteria</p>	<p>Administrative directives Contracts signed</p>			2010 - 2015	Not required
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<b>Objective 1: Increase the number of employees from Roma, Ashkali and Egyptian communities in the private economic sector through drafting and implementing active fiscal-economic policies that promote employment and self-employment</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.2 Draft and implement self-employment policies for members of the three communities through support of small and medium enterprises, privatization and fiscal incentives	<p>1.2.1 Undertake concrete measures to decrease taxes and duties to businesses run by the three communities (e. g. released from taxes in the initial years of business, etc.)</p> <p>1.2.2 Hold regular meetings and sign memoranda of cooperation/understanding among the Kosovo Agency on Support to Small and Medium Enterprises and credit and microfinance</p>	<p>Legal measures to promote small businesses drafted and approved</p> <p>Number of businesses benefiting from incentives</p> <p>Number of memoranda signed</p>	<p>Legal document</p> <p>Existence of businesses and their registration at the relevant business registration institution</p> <p>Signed memoranda</p>	MEF, Agency on Development of SMEs	<p>OCA - OPM, OGG - OPM, MTI, HRC's, RAE NGOs, Business Associations, Kosovo Chamber of Commerce, Tax Administration, AGE, MLSW, MRC, EU, donors, ILO</p>	06/10	Not required

	<p>institutions to encourage businesses for members of the three communities</p> <p>1.2.3 Design specific programs of access to private sector taking into account the features of the three communities</p> <p>1.2.4 Hold training on "How to establish and develop private business/self-employment" (allocate 3% of the € 450,000 planned from the MLSP for the implementation of the Strategy on Capacity Building for Self-Employment)</p> <p>1.2.5 Establish specific and clear grant awarding criteria and participation in such programs</p> <p>1.2.6 Monitor and report on periodical basis on the activity of enterprises</p>	<p>Number of programs drafted</p> <p>Number of members of the three communities benefiting from them</p> <p>Number of training sessions</p> <p>Number of women participants</p> <p>Duration and activity of businesses</p>	<p>Program documents</p> <p>Amount of funds increased on promotion of small and medium businesses on annual basis</p> <p>Training materials</p> <p>Grant criteria document</p> <p>Fair boards, official invitations</p>			2010 - 2015	€ 200,000 (i) annually required Financial support required (€ 1,000,000 in total for five years)
						2010 - 2012	€ 13,500 (i) KCB
						2010	Not required
						2010 – 2015 (twice a	Not required

					year)	
	1.2.7 Encourage donors and financial credit institutions, those that promote business and microfinance institutions, to increase funds for the private business training programs on management and counselling of the three communities, on periodical basis	Increased number of organisations and donor programs promoting small business for the three communities	Reports on the progress of businesses Meetings held Plans drafted		2010 - 2015	Not required
	1.2.8 Businesses from the three communities present their products at organised fairs	Number of fairs in which the three communities' businesses participate	Fair boards and places		2010 - 2015	€ 20,000 (i) KCB
	1.2.9 Design programs and support specific programs for women of the three communities (e. g. credit unions, etc.)	Number of women benefiting from businesses	Grants awarded		2010 - 2015	Included under 1.2.3
	1.2.10 Undertake periodical assessment to assess the development of small	Publication of analyzing reports	Monitoring reports		2010-2012	€ 15,000 (i) Financial support required

	<p>and medium businesses vis-à-vis the observance of anti-discrimination criteria (ethnicity, payment, benefits provided for by labour laws, gender issues and employment of minors)</p> <p>1.2.11 Organize a study on informal economy of the three communities and review the possibilities of its transformation to a formal economy</p>						
		Study conducted on informal economy	Study document			2010 - 2011	€ 25.000 (i) Financial support required

<b>Objective 2: Encourage, prepare and support Roma, Ashkali and Egyptian communities for their inclusion in agricultural activities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.1 Identify and select individuals from the three communities interested to benefit from the MAFRD project fund in the following areas: <ul style="list-style-type: none"> <li>• Agriculture;</li> <li>• Livestock;</li> <li>• Beekeeping, etc.</li> </ul>	<p>2.1.1 Organize information visits on the MAFRD fund with the three communities</p> <p>2.1.2 Identify interested groups or individuals from the three communities in order to benefit from the MAFRD fund</p>	<p>Number of grants awarded against the requests</p> <p>% of grants awarded to the three communities against % of grants provided to</p>	<p>Grants awarded, funds transferred</p> <p>Numerical data, progress reports</p>	MAFRD		<p>01 - 04/10</p> <p>05-07/10</p>	<p>Not required</p> <p>Not required</p>

	2.1.3 Encourage individuals with low income, women, larger families through the assessment of economic situation of interested persons	majority communities  % of women benefiting from grants				05-08/10	Not required
	2.1.4 Provide adequate assistance for benefits and maximum use of funds by the three communities	Technical assistance provided to ensure benefits from grants  Improved level of living conditions in comparison to prior to the award of the grant	Training documents, orienting sessions  Statistical data on living conditions prior to and after the award of the grant			08-11/10	Not required
	2.1.5 Allocation of funds in accordance with MAFRD regulations and timelines or other development assistance programs	Observe regulations and financial procedures	Audit reports			11/10-2015	€ 80,000 (i) Financial support required
	2.1.6 Monitor on periodical basis the beneficiaries progress		Periodical reports			2011-2015	Not required

<b>Objective 2: Encourage, prepare and support Roma, Ashkali and Egyptian communities for their inclusion in agricultural activities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
2.2 Permanent and temporary employment of Roma, Ashkali and Egyptian communities through seasonal projects and employment in public system	<p>2.2.1 Inclusion of labour force from three communities in seasonal projects, forestation, etc.</p> <p>2.2.2 Employment of individuals as forest guards and other positions</p> <p>2.2.3 Organize training and orientation sessions by project/jobs</p>	<p>Number of persons employed</p> <p>% of employees from the three communities against the majority communities</p> <p>Participation in professional training</p>	<p>Labour contracts</p> <p>Detailed statistical data divided by communities</p> <p>Training materials and certificates issued</p>	MAFRD		<p>2009, 2010-2012</p> <p>2010 - 2015</p>	<p>€ 158.000 (i) (from the € 1,500,000 amount allocated in the KCB)</p> <p>3% of the salary fund</p> <p>Not required</p>

<b>Objective 2: Encourage, prepare and support Roma, Ashkali and Egyptian communities for their maximal inclusion in agricultural activities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
2.3 Coordinate with non-profit organisation and donors operating in the sphere of agriculture and the	2.3.1 Establish regular contacts with non-profit organisations and donors involved in small businesses in agriculture and	Number of contacts established and the amount of funds allocated to the three	Memoranda, agreements of cooperation signed	MAFRD		2010 - 2015	Not required

development of private initiative	organisation of farmers' associations	communities Number of projects financed	Improved living conditions	Statistical data on living conditions prior and after the grant		2010 - 2015	Not required
	2.3.2 Distribute information and draft joint plans among state institutions, NGOs and donors with the aim of promoting and diversifying of funds for the three communities						

**Objective 2: Encourage, prepare and support Roma, Ashkali and Egyptian communities for their maximal inclusion in agricultural activities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.4 Promote participation of producers from the three communities in local and regional fairs	2.4.1 Develop information campaigns on opportunities of participating in fairs and their standards  2.4.2 Provide technical and financial assistance to achieve their participation in agricultural and livestock fairs  2.4.3 Ensure promotional space for events such	Campaigns organised  Number of training sessions held and participants attending  Participation in fairs	Campaign materials  Pictures and verification visits during fair events  Fair stands and boots	MAFRD		2010 - 2015  2010 - 2012	€ 6,000 (i) (€ 2,000 annually required (KCB))  € 9,000 (i) (€3 ,000 annually required (KCB))  Not required

	as: Farmer's Day, Milk Day, etc  2.4.5 Promote producers through advertisements and award of prizes for the producer of the year	Number of prizes awarded to the producers from the three communities	Prizes awarded				Not required
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<b>Objective 2: Encourage, prepare and support Roma, Ashkali and Egyptian communities for their maximal inclusion in agricultural activities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.5 Develop and establish appropriate communication instruments on prevention of machinery and environmental hazards from the use of technology and chemicals in the area of agriculture	2.5.1 Produce brochures, TV and radio-phonic clips to raise the awareness of the population on protection from: the use of agricultural machinery, pesticides etc.; draft materials; identify local TV's and radios	Number of awareness-raising materials	Awareness-raising materials	MAFRD		Twice per year, in annual basis 2010 – 2012	€ 4,000 (i) annually required (KCB)
	2.5.2 Include materials in activities of professional and formal training					2010 - 2012	Not required

<b>Objective 2: Encourage, prepare and support Roma, Ashkali and Egyptian communities for their maximal inclusion in agricultural activities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
2.6 Inform the three communities on the law on agricultural land and institutional support to the solution of property disputes on agricultural land	2.6.1 Cooperate with law and order bodies as well as local and cadastral bodies in cases of property disputes over agricultural land	Number of conflicts resolved	Decisions of courts or other institutions	MAFRD	MRC, Courts	2010 - 2012	€ 3,000 (i) annually required (KCB)

<b>Objective 3: Increase the level of employment of individuals from Roma, Ashkali and Egyptian communities through mediation, professional training and employment in public works</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
3.1 Draft and implement existing and new programs to engage the labour force from the three communities	3.1.1 Organize awareness-raising and information campaign for services provided by MLSW	Number of meetings and talks with communities Radio and TV clips	Reports, TV clips, information materials	MLSW	Regional Centres, Employment Offices, Municipalities, Media	On six month basis 2010 - 2012	€ 6,000 (i) annually required (KCB)
	3.1.2 Collect data on the present number of persons registered from the three communities at employment offices	A detailed database of jobseekers divided into ethnicities	Statistical data	MLSW	Employment Offices	May 2010	Not required
	3.1.3 Update the database on six month basis and draft progress reports	Number of persons registered at	Statistical data	MLSW	Employment Offices	Six month basis	Not required

		Employment Offices Number of persons registered by gender				2010 - 2015	
	3.1.4 Raise the awareness of communities on services provided by Vocational Training Centres (VTC) through orientation training and seminars	Number of meetings held and the number of participants Number of women participants	Awareness-raising materials, reports	MLSW DEP	Employment Offices	2010 - 2015	Not required
	3.1.5 Establish training criteria and their observance: gender, age, survival on social assistance, etc.	Number of trainees from VTC against the number employed	Progress reports, opt-out of social assistance	DEP	Local NGOs, Lux-Development OSF/Soros	11/09 - 03/10	Not required
	3.1.6 Assess existing abilities and organize vocational training in compliance with employment opportunities	Number of trainees from VTC against the number employed	Candidates using assistance have travel expenses covered	DEP	Local NGOs, Lux-Development KFOS	2010	€ 15.000 (i) Financial support required
	3.1.7 Establish a mobile training centres in zones with larger Roma, Ashkali and Egyptian population	Mobile centres operational Number of persons employed after trainings	Employment data, statistics	VTD-ED		2010 - 2015	The cost is being estimated, financial assistance required

	3.1.8 Employ members from the three communities in public works	Number of employees (no less than 3% of the total employees) Number of employees and their ethnic belonging	Statistical data, documents on projects' funds planned and developed	MLSW, Municipalities	Employment Offices, NGOs	2010 - 2012	Financial assistance required
	3.1.9 Exclusive employment for Roma, Ashkali and Egyptian communities in construction of sewage, sanitary knots, roads, irrigation systems, improvement of housing conditions, etc., in centres inhabited by RAE population only (see the sector on housing 1.2.7 and health – 3. 1. 1)	Number of exclusive projects for the three communities	Progress reports and projects	Municipalities, MLSW	Employment Offices, NGOs	2010 - 2012	To be determined
	3.1.10 Inclusion of the three communities in projects and employment schemes undertaken by donors (UNDP, LUX-Development, etc)	3% of employees belong to Roma, Ashkali and Egyptian communities	Agreements signed Project criteria/objectives Employment documents	MLSW, MALG, MRC	Donors	2010-2015	To be estimated

Note. (i) indicative budget

<b>Sector:</b> <b>HEALTH AND SOCIAL AFFAIRS</b>
<b>Goal:</b> <b>Improve social and health status, service quality and access to the Kosovo health and social system without discrimination for all Roma, Ashkali and Egyptian communities</b>

<b>Objective 1: Assess health conditions and knowledge of three communities through the collection and analysis of sustainable and credible data</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.1 Establish a data base on health status and access to health services of the three communities	<p>1.1.1 Establish a leading technical group to select health criteria, access and quality of health services, geographical distance on collection of health data for Roma, Ashkali and Egyptian communities</p> <p>1.1.2 Define terms of references for the establishment of the data base</p> <p>1.1.3 Define criteria for monitoring the collection of data (number of samples, quality and quantity aspects, relations</p>	<p>Selected criteria include: immunization, mortality of mother and infants, malnutrition, ionic avitaminosis deficiencies, sexually transmitted diseases (TB, etc), typology of chronic diseases, mental health, the use of abusive substances, access to health services, geographical distance,</p>	<p>Decision on the establishment of the Leading Technical Group</p> <p>Leading Technical Group Work Plan</p> <p>Document drafted and approved for the selection of data criteria</p> <p>Database terms of references</p>	MoH	<p>NPHI, FMC, Municipalities, WHO, EC, UNICEF, WB, donors, Lux Development</p>	<p>12/09 – 01/10</p> <p>12/09-01/10</p> <p>02-03/10</p>	<p>Not required</p> <p>Not required</p> <p>Not required</p>

	<p>among them, monitoring techniques, creation of a model)</p> <p>1.1.4 Implement monitoring at all selected zones</p> <p>1.1.5 Create the data base and insert the collected data</p> <p>1.1.6 Conduct a study and undertake concrete action on the basis of recommendations issued</p> <p>1.1.7 Repeat monitoring exercise in the fourth year of implementation of the action plan</p>	<p>benefits from health insurance, level of discrimination by the health system, medication purchasing powers, etc)</p>	<p>Document drafted and approved for monitoring</p> <p>Database</p> <p>Report published in printed and electronic format</p>			04-08/10	€ 50,000 (i) Financial support required
						05-11/10	€ 15.000 (i) Financial support required
						12/10 – 03/11	Covered by the amount cited under 1.1.4
						06/14	To be estimated

**Note:** Study should be conducted also in regions inhabited by Roma where Serbian parallel system is operational. If necessary, agreements should be concluded with the implementation and mediation of international factors such as EULEX, UNMIK etc.

<b>Objective 1: Assess health conditions and knowledge of three communities through the collection and analysis of sustainable and credible data</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.2 Improve access of the three communities to health system and its effective use through information and awareness-raising campaigns	1.2.1 Organize campaigns on immunization, health service, recycling of waste, conventional health care methods, etc.	Number of campaigns organised, leaflets, posters, etc., compared to the number of patients provided with health care	Campaigns organised, leaflets, posters, Radio-TV programs, etc.	MoH	NPHI, FMC, Municipalities, MALG, MRC, donors	Twice per year	€ 18.000 (i) annually required (KCB)
	1.2.2 Hold meetings with communities to inform and raise awareness on their rights and services provided	Increase preventive and controlling medical visits compared to the number prior to the organisation of the campaign	Reports, monitoring	MoH	KFOS	11/09-2012	€ 200,000 (i), € 50,000 annually required, (KCB) € 100,000 KFOS, additional funds required
	1.2.3 Establish communication forms and instruments in compliance with the needs and culture of the three communities (leaflets, posters, radio-TV programs, etc. (This action requires	Number of carried out programs compared to the number of listeners Number of individuals who practice	Materials and programs created	MoH	WHO, KFOS, Global Fund HIV/ AIDS, UNFPA, Community radios, Public Television, Media	2010-2012	€ 60,000 (i) annually required (covered by KCB and donors)

	<i>coordination among identified actors)</i>	practitioners the knowledge obtained					
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<b>Objective 2: Improve the quality of health services of mother and child and women's reproductive health situation</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.1 Provide primary care for mother and child during and after birth process	2.1.1 Employees of the primary health system hold talks at community level with pregnant women by	Basic service package implemented by FMCs	Meetings held and materials distributed	MoH	NPHI, FMC, Municipalities, UNICEF MRC, MALG Donors, NGO's, media, MFE, Assembly of Kosovo	2010-2012	Not required
	2.1.2 Create a basic service package for pregnant women (antenatal care, tetanus immunization, folic acid and ferric treatment, treatment of anaemia, treatment of intestinal parasites, supplement of vitamin A; delivery and post natal care)	Maximum access to the health service package is provided Number of beneficiaries	Package and instructions issued  Quality services provided by health centres			2010 - 2015	Pending the approval of the draft legislation "Kosovo Law on Health"
	2.1.3 Neonatal treatment and care (management of cases of sepsis, omphalitis, tetanus and cases of jaundice)	Number of cases presented and number of cases treated	Documentation at FMCs and hospitals	FMC		2010 - 2015	Covered by the KCB
	2.1.4 Immediate vaccination of the new born infants	Number of cases of vaccinated	Vaccination cards/books	FMC	MoH, WHO	2010-2015	Covered by the KCB and WHO

	2.1.5 Full control and vaccination without discrimination for neonatal infants outside the health service environment from 0 to 12 months	newborns Number of newborns outside the health system benefiting from vaccination and other services	Vaccination cards/books	FMC	MoH, WHO	2010-2012	funds Covered by the KCB & WHO funds
	2.1.6 Implement compulsory vaccination for children from 0 to 14 years of age	75% of unvaccinated cases benefit from compulsory and free vaccination	Campaigns undertaken, vaccination books, # of vaccinations performed	FMC	MoH, WHO, UNICEF	2010-2015	Covered by the KCB & WHO funds
	2.1.7 Equip with vaccination cards for unregistered persons in the civil registration offices	All vaccinated persons are equipped with vaccination cards	Vaccination cards/books	FMC	MoH	2010-2015	KCB
	2.1.8 Hold periodical information campaigns and performance of immunization/vaccination	Number of trainings organised Number of participants	Campaigns and awareness-raising materials	MoH	WHO, FMC, UNICEF	2010-2015, twice per year	Covered by funds for 1.2.1 activity
	2.1.9 Train and enable mothers to notice and treat diseases in house conditions such as: • Diarrhoea,	Mothers demonstrate capabilities of treating ill children	The drafted curricula, distributed materials	FMC	UNICEF, MoH, Donors, KFOS	2010 - 2012	Covered partially by 1.2.1 – additional funds

	<ul style="list-style-type: none"> <li>dysentery and dehydration</li> <li>Cold, pneumonia</li> <li>Ear infections</li> <li>Measles, Rubella and varicella</li> <li>Malnutrition, infections</li> <li>Breastfeeding</li> <li>Parasites, etc</li> </ul> <p>2.1 10 Promote the use of ionic salt</p>	(Assessment through the KAP method)  Number of users before and after the campaign	Campaign materials	FMC	UNICEF, MoH, Donors	2010-2013	required  € 35.000 (i) total amount for 4 years, financial support required
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Objective 2: Improve the quality of health services of mother and child and women's reproductive health situation							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.2 Provide care for reproductive health by employing a gender perspective through education and qualitative health services	<p>2.2.1 Undertake educational activities on reproductive health with groups of teenagers and youth:</p> <ul style="list-style-type: none"> <li>Discussions,</li> <li>Interactive drama, etc</li> </ul> <p>2.2.2 Draft, publish and distribute information on the rights, protection and hygiene</p>	Number of activities held with communities Number of participants and classified by gender  Participants demonstrate sustainable concepts on	Campaigns organised, leaflets, posters, radio-TV programs, etc.  Monitoring reports on the basis of KAP method	MoH	NPHI, FMC's, WB, WHO, UNICEF, UNFPA, AGE, Municipalities, Donors, NGOs with expertise in reproductive health, Youth NGOs,	2010-2012  2010-2015	€ 20,000 (i) in the first two years, financial support required  € 15,000 for the first year, KCB & donors

	of reproductive health	reproductive health (Action 1&2)			Media		
	2.2.3 Establish and strengthen information resource centres on reproductive health at FMCs and provide mobile services for communities	Resource Centres are equipped with the necessary staff and material Activities occur on regular basis and the number of persons receiving advice increases	Educational materials Operation of centres, their provision with equipment, calendar of activities, register of services provided, monthly reports		2010-2015	€ 50,000 (i) for the first three year, financial support required	
	2.2.4 Organize campaigns on family planning and provision of means for family planning free of charge: <ul style="list-style-type: none"> <li>• Condoms</li> <li>• Oral contraceptives</li> <li>• IUDs, etc.</li> </ul>	Number of campaigns Quantity of contraceptives distributed Number of contraceptives purchased by individuals	Campaign materials, Periodical reports on the measure of use and methods preferred		2010-2015	€ 60,000 (i) annually required, partially covered by the KCB financial support required	
	2.2.5 Treatment of sexually transmitted disease (STD's) through education and primary clinical care	Decrease in the number of STD's (# of women and # of men)	Information materials Graphs designed on cases treated on individual,		2009-2015	Covered by the KCB	

	2.2.6 Address young age marriage problem and its consequences for young women through education and effective implementation of the Kosovo Family Law and the Criminal Code provisions	Decrease in the number of marriages involving women at early age	community and gender aspects Number of marriages registered in municipalities and unregistered marriages compared to the age of women			2010-2015	€ 15,000 (i) annually required, financial support required
	2.2.7 Conduct polls and regular monitoring on all above mentioned actions	Number of polls and their quality	Reports			2010-2015	To be defined
	2.2.8 Build FMCs and other institutional capacities involved in reproductive health to organize and carry out reproductive health activities	Number of training sessions compared to services provided	Training reports and materials			2010-2015	€ 10,000 (i) for the first year, covered by the KCB
	2.2.9 Standardize reporting and recording instruments for all above-mentioned activities	Quality and comprehensive reporting system	Reporting documents			08/10	Not required

**Objective 3: Create quality and sustainable hygiene and sanitary conditions and a healthy environment in the dwellings of Roma, Ashkali and Egyptian communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
3.1 Undertake activities to improve hygiene and sanitary conditions, the living environment and the practices of relevant behaviour	<p>3.1.1 Provide potable water, sewage and specific places to drop waste (<i>This activity shall be undertaken in combination with activities defined in the sector of Housing and Informal Settlements</i>)</p> <p>3.1.2 Create a group of employees from these communities on the basis of selection criteria established</p> <p>3.1.3 Train and prepare them for community work on matters of personal and household hygiene, collective life, organisation, preparation and storing of food, cleaning, waste</p>	<p>Number of communities and households benefiting from the systematization and provision of conditions</p> <p>The community workers group is employed and operational and holds regular meetings with the community</p> <p>Number of training sessions organised. Communities demonstrate knowledge and practice this knowledge in a sustainable</p>	<p>Funds allocated, works performed, improved conditions</p> <p>Group trained, training materials</p> <p>Educational materials distributed in the community</p>	<p>MoH, Municipalities, MESP</p>	<p>NPHI, FMC's, WHO, UNICEF, AGE, Donors, NGOs</p>	<p>2010-2015</p> <p>2010</p> <p>01-07/10</p>	<p>To be defined</p> <p>€ 250,000 (i) The total amount required for actions 3.1.2-3.1.4 Financial support required</p> <p>Not required</p>

	disposal, preservation of environment and waste recycling	form					
	3.1.4 Organize visits, talks and counselling with the community on hygiene and sanitary issues	Improved personal, household and collective hygiene (data should reflect prior and after training situation)  Number of visits, number of participants	Monitoring performed prior and after training  Assessment on the basis of KAP  Assessment reports  Meetings held, reports, signatures of participants			2011-2012	Not required
	3.1.5 Continuous and periodical checks on the quality of potable water and undertake relevant measures in cases of pollution	Number of checks performed  Improved quality of potable water	Periodical reports, directives issues, measures undertaken		2010-2015 (Four times per year on periodical basis)	Not required	
	3.1.6 Periodical control of the level of lead in dwellings of Roma community	Time interval from the moment of identification of the problem against the concrete measures	Reports on tests performed  Treatments performed		2010-2013	€ 10,000 (i) annually required, financial support required	

	<p>3.1.7 Periodical control of inhabitants in dwellings with high levels of lead and their treatment</p> <p>3.1.8 Removal of waste in locations populated by the three communities and prohibition of further disposal of waste through punitive measures against violators</p>	<p>undertaken</p> <p>Number of checks on the basis of age and gender with regards to the lead level in blood</p> <p>Number of cases treated</p> <p>Decrease in the number of affected</p> <p>Waste removed and clean environment sustainably maintained</p> <p>By the end of 2010 all dwellings are free from waste disposal</p>	<p>Reports and other documents</p> <p>Clean environment in former locations of waste disposal</p>			2010-2015	€ 200,000 (i) Cost estimated for the initial stage, to be reviewed financial assistance required
						2010	€ 10.000 (i) covered by the KCB

Objective 4: Facilitate the provision of social services through the distribution of information, including assistance schemes and the provision of services in an equal manner and according to need							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
4.1 Provide social services through information, raising awareness and	4.1.1 Inform communities on opportunities of benefits and the types of social services	Number of presentations in media 20% increase in	Publications in local media, information brochures,	MLSW/Municipalities	DKSHMS, CSA, NGOs	09/09-permanent activity	Not required

inclusion in existing schemes	4.1.2 Provide social services for individuals of the three communities	number of cases after each campaign  2075 families receive SA	contacts of communities with officers  Reports on payment of social assistance for every CSA	MLSW/DSW	CSA/Municipalities	2009-2015	Covered by the KCB
	4.1.3 Approve amendments to Law No. 2003/15 on SAS	Excluded categories included as provided for by the new law	Decision on the approval of the law, administrative directive			2010	Not required
	4.1.4 Provide assistance, on the following cases: <ul style="list-style-type: none"> <li>• Emergency</li> <li>• Energy debts</li> <li>• Free registration and higher education</li> </ul>	Number of payments executed by the MLSW Memoranda of Understanding concluded among MLSW-KEK-MFE Number of students registered	Agreements, family requests and decisions on assistance	MLSW/DSW		2010-2015	Covered by the KCB
	4.1.5 Inform communities through community talks and meetings on the basic rights in the area of social welfare,	Number of meetings organised  Decreased	Information materials drafted and distributed	MLSW/DSW	MoI/KP, MoJ, OGG, MRC, Municipalities, NGO's,	2010-2015	€ 20.000 (i) annually required, Financial support

	<p>as follows:</p> <ul style="list-style-type: none"> <li>• the rights of persons with disabilities,</li> <li>• measures for the protection of family and protective provisions in the civil code,</li> <li>• family relations among members and family crises prevention,</li> <li>• the use of abusive substances in the family, case management and assistance available,</li> <li>• protection from trafficking and sexual abuse of women and children</li> <li>• child labour, etc</li> </ul> <p>4.1.6 Cooperation with NGOs and shelters on rehabilitation of women and children from Roma, Ashkali, and Egyptian communities</p>	<p>number of declared cases of domestic violence, sexual abuse and trafficking</p> <p>Increased requests for assistance in cases of the use of abusive substances and decreased number of users</p> <p>Decreased number of children beggars and compulsory labour (defined in age and gender)</p> <p>Number of cases assisted by shelters</p>	<p>Institutional reports on child labour, domestic violence, trafficking and treatment of users of abusive substances</p> <p>Reports by shelters</p> <p>Reports of institutions providing assistance</p>		<p>NPHI, Donors, AGE</p> <p>Shelters, NGOs, AGE, Donors, Courts</p>		<p>required</p> <p>2009-2015</p> <p>50% covered by KCB – financial support required</p>
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<b>Sector:</b> <b>HOUSING AND INFORMAL SETTLEMENTS</b>
<b>Goal:</b> <p>Improve the quality of life and provide sustainable solutions for Roma, Ashkali and Egyptian communities living in informal settlements, collective centres and in inappropriate housing conditions</p>

<b>Objective 1: Provide housing of Roma, Ashkali and Egyptian communities living in collective centres and inappropriate housing conditions through projects on improvement of housing conditions and construction of social flats</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timelines	Financial Resources
1.1 Sustainable housing solution for families living in camps of Cesmin Lug, Leposavic and Osterode	<p>1.1.1 Prepare project proposals for the construction of social flats</p> <p>1.1.2 Identify families and resolve the housing issue</p> <p>1.1.3 Prepare the database with detailed data for families</p> <p>1.1.4 Mitrovica Municipality provides a new location for the construction of flats</p> <p>1.1.5 Construct social</p>	<p>Three camps closed within the timeline envisaged in the project</p> <p>Persons sheltered in camps and collective centres are accommodated in flats which provide acceptable and normal living conditions</p> <p>Families with many members, single parent families and those with</p>	<p>Document of Project Proposal</p> <p>Allocation of the land by Municipality of Mitrovica</p> <p>Camps closed</p>	<p>MESP, MRC</p> <p>MESP, Municipality of Mitrovica</p>	<p>MPMCS, MRC, ORC-OPM, Municipal Offices on Communities, Municipalities, UNHCR, UNDP, UNMIK, ICO, EULEX, Donors, USAID, European Commission</p>	<p>2009 - 2012</p>	<p>€ 4,000,000 from the KCB and € 6,000,000 from the USAID &amp; EC allocated for activities 1.1.1-1.1.5</p>

	housing objects	individuals with disabilities are prioritized	Accommodation of families based on Manual criteria					Not required
	1.1.6 Select and accommodate families on the basis of the Manual and Program on Social Housing							
	1.1.7 Manage and maintain the objects	Accommodated persons are instructed on the maintenance of the objects	Orienting materials/sessions on the maintenance of families	MALG	Municipalities, MLSW, ACDEI, OGG, OCA-OPM, USAID, European Commission, Mercy Corps, KFOS	2013 – 2015	To be estimated	
	1.1.8 Resolve and recognize the right to property over flats for families accommodated through this activity	Sufficient annual funds allocated for the maintenance of social flats	Documents on the allocation of funds			2013	To be defined	
	1.1.9 Undertake programs – social and economic activities – aiming at increasing the sustainability of new settlements					2011 - 2012	To be defined after the approval of the donors' funds (EC & USAID)	

**Objective 1: Provide housing of Roma, Ashkali and Egyptian communities living in collective centres and inappropriate housing conditions through projects on improvement of housing conditions and construction of social flats**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timelines	Financial Resources
1.2 Improve housing conditions as well as the access and inclusion of Roma, Ashkali and Egyptian communities in government housing programs and policies	<p>1.2.1 Undertake an activity to identify Roma, Ashkali and Egyptian families living in difficult conditions</p> <p>1.2.2 Prepare and issue a directive on the establishment of a working group and approval by the respective authority</p> <p>1.2.3 Establish the working group and define meeting dates, the form of operation and communication</p> <p>1.2.4 Draft terms of references for a study on identification of Roma, Ashkali and Egyptian families who possess flats</p> <p>1.2.5 Organize a tender on collection of data and draft the study report</p>	<p>Working group is inclusive and representative and ensures participation of the three communities</p> <p>Group holds regular meeting</p>	<p>Decision on the establishment of the group</p> <p>Minutes from meetings and decisions made</p> <p>Document of terms of references</p> <p>Publish the tender in media in all official languages</p>	<p>Municipalities</p> <p>MALG, Municipalities</p>	<p>MALG, OCA- OPM, MRC</p>	<p>2010</p> <p>02/2010</p> <p>04/10</p> <p>05/10</p> <p>05 -06/10</p>	<p>Not required</p> <p>Not required</p> <p>Not required</p> <p>Not required</p> <p>Not required</p>

	1.2.6 Collect data, process and draft a study report	Study reflects objectively the state of infrastructure with regards to housing conditions, socio-economic state of Roma, Ashkali and Egyptian communities and international experiences	Questionnaires used during the collection of data  Document of the study and respective recommendations		05 – 07/10	€ 20,000 (i) financial support required
	1.2.7 Implement a project on improvement of housing conditions on the basis of the recommendations derived from the study	Project developed and financed through KCB and international partners	Project document  Funds allocated		08-09/2010 – 2014	To be estimated
	1.2.8 Working group performs periodical monitoring on project implementation	Improved physical infrastructure conditions in flats, hygiene-sanitary conditions and electric network in zones inhabited by three	Improved infrastructure, appropriate and normal living conditions		2010 - 2014	Not required
	1.2.9 Include communities through their political representatives, NGOs and direct dialogue on the drafting of housing		Benefits to families on the basis of defined priorities			

	<p>plans undertaken at the central and local level</p>	<p>communities by 25% in the first year of the project</p> <p>Large-size families, persons with disabilities, single-parent families and low income families are considered top priority</p> <p>Number/percentage of community members, whose houses are connected to electricity network, water, sewage, roads and waste collections</p> <p>Number of programs and policies drafted in cooperation with representatives of the three communities</p>	<p>Documents of programs and policies drafted in cooperation with the community</p>				
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		and through direct dialogue with the community					
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<b>Objective 2: Regulate informal settlements by Government of Kosovo providing a sustainable solution and equal treatment of Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timelines	Financial Resources
2.1 Develop and implement plans on regulation of existing informal settlements and preventing the creation of new informal settlements	<p>2.1.1 Draft the Strategy and Action Plan on Identification of Informal Settlements</p> <p>2.1.2 Draft the Strategy and Action Plan on Regulation of Informal Settlements</p> <p>2.1.3 Implement the Plan on identification of informal settlements</p>	<p>Document drafted is comprehensive and in compliance with the international conventions</p>	<p>Document drafted</p> <p>Inclusion of other actors</p>	<p>MESP</p> <p>MESP</p> <p>MESP</p>	<p>MALG, KCA and Municipalities</p> <p>MALG, MoJ, Municipalities, KCS, MoH, MEST, MLSW, KPA, KPA, OSCE, UN-HABITAT and UNDP</p> <p>KCA, MALG and Municipalities</p>	<p>2009</p> <p>2010</p> <p>2011</p>	<p>€ 200,000 Donor support required</p> <p>€ 250,000 Donor support required</p> <p>€ 500,000 Donor support required</p>

<b>Sector:</b> <b>RETURNS AND REINTEGRATION</b>
<b>Goal:</b> Establish optimal conditions to enable sustainable returns and reintegration of Roma, Ashkali and Egyptian communities in Republic of Kosovo

<b>Objective 1: Strengthen the system on collection and processing of information on Roma, Ashkali and Egyptian communities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.1 Collect and process data on refugees of the three communities expected to be repatriated	<p>1.1.1 Kosovo authorities, international organisations and host countries of refugees cooperate on collection of data on the displaced and refugees</p> <p>1.1.2 Publish the collected data periodically and permit data base access</p>	<p>Data base consolidated and periodically updated</p> <p>Database defines ethnicities as Roma, Ashkali and Egyptian Database is operational and institutions have access to it Database consolidated and updated in compliance with the process</p>	<p>Establishment of the database Instruments of communication and exchange of information among actors</p> <p>Published reports, the database link in official WebPages</p> <p>Instruments on collection of data and the database</p>	MoI	MFA, MRC, MLSW, UNHCR	2010 - 2015 05/10 - 2015	Not required Not required

<b>Objective 1: Strengthen the system on collection and processing of information on Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.2. Collect and process data on voluntary returns of the three communities	<p>1.2.1 Create a database for Roma, Ashkali and Egyptian communities specifically</p> <p>1.2.2 Determine the type of data, collection criteria and sources of information</p> <p>1.2.3 Update on periodical basis</p>	<p>Consolidate the database and its daily and periodical update</p> <p>Ethnicities Roma, Ashkali and Egyptian defined in the database</p> <p>Database is functional and institutions have access to Database consolidated and updated on regular periodical basis</p> <p>Database provides information from the gender, disability, and children</p>	<p>Establish the database Communication and exchange information instruments among actors</p> <p>Publish reports, database link to the webpage</p> <p>Instruments on collection of data and the database</p>	MRC	<p>Municipal Offices on Communities Municipalities, MALG, MLSW, NGOs, MoH, Statistical Office UNHCR, UNDP</p>	<p>12/09</p> <p>06/09</p> <p>2010 - 2015</p>	<p>Not required</p> <p>Not required</p> <p>Not required</p>

<b>Objective 2: Government of Kosovo ensures effective and comprehensive services to accomplish the needs of repatriated individuals from Roma, Ashkali and Egyptian communities, through the drafting and implementation of relevant public policies and the strengthening of institutional coordination</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.1 Establish a central mechanism on issues of compulsory repatriated members of Roma, Ashkali and Egyptian communities	<p>2.1.1 Establish a working group with representatives of line ministries and Roma, Ashkali and Egyptian NGOs as well as other relevant actors</p> <p>2.1.2 Include the establishment and responsibilities of the working group on the Repatriation and Reintegration Strategy</p> <p>2.1.3 MoI and MRC appoint contact points for Roma, Ashkali and Egyptian communities</p> <p>2.1.4 The OPM contact point coordinates the working group, the network of actors, policies and relevant activities of the</p>	<p>Working group operational on the basis of Terms of References</p> <p>Working group characterized by the inclusion of all relevant actors</p> <p>Working group contributes to the issue of returnees and the drafting of relevant policies</p> <p>Contribution of civil society is valued and included in policies and activities</p>	<p>Executive decision on the establishment of the central mechanism Terms of references</p> <p>Existence of contact points</p> <p>Minutes from meetings</p> <p>Areas contributed</p> <p>Periodical meetings</p>	OCA-OPM	<p>MRC, MoI, MALG, MLSW, NGO, Donors, UNHCR, OGG-OPM, AGE, ACDEI</p>	<p>12/09 - 02/10</p> <p>12/10 - 02/10</p> <p>02/10</p> <p>02/10-05/10</p>	<p>Not required</p> <p>Not required</p> <p>Not required</p> <p>Not required</p>

	<p>returnees</p> <p>2.1.5 Working group reviews the funds allocated for returnees from donations and ensures that the financial support to Roma, Ashkali and Egyptian communities is based on the same application procedures as for other communities</p> <p>2.1.6 Working group undertakes concrete and relevant activities to increase financial resources to address the problems of the Roma, Ashkali and Egyptian returnees</p>	<p>undertaken by the Government with regards to returnees</p> <p>The amount of funds benefited and the number of concrete projects</p>	<p>Negotiation meetings, memoranda of understanding</p> <p>Project documents, funds allocated</p>			03/10-05/10	Not required
						Ongoing activity	Not required

<b>Objective 2: Government of Kosovo ensures effective and comprehensive services to accomplish the needs of repatriated individuals from Roma, Ashkali and Egyptian communities, through the drafting and implementation of relevant public policies and the strengthening of institutional coordination</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.2 Increase in effectiveness of the institutional system and services provided for returns and	2.2.1 MRC undertakes instruction and verification activities for municipalities with the aim of including	Number of activities undertaken and the number of	Decisions, instructions issued, strategy documents	MRC	MALG, Municipalities, NGOs, UNHCR, OCA-OPM,	2010-2015	Not required

sustainable integration of Roma, Ashkali and Egyptian communities	the issue of Roma, Ashkali and Egyptian communities in Municipal Returns Strategies	municipal strategies including Roma, Ashkali and Egyptian issues			UNDP, ICO, Donors		
	2.2.2 MRC ensures that IDP representatives and refugees of the three communities are included in Municipal working groups on returnees	Working group is characterized by the inclusion of all relevant actors	Decisions made, participation, minutes from meetings			2010-2015	Not required
	2.2.3 MRC cooperates with donors and informs municipalities with larger number of returnees about priorities of returnees with the aim of realising projects for returnees	Number of projects executed on the basis of identified priorities	Coordination meetings held Requests of municipalities and donor projects			2010-2015	Not required
	2.2.4 MRC organizes and leads activities "Go-and See", "Go and Visit"	Number of visits organised, participation compared to the number of returnees	Proof of visits			2010-2015	Not required
	2.2.5 Revise the Manual on Sustainable Returns	Revised manual includes	Document of revised manual			12/09	Not required

	2.2.6 Standardize criteria of support packages for returnees	aspects of institutional coordination, gender, social cases and the rights of the child, vulnerable age groups					
	2.2.7 Municipalities ensure the development of relevant projects for Roma, Ashkali and Egyptian municipalities (see <i>sectors of housing, employment – public works' activities</i> )	Number of projects and participation of returnees	The project document, lists of participants	Municipalities, MALG	MRC, OPM, MFE, MLSW, NGOs, WB, Other donors, OCA-OPM, MESP	2010-2012	€ 279,000 (3% of the support grant to municipalities populated by the three communities, partially covered by KCB. Additional funds required)
	2.2.8 Municipalities ensure that the returnees are employed proportionally in activities and projects developed by municipalities	Developed projects employ gender perspective	Progress reports and documents on the assessment of projects	Municipalities MESP	MAPL	2010-2012	Not required
	2.2.9 Municipalities and	Solutions	Requests and	MESP	Municipalities	2010-2015	Not

	MESP ensure that actions undertaken on property issues are in compliance with Priority 31 of the EPAP	offered and their compliance with the EPAP	decisions documented on property rights and housing- property rights		ities, Courts, MAPL		required
	2.2.10 Through institutional mechanisms, hold information sharing activities for refugees in host countries with the aim of informing them on their property rights and issues	Information campaigns undertaken and the number of persons informed	Information materials	MoI	MFA, OCA-OPM, MRC, KPA, UNHCR, Kosovo Embassies	2010-2015	To be defined by the Strategy on Reintegration of Repatriated Persons
	2.2.11 KPA accelerates the solution of requests on property claims in cases when these requests belong to the three communities and applicants are on the repatriation list	Number of requests against the number of issues resolved	Decisions made and decisions implemented	KPA	MoI	2010-2015	Not required
	2.2.12 KPA in cooperation with Kosovo Police undertakes steps to free properties, from illegal occupiers, which belong to Roma, Ashkali and Egyptian families communities (recognized ownership	Number of properties returned legal owners	Decisions issued	KPA	Kosovo Police	2010-2015	KCB & donors

	<p>by KPA) when these are occupied illegally</p> <p>2.2.13 KPA provides information and ensures access to the rent scheme under its administration with the aim of providing temporary solutions for forced returnees of the three communities</p>			KPA	MoI, Municipalities, MALG	2010-2012	KCB & Donors
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**Note:** The issue of the repatriated persons, former-resident in informal settlements is being addressed under the Housing and Informal Settlements Sector

<b>Sector:</b> <b>REGISTRATION</b>
<b>Goal:</b> <b>Civil registration is available to Roma, Ashkali and Egyptian communities and ensures full rights of citizenship</b>

**Objective 1: Improvement of legal, institutional and management framework to accelerate the registration process and address the needs of the three communities**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.1 Unify regulations and directives for the registration of unregistered persons at national and municipal level	<p>1.1.1 Establish a working group (<i>MoI and identified institutions as support ones</i>) to:</p> <ul style="list-style-type: none"> <li>review all existing policies, regulations and instructions on the registration of returnees, the displaced and currently unregistered persons resident in Kosovo</li> <li>identify and analyze procedural differences among municipalities</li> </ul> <p>1.1.2. Identify gaps and propose necessary modifications</p>	<p>Working Group established with an executive decision and operates on the basis of the decision</p>	<p>Decision on the establishment of the Group Minutes from meetings Decisions issued</p>	MoI	<p>MALG, MEST, MoH, Municipalities, OCA-OPM, OGG-OPM, local NGO's, UNICEF, Health Centres, Municipality HRC's, OSCE</p>	12/09-02/10	Not required

	<p>1.1.3 Approve and make public the new rules in official gazettes, MALG electronic webpage, etc.</p>	Regulatory framework on registration is unified	Document of regulatory framework Official Gazette, publication on official WebPages in all official languages			06/10	Not required
	<p>1.1.4 Hold orientation sessions for officers with the Registration Offices on relevant modifications and their interpretation</p>	Officers from Registration Offices are capable of interpreting the law and orient citizens	Orienting materials, participation in orientation		07/10 08/10	Not required	
	<p>1.1.5 Public information through media (printed and electronic) on proposed modifications</p>	Number of publications in relevant languages	Information published in daily media and information means		06/10-08/10	€ 15,000 (i), Covered by the KCB	
	<p>1.1.6 Simultaneously, state authorities, in cooperation with the Working Group on Harmonization on Registration Regulations, undertake actions to legalize the following documents: school</p>	Documents issued by other states are recognized through a special decree	Executive decree distributed to all central and local institutions  Decisions issued by respective		04/10-06/10	Not required	

	<p>certificates and diplomas, birth certificates, health certificates, employment and pension certificates etc., when these are issued by authorities of other states</p> <p>1.1.7 Enable registration of persons who may remain stateless in particular children, in compliance with the <i>Law on Citizenship of Kosovo</i> No. 03/L-034</p> <p>1.1.8 Organize periodical information campaigns on opportunities of citizenship application and registration</p>	<p>Number of requests submitted to obtain citizenship by the three communities compared to the number of requests approved</p>	<p>institutions on recognition of documents issued by other states</p> <p>Applications submitted and decisions issued on recognition</p> <p>Campaign materials</p>			2010-2015	Not required
						2010-2015, twice per year	€ 10,000 in annual basis, covered by the KCB

Objective 1: Improvement of legal, institutional and management framework to accelerate the registration process and address the needs of the three communities							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.2 Municipalities encourage and	1.2.1 Organize awareness raising campaigns for	The campaign held at all	Means used during the	MALG, Municipa-	OCA-OPM, OGG-OPM,	12/09, 4 times in	€ 18,000 (i) annually

<p>provide registration services as well as full information for applicants on registration in cases of non-compliance with registration conditions</p>	communities on registration	communities in their respective languages	campaign	lities	Local NGOs, UNHCR, UNICEF, Health Centres, Municipal HRC's, OSCE, Officers on Gender Equality at Municipalities	2010, 3 times in 2011	required Financial support required
	1.2.2 Draft and distribute information materials such as leaflets, TV clips, posters, notices in newspapers of communities on the benefits from registration	Quality of materials and their preparation in relevant languages	Campaign materials			12/09, 4 times in 2010, 3 times in 2011	Covered by 1.2.1 activity's fund
	1.2.3 All municipalities declare once a year the month of registration, free of charge for unregistered persons and children born outside the health care system	The month of registration free of charge declared Campaign organised versus the number of persons registered	Municipal decisions Means of campaign, NGOs' involvement			2010-2015	Not required
	1.2.4 Municipalities and institutions at the central level cooperate with NGOs to organise and implement the 'Home to Home' awareness-raising campaign	Registration conducted without discrimination on gender and age	Number of persons registered by ethnicity, gender and age Observations and reports			11/09-12/10	€ 20.000 (i) covered from the KCB

	1.2.5 Municipalities, in cooperation with Ministry of Health and Hospital Centres, provide information and advice on immediate registration of new born infants	The number of new born infants registered The number of female babies versus the number of male babies registered	Registration documents			2010-2015	Not required
	1.2.6 Officers on Gender Equality in municipalities, in cooperation with NGOs, organize meetings with communities to minimize the number of unregistered infants born outside the health system	Number of meetings held and the number of participants	Materials issued			2010-2015	Not required
	1.2.7 All municipalities reactivate "Review Boards" to enable individuals without identification documents to be registered	Review Boards operate on the basis of regulation in force	Documents issued by the Boards			12/09-06/1002/10	To be defined
	1.2.8 Municipalities inform, in writing, the applicants in cases when they don't fulfil registration criteria	Official response contains necessary and orienting	Decisions made			2010-2015	Not required

	<p>and the informed them on the steps they need to undertake</p> <p>1.2.9 Draft a response template for applicants that who do not fulfil the registration criteria</p> <p>1.2.10 Municipalities, local and international NGOs establish working groups for the monitoring of the abovementioned actions</p>	<p>Quality of response template</p> <p>Established groups undertake monitoring activities and compile periodical reports</p>	<p>Template document exist</p>			12/09 – 02/10	Not required
						09-04/10 2010- 2015	Not required

<b>Objective 2: Strengthen cooperation among institutions of Kosovo and institutions of host countries to enable information and registration of returnees and the repatriated persons</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.1 Establish regular dialogue with host country institutions to enable the provision of information package for returnees	<p>2.1.1 Define institutional mechanisms and responsibilities for dialogue with host countries</p> <p>2.1.2 Draft information packages for refugees and the displaced who are able to return</p>	<p>Institutional responsibilities and mechanisms are operational and active</p> <p>The package drafted provides detailed information in</p>	<p>Minutes, agreements, etc.</p> <p>Information package</p>	OPM, MoI, MFA, MRC	<p>MALG, OGG, OCA-OPM, OGG-OPM, UNHCR</p>	<p>2009-2010</p> <p>2010</p>	<p>Not required</p> <p>To be defined under the Strategy on Reintegration and Repatriation</p>

	2.1.3 Publish information package at official WebPages of governing institutions in all official languages (OPM, MoI, MALG, MRC, MFA).	all official languages of users	Publication of packages in an electronic and printed form			2010	Budget Section Not required
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<b>Sector:</b> <b>CULTURE, MEDIA AND INFORMATION</b>
<b>Goal:</b> <b>Protection and promotion of cultural identity and heritage of Roma, Ashkali and Egyptian communities</b>

<b>Objective 1: Increase participation of Roma, Ashkali and Egyptian communities in the decision-making process on policy making and implementation in the area of culture and media at all levels</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.1 Establish a joint Committee on Culture and Information for the development and supervision of projects on media and culture for communities	<p>1.1.1 Establish criteria for the selection of Committee Members with the participation of personalities from the three communities in the area of art and culture</p> <p>1.1.2 Members of the Committee establish rules of operation and hold regular periodical meetings on the planning and monitoring of activities on the basis of work plan</p> <p>1.1.3 Committee issues recommendations on the cultural budget for communities and prioritizes cultural policies</p>	<p>Cultural policies drafted in an inclusive form with the participation of members of the three communities</p> <p>Budget planned in compliance with the policies drafted and in a participatory mode</p> <p>3% of planned budget for 2010-2012 is allocated for the three communities</p>	<p>Decision on the establishment of the Committee, minutes from meetings, Work Plan</p> <p>Allocation of budget and the planning of activities</p> <p>Decision on the allocation of 3% of annual budget of MCYS for 2010-2012</p>	MCYS	University, Academia, NGOs, Cultural associations	12/09 12/09-2015 2010-2012	Not required Not required € 227.813 (i) KCB

<b>Objective 1: Increase in participation of Roma, Ashkali and Egyptian communities in the decision-making process on policy making and implementation in the area of culture and media at all levels</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.2 Representation of three communities in cultural institutions through employment	1.2.1 Implementation of employment affirmative measures on the basis of laws and regulations in force <i>(See chapter on Employment and Economic Empowerment for actions in public administration)</i>	1% e of MCYS employees are from the three communities	Labour contracts	MCYS	Cultural Centres	2010-2015	KCB

<b>Objective 1: Increase in participation of Roma, Ashkali and Egyptian communities in the decision-making process on policy making and implementation in the area of culture and media at all levels</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
1.3 Increase in capacities of the members of three communities through formal and informal education activities	1.3.1 Provide opportunities for the completion of internships by Roma, Ashkali and Egyptian students at cultural institutions or regular periodic basis	Number of students performing internships compared to the number employed in institutions	Student presence, their reports on teaching practices	MCYS	RTK, University, public and independent media, Donors, OSCE	2010-2015	Not required
	1.3.2 Provide training for representatives of communities and increase their capacities on the use of technical	Number of trainings held Selection of trainees considers gender balance	Training provided			2010-2012	Covered by 1.1.3

	equipment, editorial policies, journalism, information management and communication						
	1.3.3 Allocate scholarships for youth and the organisation of youth activities	Number of scholarships awarded and successful completion of studies	Decisions on the allocation of scholarship and their transfer into respective institutions			2010-2012	Covered by the KCB - 1.1.3
	1.3.4 Support to capacity building activities for journalists from the three communities						€ 3,000 (i) on annually required Covered by the KCB - 1.1.3
	1.3.5 Financial support for the publication of newspaper, magazines and various publications, documentary production	Number of grants allocated to support cultural activities	Grants received and publications supported by these grants			2010-2012	€ 3,000 (i) annually required
	1.3.6 Promote public and private media in Kosovo to design special programs and increase the visibility and presentation of the life of three	Number of TV programs broadcasted and articles published on annual basis reflecting the	Analytical reports, programs broadcasted			2010-2012	€ 10,000 (i) required annually, the KCB-1.1.3

	<p>communities in existing programs</p> <p>1.3.7 Regular monitoring of written and electronic media and the provision of analytic reports at the end of each year on the media space allocated to the three communities</p>	life of the three communities	Reports				Not required
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<b>Objective 2: Promotion of cultural identity of the three communities through the protection of cultural heritage and the support of cultural activities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
2.1 Implement the Law on Cultural Heritage 2006/02/L-88 on the preservation, research and the study of cultural heritage of all communities	<p>2.1.1 Research activities on the identification of cultural heritage sites of the three communities</p> <p>2.1.2 Include objects/sites selected as cultural heritage in the list of cultural heritage</p> <p>2.1.3 Publish and increase public awareness on cultural heritage objects</p>	Cultural objects identified and declared as national heritage/resource	Decisions issued, funds allocated for their preservation	MCYS	Institute on protection of Cultural Heritage, Kosovo Academy, University	2010-2012 2010-2015	KCB, 1.1.3 To be defined KCB, 1.1.3

<b>Objective 2: Promotion of cultural identity of the three communities through the protection of cultural heritage and the support of cultural activities</b>							
<b>Activities</b>	<b>Actions</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Responsible Institution</b>	<b>Supporting Institutions</b>	<b>Timeline</b>	<b>Financial Resources</b>
2.2 Raise the awareness of the public on cultural wealth of the three communities through cultural promotional activities for the three communities	2.2.1 Identify artists from three communities  2.2.2 Select authors and support them financially to publish their works  2.2.3 Advertise competition for the best translation from the Roma literature and sponsor its publication  2.2.4 Support the collection and recording of Roma music  2.2.5 Organize the week of Roma, Ashkali and Egyptian culture	Number of works translated and published  Number of activities organised and supported by government institutions  Successful organisation of the week of culture (number of artists invited, the content of activities)	Works published  Proof of activities organised, photos, public advertisement, posters and TV programs	MCYS	Publishing Houses, Donors	2010-2015  2010-2012  2010-2012  2010-2012  2010-2012	Not required  € 4,000 annually required, KCB 1.1.3  € 5,000 annually required, KCB, 1.1.3 Additional funds required  € 2,000 annually required, KCB  € 10,000 (i) KCB, 1.1.3

<b>Sector:</b>	<b>PARTICIPATION AND REPRESENTATION</b>						
<b>Goal:</b>	<b>Increase in participation and representation of Roma, Ashkali and Egyptian communities in the public life of Kosovo</b>						

<b>Objective 1: Effective participation of Roma, Ashkali and Egyptian communities in public life and decision-making institutions of Kosovo by providing and ensuring equal access and opportunities for the three communities at all forms of representation</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.1 Monitor the implementation of Law No. 03/L-40 on Local-Self-Government in Republic of Kosovo	<p>1.1.1 Participate in periodical basis and monitor activities of Mediation and Communities' Committees</p> <p>1.1.2 Prepare periodical reports on the quality of activities, representation and effectiveness in the functioning of Committees in compliance with their mandate on the basis of the Regulation</p> <p>1.1.3 Promote and observe the gender balance at Municipal Committees</p>	<p>Participation of communities' representatives is in line with quotas envisaged in the Regulation</p> <p>Number of issues presented and the number of issued solved</p> <p>Gender participation at Municipal Committees</p>	<p>Presence of Communities' members</p> <p>Minutes from meetings</p> <p>The form of selection of members in compliance with the Regulation</p> <p>Periodical reports</p> <p>Decisions implemented</p>	<p>MALG, HRO, OCA, Municipalities</p>	<p>OCA-OPM, OGG-OPM,</p>	<p>2009-2015</p> <p>2009-2015</p> <p>2009-2015</p>	<p>Not required</p> <p>Not required</p> <p>Not required</p>

**Objective 1: Effective participation of Roma, Ashkali and Egyptian communities in the public life and decision-making institutions of Kosovo by providing and ensuring equal access and opportunities for the three communities at all forms of representation**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.2 Implement the Law No. 03/L-040 on Local Self-Government and Law on Local Government Finances No. 03/L-049	<p>1.2.1 Review the document on the improvement of determination of representation quotas for the three communities in the civil service at municipal level</p> <p>1.2.2 Promote employment of representatives of three communities through the implementation of the following laws: Law on Civil Service, Law against Discrimination and Law on Local Government Finances No. 03/L-049</p> <p>1.2.3 Monitor employment procedures on six month basis</p>	<p>A document defining representation in numbers and quotas in compliance with their representation as population is drafted</p> <p>Number of applications against the number employed</p>	<p>Document reviewed and decisions entered into force</p> <p>Number of employment advertisements and the specific addressing of these communities</p> <p>Periodical reports</p>	<p>MALG, HRC, OCA, Municipalities</p>	<p>OCA-OPM, OGG-OPM, AGE, KIPA</p>	<p>12/09-05/10</p> <p>2010-2015</p>	<p>KCB</p> <p>Not required</p>

	<p>1.2.4 Provide training opportunities for employees from the three communities</p> <p>1.2.5 Promote employment and gender balance through concrete projects at municipal and national level</p>	<p>Training provided and participation of representatives from three communities</p> <p>Number of women civil servants from the three communities</p>	<p>Training and certificates issued</p> <p>Employment records, salary list</p>			2010-2015	KCB, KIPA
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<b>Objective 1: Effective participation of Roma, Ashkali and Egyptian communities in public life and decision-making institutions of Kosovo by providing and ensuring equal access and opportunities for the three communities at all forms of representation</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.3 Encourage, continuously members of three communities to consider employment with public administration of Kosovo	1.3.1 Collect data in the public administration of Kosovo in order to identify the exact number of employees from the three communities, levels of representation, sectors with low representation, level of payment vis-à-vis other communities, gender representation, etc.	<p>Data collected in participatory fashion</p> <p>Report contains detailed data and respective recommendations</p>	<p>Questionnaires, analytical reports</p>	MPA (HRC, DACS, KIPA)	<p>MALG, OGG-OPM OCA-OPM AGE, OSCE, EC</p>	03/10	Not required

	<p>1.3.2 Draft the analytical report and issue respective recommendations</p> <p>1.3.3 In cooperation with KIPA and with local and international partners design and propose special training/seminars addressing issues of anti-discrimination culture of the three communities</p> <p>1.3.4 Public administration database defines in detail, the ethnic belonging of employees</p> <p>1.3.5 Bi-annual monitoring of the number of applications for public administration job openings and the number of employees from the three communities at both local and central level</p>	<p>Reports on the number of training sessions organized</p> <p>Number of employees trained</p> <p>The awareness of employees on the specific needs of the three communities raised</p> <p>Database presents in detail the ethnic belonging of employees</p> <p>Bi-annual reports on representation of communities in public administration issued</p>	<p>Training materials</p> <p>Employees trained and participating in training</p> <p>Improved database</p> <p>Reports</p>			06/10	Not required
						09/10	KCB, KIPA
						2010	KCB
						2010-2015	Not required

	<p>1.3.6 Assess the causes of unemployment and draft special programs for their training through certification programs in cooperation with KIPA in order to increase their employment opportunities and capacities</p>	<p>Professional certification programs established and administered according to plans Number of participants versus number of employed trainees Gender ratio observed</p>	<p>Programs drafted</p>			2010-2011	To be defined after the study
	<p>1.3.7 Assess capacities and enable the professional re-training and increase the level of education of the civil staff from three communities through on-the-job training (provision of scholarship for University programs, etc).</p>	<p>Number of employees benefiting from the drafted programs</p>	<p>Scholarships awarded and registration at the University</p>			2010-2015	KCB
	<p>1.3.8 Issue administrative directives for offices on human resources to include in the job announcement specifically the encouragement of representatives of the</p>	<p>Administrative directive issued and observed by state institutions</p>	<p>Administrative directives</p>			2010-2015	Not required

	<p>three communities to apply for job vacancies female applicants</p> <p>1.3.9 Monitor the press on the implementation of orders and specifications required for advertisements for job vacancies for the three communities</p> <p>1. 3.10 Encourage members of the three communities to complete internships at public institutions for youth who completed the secondary school and tertiary level of education</p> <p>1.3.11 Employment of individuals from the three communities at publicly-owned enterprises: KEK, Termokos, PTK, Prishtina Airport</p>		<p>Monitoring reports</p> <p>Number of interns from the three communities completing internship at public administration institutions</p> <p>3% of mid-level and senior staff belong to communities</p>	<p>Reports and documentation of school practices</p> <p>Memoranda of Understanding among government institutions and universities</p> <p>Pay-roll, employment contracts</p>		<p>2009-2015</p> <p>2010-2015</p> <p>2010-2015</p>	<p>Not required</p> <p>Not required</p> <p>KCB</p>
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**Objective 1: Effective participation of Roma, Ashkali and Egyptian communities in public life and decision-making institutions of Kosovo by providing and ensuring equal access and opportunities for the three communities at all forms of representation**

Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.4 Institutions in charge undertake the necessary measures to provide election infrastructure in the areas inhabited by the three communities and ensure their registration in the voting lists without discrimination	<p>1.4.1 Equip voting centres with necessary materials in compliance with the Law on Elections and executive directives</p> <p>1.4.2 Voting materials provided in respective languages in use by the three communities</p> <p>1.4.3 Define measures to ensure the participation of illiterate voters in order to avoid irregularities and manipulations and respect the right to vote</p> <p>1.4.4. Organize awareness raising campaigns on the increase of participation in elections</p>	<p>Voting centres serving the three communities are equipped with applicable standards</p> <p>Voting sheets are provided in the language of the voter</p> <p>Measures are defined in compliance with internationally recognized standards</p> <p>Increased number of participants in elections from the three communities</p>	<p>Equipment and infrastructure of voting centres</p> <p>Technical and material basis for voting</p> <p>Voting sheets at all languages in use</p> <p>Documents on undertaken measures</p> <p>Information on the taken measures distributed through media and programs on the education of voters</p> <p>Polls</p>	Central Election Commission	<p>Local Election Commissions</p> <p>IFES, NDI, OSCE, ODHIR, Council of Europe, NGOs</p>	During the election period	KCB

	<p>1.4.5 Ensure the free movement of political leaders of the three communities in electoral zones</p> <p>1.4.5 Ensure the participation and free movement of voters</p>	<p>Voters participate with their free will and have access to voting centres</p>	<p>Monitoring and interviews during the election period</p>	<p>MoI, Kosovo Police</p>			KCB
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<b>Sector:</b>	<b>SECURITY, POLICE SERVICE AND JUSTICE</b>
<b>Goal:</b>	<b>Improve security conditions of the three communities and equal access of their members to services and institutions</b>

<b>Objective 1: Increase effectiveness of Kosovo Police in prevention and addressing crime and conflict within Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.1 Identify typology of crimes/conflicts involving three communities and the percentage of crimes resolved and addressed	1.1.1 Undertake a study on the types of crimes and conflicts involving the three communities 1.1.2 Establish a working group and draft the terms of references for the study 1.1.3 Announce study tender and select the winning bidder 1.1.4 Conduct the study and present conclusions	Study conducted with the participation and contribution of communities Study conducted in compliance with research standards Effective police cooperation in the drafting of the study Data from police bodies are provided without delays and in a responsible	Questionnaires, visits, documents Provision of data Study Report	Kosovo Police, MoI, MoJ	OSCE, Local NGOs, EULEX	01/10 – 06/10  Not required  Not required  Covered by the 1.1.1 activity	€ 25,000 (i) Financial support required

		manner. Data provided in compliance with the Law on Access to Official Documents					
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<b>Objective 1: Increase effectiveness of Kosovo Police in prevention and addressing crime and conflict within Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.2 Police Service defines policies to increase the level of effective prevention and addressing all conflicts and crimes	<p>1.2.1 Draw up and propose draft policies on the basis of the study, regulations and laws in force as well as international standards</p> <p>1.2.2 Approve new policies and train/inform the Kosovo Police staff on the new policies</p> <p>1.2.3 Bi-annual police staff assessment on the level of implementation of new policies</p>	<p>Effective and non-discriminatory policies exist and are observed by the Police service on prevention and treatment of crimes/conflicts involving the three communities</p> <p>Number of orientation sessions and the number of staff trained</p>	<p>The document of policies drafted Orientation materials</p> <p>Periodical reports and assessments Publications</p> <p>Assessment reports, surveys</p>	Kosovo Police, MoI	OSCE, Local NGO's, EULEX	<p>07/10 – 12/10</p> <p>12/10</p> <p>2011-2015</p>	<p>Not required</p> <p>Not required</p> <p>Not required</p>

	1.2.4 Publish new policies	Number of staff trained compared to the number of Police staff implementing the policies approved  Public has access and is informed of the new policies				2010	Not required
	1.2.5 Assess periodically the measurement of the level of crimes/conflicts and prevention	The level of crime decreased and the prevention capabilities increased				2010-2015	Not required

<b>Objective 1: Increase in effectiveness of Kosovo Police in prevention and addressing crime and conflict within Roma, Ashkali and Egyptian communities</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
1.3 Draft programs in cooperation with non-governmental organisations and international partners to prevent crimes/conflicts	1.3.1 Assess the situation of communities on their needs	The three communities participated in the assessment of the situation	Assessment document	Kosovo Police, MoI	OSCE, EU, Local and International NGO's, EULEX,	12/09 – 04/10	Not required
	1.3.2 Identify hot spots for the implementation of pilot projects on the basis of criteria and	Number of projects Number of beneficiaries	Projects ongoing			05/10	Not required

	<p>identified needs</p> <p>1.3.3 Fund projects on crime and conflict prevention in cooperation with local and international partners</p> <p>1.3.4 Assessment and surveys to measure the increased trust of communities in the Police Service</p>	<p>Increased communication between the Kosovo Police and communities</p> <p>Increased trust towards Police structures</p> <p>Data from surveys published periodically</p>	<p>Project assessment documents and reports</p> <p>Surveys and their publication</p>			2010-2015	To be determined
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<b>Objective 2: Kosovo Police treats the three communities, Roma, Ashkali and Egyptian, without discrimination, free of violence and prejudgment</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
2.1 Implement and enforce laws without discrimination	2.1.1 Train police forces on the situation and features of the three communities (in particular police officers at regional level)	<p>Number of trained police forces</p> <p>Number of cases reported for discrimination against the number of cases investigated and processed</p>	<p>Trainings held and training materials</p> <p>Monitoring reports</p> <p>Assessment reports on the basis of KAP</p>	<p>Kosovo Police, MoI</p>	<p>OSCE, Local and International NGOs, EULEX, Ombuds-person</p>	2010	€ 5,000 (i)
	2.1.2 Monitor and process cases of discrimination and abuse by the police					2010-2015	Not required

	<p>2.1.3 Assessment, on six months basis, of possible cases of violence and discrimination through the KAP system</p> <p>2.1.4 Effective use and improve the existing system on documentation and reporting of abuses and discrimination by police</p>	<p>Police forces demonstrate knowledge and capability in the treatment of cases of crimes and conflicts against the three communities</p> <p>A detailed system of data The reporting and investigation system is operational</p>	<p>Existence of systems and the frequency of their use</p>			<p>Every six months after training</p> <p>2010-2015</p>	<p>Not required</p> <p>Not required</p>
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<b>Objective 3: The three communities, Roma, Ashkali and Egyptian are represented in the Kosovo Police and at all levels without discrimination</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
3.1 Employ individuals from the three communities in Police service and carrier development within the system	3.1.1 Organise information and awareness-raising campaigns for the three communities on employment and recruitment opportunities in the Kosovo Police	Number of campaigns conducted and their quality	Campaign materials	Kosovo Police, MoI	OSCE, Local and International NGO's, EULEX, Ombudsperson	09 - 10	Not required

	<p>3.1.2 Draft programs on the preparation of individuals from three communities to sit admission exams for the Police Service</p> <p>3.1.3 Select individuals for the placement in the program by maintaining and encouraging gender representation</p> <p>3.1.4 A disaggregated central system of police staff data which includes ethnicity element</p> <p>3.1.5 Conduct an assessment covering the following aspects: <i>representation of the three communities in Police force; sectors that manifest under representation of; gender equality; carrier development; form of payment; causes, needs and recommendations</i></p>	<p>Quality of programs and their drafting within timelines</p> <p>3% of new recruited officers belong to the three communities 30% of the selected force are women</p> <p>The Central database system is disaggregated and updated</p> <p>Assessment conducted is in compliance with the criteria defined and provides relevant recommendations</p>	<p>The program drafted</p> <p>Employment contracts</p> <p>Employment contracts, database</p> <p>Disaggregated database</p> <p>Terms of references, assessment document</p>			2010	To be defined
						2010-2015	Not required
						2010	Not required
						2010	Not required

	<p>3.1.6 Implement the extended recommendations</p> <p>3.1.7 Draft long-term and short-term programs to address the situation</p> <p>3.1.8 Employ police officers from the three communities in regions inhabited in large numbers by the three communities</p>	<p>Recommendations are implemented in a timely manner and singled out priorities</p> <p>Zones inhabited in large numbers by the three communities have employed police officers from the three communities</p>	<p>Administrative Directive, procedures and systems established on the basis of recommendations</p> <p>Labour contracts</p>			2011-2015	Not required
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Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
4.1 Raise the communities awareness on the rights provisioned by the by: the Constitution of Kosovo, Law Against	4.1.1 Organize awareness raising campaigns for the three communities taking advantage as well during of them national and international marked	Number of meetings held  Number of participants on the basis of gender and age	Promotional materials  Progress reports/ meetings	OCA, OGG - OPM	OSCE, Local and International NGO's, EULEX, Ombudsperson	Continuously	€ 10, 000 (i) KCB

Discrimination and other key legislation in force	days	4.1.2 Establish radio programs and use dramatized series as awareness raising instruments	Number of programs and series in TV and Radio	Programs created and broadcasted		2010-2015	€ 8,000 (i) KCB
		4.1.3 Annual surveillance on the level of consciousness of communities	Communities have knowledge of their rights as well as institutional responsibilities	Surveys conducted		2010 - 2015	€ 10,000 (i) annually required Financial support required

<b>Objective 4: Ensure access to judiciary for Roma, Ashkali and Egyptian communities through the implementation of legislation, monitoring of institutional practices and consciousness</b>							
Activities	Actions	Indicators	Means of Verification	Responsible Institution	Supporting Institutions	Timeline	Financial Resources
4.2 Implement the law and practice the justice system in a non-discriminatory manner towards the Roma, Ashkali and Egyptian communities	4.2.1 Monitor possible cases of 'selective' and discriminatory application of legal and administrative criminal sanctions issued by justice system  4.2.2 Draft terms of references, set a methodology and tender the study	Study conducted through a methodology on collection of statistical data (number of persons sentenced, sentencing process, level of sanctions applied for the same crime to various	Decision on the conduct of the study  Terms of References  Tender documents The study document	MoJ	ORC, OGG, OPM, MoI, EULEX, OSCE, Ombudsperson	2010-2011	€ 30,000 (i) KCB and Donors

	<p>4.2.3 Conduct the study</p> <p>4.2.4 Present recommendations and publish the study</p> <p>4.2.5 Implement recommendations</p> <p>4.2.6 Familiarizing judges, prosecutors and lawyers with the Law against Discrimination and its practice in judicial procedures and decisions</p> <p>4.2.7 Monitor continuously the new legislation or amendments to ensure their compliance with the Law against Discrimination</p> <p>4.2.8 Provide legal services on access to the judicial system and conflict resolution</p>	<p>communities) and qualitative data from the affected communities</p> <p>Measures undertaken to implement recommendations</p> <p>Number of training held</p> <p>Number of laws approved and their compliance with the Law against Discrimination</p> <p>Number of cases received against the number of cases resolved</p>	<p>Decisions made for the implementation of measures undertaken</p> <p>Training materials</p> <p>Comments provided and their reflection in the new legislation</p> <p>Decisions</p>			2011-2015	To be determined
						2010 - 2015	No funds required
				OGG-OPM	HRCs at central and local level, Legal Offices, NGOs, etc	2010 - 2015	No funds required
				MoJ, Justice System		2010 - 2015	No funds required

	4.2.9 Provide twenty four hours services to victims of domestic violence, trafficking and protection of witnesses	Number of cases assisted against the number of cases assisted for other ethnicities	Documented cases received and addressed	MoI	MoJ, MLSW, Shelters	2010 - 2015	To be determined in annual basis
	4.2.10 Educate and train individuals sentenced to imprisonment in correction centres	Number of trainees	Courses held, certificates issued	MoJ	MEST, MLSW, Donors	2011-2015	To be decided

## **APPENDIX**

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