

# Appeal 2001-2002

 International Federation  
of Red Cross and Red Crescent Societies

## Albania (Appeal 01.53/2001)

*Click on programme title or figures to go to the text or budget*

	<i>In CHF</i>
1. Disaster Preparedness	1,613,396
2. Health and Care	1,412,978
3. Humanitarian Values	149,831
4. Institutional & Resource Development	633,097
5. Coordination & Management	506,799
<b>Total</b>	<b>4,316,101</b>



## Introduction

### National Context

Albania continues to face serious economic difficulties and political instability. With a population of 3.1 million, Albania remains one of the poorest countries in Europe, rated 100 in the global Human Development Index (*Human Development Report 1999*), with GDP per capita \$2,120, high levels of endemic unemployment, and an estimated 25% of the population living below the poverty level.

Albania emerged from 50 years of communist rule in 1991, and subsequently experienced a decade of turmoil, with civil unrest, economic difficulties, widespread social change and follow-on effects from the ongoing instability in the Balkans.

In 1998, with a deteriorating situation in neighbouring Kosovo, 20,000 ethnic Albanians from Kosovo sought refuge in Albania. The Balkans Crisis of spring 1999, which led to a huge influx of over 465,000 Kosovo refugees into Albania, had a major impact on the country, putting an enormous strain on the country's fragile infrastructure while at the same time, paradoxically assisting the macro economic situation most notably the exchange rate and access to hard currency. As of October 2000, an estimated 2,000 refugees from Kosovo remain in Albania; only 450 individuals of these registered by the UNHCR.

Official unemployment figures in March 2000 were 235,900 of which only about 10 per cent are receiving unemployment assistance. An estimated 25 per cent of the population are earning less than US\$ 32 per month, and are therefore below the official poverty level.

The state social safety net systems are facing huge problems; indeed it could be argued that they are in a state of collapse. The pension system is far behind inflation (average pension less than US\$ 30); it is the extended family looking after the elderly vulnerable population, most families relying on the inflow of foreign remittances from family members throughout the diaspora. The most vulnerable are those who find themselves without this support. The refugee crisis in 1999 made the poor even more vulnerable, due to increasing prices for basic commodities.

Life expectancy at birth is 72.8, and the infant mortality rate is 25 per 1,000 live births (*Human Development Report 1999*).

Since 1991, the International Federation focused its support on the re-establishment of the national society in Albania through institutional development and capacity building measures and support to the development programmes within the previous five-year development plan for 1993-1998 of the Albanian Red Cross (ARC).

During 1999, the focus of support and bilateral programmes of national societies operating in Albania independently of the ARC was naturally on the large-scale emergency relief programme for Kosovo refugees, which at its height, in June 1999, provided assistance to more than 350,000 refugees staying with host families. In addition, in 1999, the Federation assisted the ARC to review its previous five-year plan and evaluate its ongoing programmes.

The overall aim of the Federation is to continue to strengthen the overall capacity of the ARC in order to establish a well-functioning national society. Priority areas for Federation assistance focus on the four core areas of Red Cross programmes, as outlined in the *Strategy 2010*: disaster response, disaster preparedness, health and care in the community, and promotion of the movement's fundamental principles and humanitarian values.

[return to top](#)

# 1. Disaster Preparedness

## Background and progress to date

In addition to political upheaval and a large influx of refugees during recent years, Albania is at great risk of natural disasters due to its geographic location and climate patterns.

There is a high level rainfall in the country (1,494 mm), most of which falls between October and March each year. This concentration of rain over a limited period of time puts pressure on the rivers causing spring floods every few years in the northern part of Albania (especially in the fertile, low lying areas of Shkoder and Lake Scutari).

Albania is situated in the same earthquake belt that rocked Turkey and Greece last year and a major earthquake strikes every 25 years. It is significant that the last major earthquake was in 1979. Due to a largely uncontrolled building boom in the country since 1990, there is great concern that newly constructed buildings will not withstand a major tremor.

Albania is a largely mountainous country with poor infrastructure - over 30% of the country's terrain is mountainous, with peaks greater than 1,000 metres. Due to the remoteness of some villages and the poor road access, many areas in the north of the country are regularly cut off from outside help each winter.

At the other extreme, due to the hot, dry Mediterranean summers, the risk of forest fires in July and August is always present. Coupled with a poorly equipped fire brigade, the potential for a major disaster is very real.

The Albanian government is very aware of the need to improve its emergency response capacity and is in the process of drafting legislation for emergency situations and to establish a National Disaster Directorate. It is expected the Albanian Red Cross will have an important auxiliary role in assisting the government in times of disaster and plans are underway to define that role. At present, however, the capacity of the Albanian government in terms of coordination and implementation remains limited.

There is therefore a need for a strong, local organization, such as the Albanian Red Cross that is able to respond effectively during a disaster. This disaster preparedness programme was developed as part of the overall four-year strategy of the national society. The development phase involved extensive discussions at the grassroots level (i.e., with the branches and volunteers) on the direction of the Albanian Red Cross. It was also developed in accordance with the International Federation's *Strategy 2010* presented at workshops run by the regional delegation in Budapest.

The disaster preparedness plan itself takes into account the level of capacity of the Albanian government and the overall environment within the country. NATO has been working closely with the Albanian Government on developing governmental structures to cope with a disaster but the rate of progress remains slow.

The disaster preparedness component of the national society's strategic plan for 2001-2004 is a continuation of the development plan for 1993-98. The Albanian Red Cross developed its operating capacities in a number of areas, particularly through: flood relief distribution in Shkoder in 1996; assistance to the vulnerable most affected by socioeconomic upheaval in 1997; distribution of aid to the 25,000 Kosovar Albanians that arrived in Tropoje in 1998, to the 350,000 refugees that arrived in 1999 and the 4,000 remaining refugees in 2000.

Two of the planned four Albanian Red Cross disaster preparedness warehouses are in the final stages of completion: a regional warehouse in the north, in Shkoder (capacity of 360 square metres) and in the south west, in Fier (320 square metres). The tendering process is ongoing for a further regional warehouse (of 350 square metres) planned for Korce (to be funded by the German Red Cross).

In Tirana, land was purchased in 1999 for the construction of a central warehouse (with capacity of some 2,000 square metres), the construction costs of which were included in the revised Emergency Appeal 01.39/2000

The Albanian Red Cross has a small fleet of trucks that can quickly move supplies around the country, if necessary, and relief stocks for 8,000 beneficiaries (1,600 families) and shelter supplies for 1,750 beneficiaries (350 families).

The society's disaster relief/preparedness coordinator organized two training workshops (in June and July 2000) to learn from the refugee assistance programme and to assess the level of disaster preparedness in each branch. To date, approximately 500 branch staff and key volunteers participated in a number of disaster preparedness training workshops.

Through European Community Humanitarian Office (ECHO) provided funding in 2000, the Albanian Red Cross received 15 radio sets (including antennae, cabling and masts) along with computers for installation in 12 branches throughout Albania, and 3 mobile units. This equipment provided for the set up of an early warning network for the national society in strategic locations around Albania. The battery-powered HF network allows the maintenance of all communication (including e-mail) between the branches and the headquarters in Tirana even if the country's telephone and mobile systems are disrupted.

**Goal** The further development of disaster preparedness activities of the Albanian Red Cross to increase the effectiveness of its intervention in local disasters for up to 8,000 beneficiaries.

## **Objectives and Activities planned**

**Objective 1** to define the national disaster preparedness plan of the Albanian Red Cross and the roles of the various Red Cross structures to implement the plan;

All local branches will undertake vulnerability and capacity assessments by January-February 2001. A working group on DP and response will be established in January 2001 to review current policy, consult with external actors (e.g., Albanian government departments and other relevant institutions) and to design an updated disaster preparedness plan by March 2001.

**Objective 2** to increase the logistics and relief capacities at the central and local levels, to meet the relief and shelter needs of 8,000 beneficiaries according to international standards. This will be achieved through the construction of the central warehouse in Tirana and the regional warehouse in Korce (January - June 2001), maintenance of those and the other two regional warehouses in Shkoder and Fier. In addition, relief stocks will be provided and stored for 8,000 beneficiaries in case of disaster. Emergency communications equipment in 12 key branches will be maintained and 15 full-time and 60 part-time local branch staff and volunteers at the local level will be trained in carrying out needs assessments, relief distribution procedures, warehouse management and information technology at two workshops to be held in Tirana and Shkoder (May-June 2001). In order to encourage the development of local level disaster preparedness plans, funding for five training workshops will be provided to five local branches for training of their volunteers (March to December 2001).

**Objective 3** to increase public awareness of disaster preparedness activities. Some 6,000 posters and 20,000 leaflets will be produced and distributed to complement awareness campaigns targeted at the general public to raise awareness of disaster preparedness activities. Displays and simulations will be organized for the public on specific Red Cross occasions in May and September 2001.

**Objective 4** to provide prompt intervention in meeting emergency needs according to recognized humanitarian standards. Key Federation policies and documents on minimum technical standards to be followed in disaster response will be translated and distributed to local branches. The Albanian Red Cross' DP coordinator will visit 15 local branches between April and December to train and standardize initial needs assessment methodology for use in emergency situations.

**Objective 5** to meet some of the long-term needs of disaster affected groups, including social, psychological and health needs through increasing disaster response capacity. Awareness of the long-term needs of groups affected by disasters will be raised through campaigns targeting the public, to be organized between May and December 2001. Also, 25 volunteers will be trained in June 2001 on how to provide counselling to victims of disaster.

## **Expected Results**

By December 2001 it is expected that the Albanian Red Cross will have a clearly defined role in the event of a disaster and sufficient logistics and relief capacities to meet the needs of 8,000 beneficiaries in a timely manner. There will also be an increased level of public awareness about DP in the country. The national society will have increased knowledge of the long-term needs of disaster victims and increased capacity to respond to those needs.

## **Indicators**

The establishment of a working group on disaster preparedness and disaster response at the Albanian Red Cross. The production and distribution of the society's national disaster preparedness plan after extensive consultation with the branches and relevant authorities. Maintenance of a central disaster preparedness warehouse in Tirana and three regional warehouses in Shkoder, Fier and Korce. Provision and storage of relief stocks for 8,000 beneficiaries in case of disaster. Maintenance of emergency communications equipment in 12 key branches. Branch staff and volunteers trained in needs assessment and relief distribution procedures, warehouse management and information technology. Production and distribution of promotional materials on DP activities. Photographs and media stories on exhibits and simulations organized for the general public on key Red Cross occasions. Translation and distribution of key DP policy documents to Albanian Red Cross branches.

## **Monitoring and Evaluation Arrangements**

Monitoring of this programme will be carried out by the head of DP/disaster response at the Albanian Red Cross and Federation delegates in Albania. Technical backup and general monitoring will be provided by the DP department in Geneva and the regional DP delegate in Budapest.

Evaluation of this programme will be carried out mid-term and a final evaluation will take place in early 2002 by members of governance, staff and volunteers.

## **Critical assumptions**

- Political stability in Albania and in the Balkans region.
- Continuous support of the leadership and volunteers of the Albanian Red Cross.
- Financial and technical support of the Federation and sister national societies.
- Mobility of staff and volunteers.
- No worsening of the general economic climate in the country.

[return to top](#)

## 2. Health and Care

- *Public Health*
- *First Aid*
- *Social Welfare*

### Background and progress to date

#### **Public Health**

The population of Albania, as in other countries in transition, is experiencing numerous health problems. Malnutrition rates are especially high in the northeastern part of the country. The incidence of acute infectious diseases is on the increase, particularly gastrointestinal diseases, hepatitis A, and diarrhoea. The infant mortality rate is 34 per 1,000 live births while the maternal mortality rate is 21 per 100,000 births.

Children have poor dental health, reflected in the very high incidence of tooth decay. There is a shortage of safe blood for transfusions. Only 40 per cent of the requirements for blood is met through non-remunerated blood donations, the rest being provided through payment.

The Albanian Red Cross' Strategy 2000-2004 includes public health activities based on continuation of the those it implemented between 1995-1999. Activities related to promoting reproductive health focused on providing information and education for women during pregnancy and through their babies' first year of life. A total of 100 volunteers from eight local branches worked in 40 communes, assisting 1,500 young mothers. Health information leaflets were provided to the beneficiaries, while volunteers received training manuals.

Programmes to promote oral hygiene were launched through seven local branches. In addition, elementary school children and women of reproductive age were targeted with personal hygiene education activities. Some 340 volunteers working through nine local branches provided information and hygiene kits to over 8,000 children in 30 communes.

The national society is also involved in the national vaccination campaign for 1.5 million children (aged between one and 15) against measles and rubella, cooperating closely with the American Red Cross, the World Health Organization, the Ministry of Health, the Public Health Institute, the National Education and Promotion Centre and UNICEF. Training was provided to 100 local branch volunteers in addition to 2,500 people trained by the public health authorities. The European Community Humanitarian Office (ECHO) provided funding for production of posters, leaflets and TV advertisements used in an extensive public awareness campaign.

A campaign to promote hygiene and raise public awareness at the community level was launched in seven local branches. Five of these branches (activating some 3,000 volunteers) were involved in a pilot project supported by production of 5,000 posters and 200,000 leaflets, streamers, and a TV commercial as well as T-shirts and hats to increase their visibility.

A campaign to promote non-remunerated blood donations was organized in 10 local branches with more than 100 volunteers participating. ECHO funding was used for production of promotional materials to raise public awareness and motivational materials for the blood donors.

#### **First Aid**

The Albanian Red Cross began its first aid programme in 1994 and intends to continue and expand this programme in 2001. The programme remains indispensable because of the high risk of natural and man-made disasters in Albania combined with its developing infrastructure, poor communications and roads, and the volatile region it is surrounded by.

During the civil crisis in 1997 and the Kosovo refugee crisis in 1999, first aid volunteers were among the first to provide assistance to victims. During the Kosovo crisis, the Albanian Red Cross was present not only in the border areas (Kukes, Tropoje, Shkoder, Pogradec and Korca) but also in all Albanian cities providing first aid assistance to refugees and accompanying them to medical centres or hospitals, when needed.

During the first two years of its operation, the first aid programme was extended to all local branches. By 2000, over 120 qualified instructors organized first aid courses in all of the local branches. Each year some 250 volunteers attend first aid courses. Local branches were especially active in increasing the programme activities, organizing first aid services in more than 15 sports stadiums, at local swimming pools, in 10 hospitals and at seven beaches.

In 2000, 24 local branches of the Albanian Red Cross also started activities within the framework of the International Federation's First Aid in the Community programme which included distribution of information about first aid and staging demonstrations of it in public places, schools and enterprises. To date, more than 2,500 persons benefited from this programme.

In summary, since 1994 the programme achieved: (1) training of 125 first aid instructors including regular refresher courses; (2) training of 250 volunteers each year to participate in first aid teams; (3) organization of four national and regional competitions; (4) participation of first aid teams at public and sports events; (5) equipping of local committees with first aid kits; (6) printing various promotional (posters and leaflets) and motivational materials on first aid topics, an updated first aid manual and uniforms for first aid volunteers; (7) participation of the Albanian Red Cross at the European first aid competitions in 1998 and 2000; (8) commencement of training for water rescue volunteers; (9) participation of 24 branches in the First Aid in the Community programme; (10) introduction of accident simulation techniques in first aid instruction from November 1999.

### **Social Welfare**

Albania is among the poorest countries of Europe and particular segments of its population are extremely vulnerable as a result and will remain so for years to come. Vulnerability in the country is identified in numerous forms with many vulnerable groups of differing sizes which present a number of multidimensional socioeconomic problems. They include: the unemployed, pensioners, physically handicapped persons, orphaned children and women.

Activities related to social welfare began in 1992 with a food distribution operation. Vulnerable groups prioritized by the NS for assistance include: single elderly, handicapped and orphaned children, and disadvantaged women.

In May 1994, a programme of social welfare activities was begun in all 36 districts of the country. In 1992, the objectives of the NS were to determine vulnerability indicators and to identify vulnerable groups for assistance through social activities organized by 10 new local branches each year.

Achievements to date include: completion of the first pilot survey identifying vulnerable groups in Albania; implementation of a number of social projects during 1996 by some local branches with the support of sister societies; active involvement of all local branches in the 1997 disaster response operation, some of which managed to continue carrying their social welfare activities; an expanded number of activities implemented together with public institutions in 1998 thanks to external funding and revenue generated by branches; continuation of planned social welfare assistance by all branches even during the large influx of refugees in 1999.

**Goal** The improvement of public health among the Albanian population and the ability of the national society to provide appropriate first aid services, especially in times of disaster. Also, to meet some of the basic needs of vulnerable groups.

### **Objectives and Activities planned**

#### **Public Health**

**Objective 1** to assess public knowledge and needs related to reproductive health and infectious diseases. This objective will be achieved through:

- collection of existing information;
- design of a questionnaire;
- establishment of assessment teams and organization of surveys/interviews in identified local branches;

- processing of collected information and making recommendations.

**Objective 2** to increase the level of public knowledge about the risks and prevention of reproductive and infectious diseases. A plan of action will be designed based on the results of the needs assessment. Training and information materials will be provided for teams involved in dissemination activities aimed at especially vulnerable groups. Information and mobilization campaigns will be organized in case of mass vaccinations or epidemic situations.

**Objective 3** to promote non-remunerated blood donations. A questionnaire will be designed to assess public attitudes regarding blood donations in identified districts. Based on the results, materials for a public awareness campaign will be prepared. The branches involved in the campaign will be supported with necessary training. Key partners in governmental institutions will be identified.

**Objective 4** to ensure a well-defined role for the Albanian Red Cross in meeting the health needs of the population in disaster situations. An assessment will be undertaken of the present capacities of the Albanian Red Cross to meet the health needs of victims of potential disasters. This information, together with recommendations of relevant government authorities and international partners, will shape the national society's role in health care provision during times of disaster.

### ***First Aid***

**Objective 1** to raise public awareness of the national society's first aid programme through the media and other channels and to provide first aid services to the public. Activities will include:

- organization of public information campaigns at the local level with supporting information materials (such as posters and leaflets);
- the setting up of first aid training courses for the general public at a minimum of 12 branches;
- production of a television and radio advertisement on the programme for national broadcasting over a three-month period (April to June 2001); celebration of international First Aid Day on 16 September 2001 with the distribution of first aid information and demonstrations of first aid skills organized in public places throughout the country;
- investigating the feasibility of developing a nationwide first aid training programme for newly licensed drivers;
- if feasible and agreed to by governance, setting up the first aid training programme for new drivers.

**Objective 2** to identify at-risk groups throughout Albania and to provide appropriate information and first aid to these groups. A nationwide workshop will be organized to develop assessment criteria of at-risk community groups (e.g., people working in dangerous situations) to be used by first aid instructors and volunteers throughout Albania. Data will be compiled and reported on. Dissemination of appropriate information will be carried out to two at-risk groups by first aid volunteers and first aid training will be offered to members of these groups.

**Objective 3** to increase the number of trained first aid instructors and volunteers throughout Albania. An additional 25 first aid instructors will be identified and trained by April 2001, as well as 360 volunteers. Refresher courses will be organized for 29 first aid trainers (that were trained in 1999) and a special workshop on water rescue will be held to train 30 instructors in May 2001. At the branch level, a minimum of 60 volunteers will be trained as water rescue instructors at branches located in coastal areas.

**Objective 4** to ensure that first aid training courses in Albania comply with internationally recognized standards. Efforts will be made to receive accreditation from the European standard award body. First aid volunteers and instructors will be kept up-to-date regarding changes in standards through dissemination of updates by this body (translated into Albanian) to all branches and through refresher sessions for volunteers on these changes. Local, regional and national first aid competitions will be organized and the society will participate in the European first aid competition.

### ***Social Welfare***

**Objective 1** to make regular vulnerability assessments of at risk populations in Albania. Training materials for trainers will be developed and 50 local volunteers and staff will be trained at session in Tirana and Fier on capacity and vulnerability assessment methodology. 100 volunteers from all branches will be trained in vulnerability capacity assessment (VCA) methodology to carry out such assessments in each district.

**Objective 2** to prioritize the identified needs of the vulnerable. A national working group, representative of staff and governance from both the headquarters and local branches, will be established to prioritize the identified needs of the vulnerable and the priority of vulnerable groups which will benefit from projects for proposal to the Steering Committee.

**Objective 3** to design and implement effective projects for those clearly identified vulnerable groups. The projects planned to be implemented during 2001 are a continuation of those initiated during 2000 and include:

- soup kitchens, which will be expanded to eight districts (nine in total), for 450 mainly single elderly beneficiaries;
- dress making courses and psychological counselling, planned for six districts (four of which developed with their own resources, two in need of donor support) to increase skills of 200 disadvantaged women;
- food distributions to 1,500 impoverished elderly people in fifteen districts of the country (an average of 100 individuals in each district);
- renovating, equipping and providing volunteers to the Institution for Blind Children to assist 68 beneficiaries;
- renovating, equipping and providing volunteers to the Institution for Deaf and Mute Children to assist 200 beneficiaries;
- activity camps will be organized for more than 450 orphans from different districts of the country.

## **Expected results**

### ***Public Health***

Information collected on the health situation and most pressing health problems in the districts. An evaluation report and recommendation for public health education activities. Geographical extension of the Red Cross' health activities with an increased number of new beneficiaries, volunteers and nonremunerated blood donors. Data on the national society's capacities to provide first aid in disaster situations in agreements with local authorities and international partners.

### ***First Aid***

Strengthening of the local branches of the Albanian Red Cross through active participation in first aid. First aid courses available to the general public in more than 12 branches. An initial assessment carried out by end of the year in almost every local branch to identify at-risk groups at the local level and an elaborated training programme for these groups. Policy direction issued by central governance on providing training for newly licensed drivers.

More than 360 first aid volunteers certified nationally and 36 first aid teams equipped. Regional and national competitions organized as well as participation in European first aid competition during 2001. First aid teams present at large sporting or other events. 25 trainers in water rescue trained and 60 certified water rescue volunteers. Responsibilities and tasks defined for first aid teams, improved training curricula according to European standards.

### ***Social Welfare***

Some 150 volunteers and staff trained in assessment methodology. Vulnerable groups identified and needs prioritized to determine beneficiaries for projects planned in 2002. Assistance to nearly 3,000 beneficiaries from the identified vulnerable groups.

## **Indicators**

### ***Public Health***

Increased number of beneficiaries, volunteers and communes involved in Red Cross health activities. Increasing number of nonremunerated blood donors. Evaluation of the NS capacity in agreement with local authorities and international agencies.

### ***First Aid***

Training curricula meeting recognized European standards. Increased number of first aid and water rescue trainers and trained volunteers. Increased safety awareness by at-risk groups.

### ***Social Welfare***

Targeted vulnerable groups assisted with meeting basic needs.

## **Monitoring and Evaluation arrangements**

### ***Public Health***

Governance and managing bodies will monitor activities through periodic reports on ongoing activities and eventual participation during the programme implementation and evaluation phases. Programme staff will monitor activities through: quantity and quality of distributed printed materials; the number of trained volunteers and communes participating in the projects; the level of acquired knowledge through questionnaires, organized competitions and health statistics compared with those of past years. The local branches will send narrative and financial reports to the headquarters and the coordinator will prepare the final report. Donor reporting will be provided as requested or in accordance with agreements concluded.

### ***First Aid***

The local branches will prepare and deliver monthly reports on the local first aid activities, with summary reports every three months, at the midyear and annually. The coordinator of the first aid programme will prepare overall reports about the programme with the same frequency. The evaluation of the program will be performed in the local committees with the participation of the staff, first aid instructors and volunteers. A general evaluation will be made at the headquarters. Donor societies are welcomed to take part in the process of monitoring and evaluation of final conclusions.

### ***Social Welfare***

Monitoring and evaluation arrangements will be made on the basis of each project with participation of volunteers and staff from the headquarters and local branches. Evaluation of the training activities will be done through questionnaires and through monitoring of results achieved during the course of the methodology and evaluation meetings.

### **Critical assumptions**

- Political stability in the country and in the region.
- The support of the Federation and PNS.
- Continued commitment of NS staff and volunteers.
- Financial support of the donors.
- Cooperation with the authorities and the public in general.
- Identification of appropriate volunteers for instructors.

[return to top](#)

## 3. Humanitarian Values

### Background and progress to date

The promotion of humanitarian values programme is part of the Albanian Red Cross Strategy 2000-2004 and is intended to raise the society's profile in the community. It also aims to contribute to the strengthening of civil society in the country by conveying the humanitarian values of the International Red Cross and Red Crescent Movement.

In the early 90s, Albania entered a new era after more than four decades of totalitarian government. In 1992, with the support of the Federation, the national society's dissemination and information programme was initiated. Its first and main task was linked with preparations for the first democratic elections inside the national society (NS) through informative activities targeting local branches.

Based on the development plan for 1993-1998, the programme enlarged the scope of its activities to include: dissemination of International Humanitarian Law (IHL) and its implementation in the country; relationships with media; protection of the emblem; relations with the general public, volunteers and members of the NS. These activities helped to considerably increase the image of the Red Cross and the RCRC Movement in Albania.

Similar importance was given to this programme in the ARC Strategy, supported by the Federation's country assistance strategy (CAS) for 2000-2004, but in a far more developed manner. The Albanian Red Cross is the strongest and largest humanitarian organization with a large network of trained volunteers at its disposal in practically all districts of the country. It is well placed to influence the development of civil society in Albania by promoting humanitarian values. The events of the recent years in the country increased the overall capacities of the NS but at the same time highlighted problems relating to its development.

**Goal** Further broaden public awareness of the Albanian Red Cross' mission and activities and promotion of the fundamental principles and humanitarian values in the development of civil society.

### Objectives and Activities planned

**Objective 1** to determine the level of knowledge about the RCRC Movement in Albania;

**Objective 2** to promote IHL, the fundamental principles and humanitarian values of the Movement;

**Objective 3** to raise the profile of the Movement in general, and that of the Albanian Red Cross in particular, among the general public of Albania. Activities to achieve these three objectives will include:

- development and execution of an evaluation of the national society's image in Albania and of existing public knowledge regarding IHL, the fundamental principles and humanitarian values;
- three seminars and presentations on IHL and the principles organized for approximately two volunteers and staff from each branch of the Albanian Red Cross (about 75 participants) in March-April and September-October;
- organization of promotional activities and three meetings for 75 youth volunteers on humanitarian values through the local branches during March-April and June-July; (4) printing and distribution of informative materials for specific target groups (such as the government and media) between September and November;
- organization of promotional events at the local and national levels linked with significant Red Cross dates;
- production of a fifteen-minute length video on the annual activities of the Albanian Red Cross;
- training of key NS staff having regular contacts with the media through two seminars to be held in January and May;
- review of the society's magazine to ensure its effectiveness as a marketing tool and as a mirror of Red Cross activities.

### Expected results

An accurate evaluation of the Red Cross' image in the country. A total of 75 NS youth volunteers will have completed training in IHL and fundamental principles. Governmental institutions will receive timely information on Albanian Red Cross activities. Greater visibility of the Red Cross through organized special events, printed materials and a video film. Training will be provided for 36 members of the branches to help further increase programme effectiveness and dissemination of Movement principles and humanitarian values.

### **Indicators**

More frequent and efficient contacts with the media, both at the central and local levels. NS youth volunteers trained in promotion of humanitarian values. A clearer presentation of NS activities through written and visual materials.

### **Monitoring and Evaluation arrangements**

The governance and managing bodies of the Albanian Red Cross will organize monitoring and evaluation of this programme's impact. The tools to be used in monitoring will include: regular reports to the governance and managing bodies; narrative and financial reports to donors; reports to any additional interested bodies.

The evaluation of the programme will be achieved through careful analysis of the work carried out in its relation to the plan of action and the ARC Strategy 2000-2004.

### **Critical assumptions**

- Competition with NGOs in the country.
- The ability of the National Society to respond to changes that occur in the country.
- The support of the Federation and other PNS.
- Stability within the country and the wider region.

[return to top](#)

## 4. Institutional and Resource Development

- *Institutional Development*
- *Programme Design and Implementation*
- *Resource Development*
- *Youth Development*

### Background and progress to date

#### *Institutional Development*

The response to recent crises in Albania confirmed that the Albanian Red Cross is the most developed organization operating in the country. However, in order to safeguard this position, in relation to the growing demand for assistance and services to the vulnerable, it is necessary that the national society (NS) be able to react effectively and efficiently. This programme was designed to strengthen the national society's capacities and further improve its basic structures.

In the early 90s, the Albanian Red Cross resumed its activities at all levels after more than 20 years of total suspension. It quickly set up its structure to include headquarters, local branches and governance and management bodies. At the end of 1999, it had 44,000 members, nearly 3,000 volunteers, 55 full-time and 11 part-time staff throughout the country.

A development plan for the period between 1993-1998 was designed and implemented by the NS. Based on the achievements of this period, and with assistance of the International Federation, the NS prepared its strategic plan for 2000-2004. The NS also initiated a review process of its legal basis. New draft statutes were approved by the General Council and will be submitted to the General Assembly for approval.

The frequent crises experienced by the country in recent years had a major impact on the planned activities of the NS while also helping to develop its operating capacities. Premises were provided for all branches and a portion of them were supplied with basic equipment (such as computers, fax machines, photocopy machines, and furniture).

The most important activity of the NS during this past decade was its response to the influx of refugees from Kosovo in the spring of 1999. As part of the joint appeal of the Federation and the ICRC, the Albanian Red Cross organized distribution of food, hygiene supplies and blankets for 320,000 refugees living with host families. The number of staff was greatly increased during this period to deal with the significantly increased workload. This situation provided a large number of people with practical experience and increased the operational capacities of the NS and the level of skill and expertise available for it to draw upon.

Some training activities were provided for members of governance and management bodies. According to evaluations carried out, further training of governance is needed for several reasons: (1) in spite of willingness to contribute actively, most of the members of governance lack the appropriate experience; (2) the rotational election system results in newly elected having no previous training; (3) during the last several years, the focus of the NS was exclusively on management issues related to disaster response activities.

In order to further increase the role of governance in the operations of the NS, it was planned to set up several ad hoc commissions. An ID commission was set up recently with the support of the Federation's development delegate. The statutory finance and inquiry commissions were not very active due to the focus on disaster response by the NS, and will need training and planning to resume activities.

The NS enjoyed total independence from the government and this was reflected in its development activities. Although the Red Cross law envisaged government support to the NS for implementation of various humanitarian activities, the society never appealed for direct support for two reasons: it was aware of limited financial ability on

the part of the government; and in this way it maintained complete neutrality. However, NS leadership feels it is now time to take some steps for closer cooperation with the government while maintaining its achievements to date.

Major emphasis was given to the development of the local branches with the aim of changing the way projects are conceived and implemented. The generation of ideas for projects should be initiated from the branches because they are best placed to know the situation at local levels.

In addition to the Federation's delegation, the following sister NSs had operations in Albania on a bilateral basis as of October 2000: the American, French, German and Spanish Red Cross Societies and the United Arab Emirates Red Crescent Society.

### ***Programme Design and Implementation***

The biggest changes foreseen in the Albanian Red Cross are regarding its structure. The government's present administrative system dividing the country into 36 districts will be restructured into 13 larger districts. In parallel, the Albanian Red Cross is in process of developing a draft of its new structure with 13 branches and 36-40 sub-branches.

The development achieved by the national society following the Kosovo refugee crisis requires further effort, particularly in regards to the level of professionalism in the branches. In 2000, the branch development programme was initiated by the NS. Main activities included: assessment of all branches, 26 directly and the remaining 10 indirectly; and the organization of 11 training sessions for governance members at all branches, based on the assessment results.

### ***Resource Development***

When the Albanian Red Cross resumed its humanitarian activities in the early 1990s it encountered a very difficult period in the country's history when poverty was extreme and the state-centralized economy was in transition. To date, the Albanian Red Cross did not receive financial support for its programmes from the Albanian government.

In 1993, the NS decided to develop fund-raising activities in the country. The Spanish Red Cross cooperated with the Albanian Red Cross closely in 1993 to start a monthly lottery. In 1994, a car service shop was set up as an additional resource development activity. In 1995, the Albanian Red Cross started training local committees at the branch level to solicit funds from local donors and the community.

The lottery achieved very good results until 1996, with income totalling some US\$ 400,000. As a result of the country's civil crisis in 1997 and due to lack of experience, the Red Cross lottery did not effectively compete with other professional lottery activities which developed over the last few years. In addition, many other privately run activities (such as bingo, casinos, and mini-lotteries) took customers away from the Red Cross lottery. For these reasons, lottery income for the period covering 1997-99 totalled only US\$ 74,000. The Albanian and Spanish Red Cross Societies reviewed the lottery programme and made suggestions in July 2000 on revitalizing the programme both in the structure for winning prizes and in the presentation (TV broadcasting) in order to make it more attractive to the public. These recommendations were approved for the most part and incorporated into the lottery activity from September 2000.

The car-service activity managed to survive despite (sometimes unscrupulous) competition from other companies. However, the income from this activity remains very low; the maximum income in one year was US\$ 30,000.

Over the past few years, the NS organized a couple of pin fund-raising campaigns for the most vulnerable people by placing boxes of Red Cross pins in different public places (big hotels, airport) for small donations.

Local committees also made some efforts to seek funds from large local enterprises. Total funds from this initiative, however, did not surpass US\$ 10,000 per year. During the Kosovo crisis, the public responded to an appeal by the NS with contributions at the branch level.

Another modest source of income was revenue from membership, which for the last two to three years provided income of between US\$ 12,000-15,000. In addition, the Albanian Red Cross received several bequests totalling US\$ 20,000-25,000 per year.

This income covers only a portion of the running expenses for the Albanian Red Cross, especially when faced with large operations such as the 1999 Kosovo refugee crisis. Increasing its financial sustainability is, therefore, a vital issue for the society, which included resource development in its Strategy 2000-2004. Resource development will be the main focus of discussions within the institutional development commission created last year to advise and monitor activities related to this programme.

### ***Youth Development***

Due to its twenty-year interruption in activity, the only experience of the Albanian Red Cross dealing with voluntary service was from the former communist regime. People at that time were obliged to perform assigned 'voluntary' tasks for the army or for state agriculture production. Presently, Albania is experiencing significant financial difficulties, with among the highest unemployment and poverty levels in Europe. In these conditions, the development of a concept such as voluntary service is difficult.

Despite these difficulties, the Albanian Red Cross enjoyed some success in the recruitment, training and motivation of volunteers. The number of volunteers was low until 1995 but since then has gradually increased. At present, there are 3,000 volunteers throughout the country, and over 50 per cent are between the ages of 16-25 years (mostly secondary school students).

Overall recruitment, training and motivation of volunteers up to now was the responsibility of the communication and human resources sector at the national headquarters. At the branch level, only a quarter of the 36 branches have a full time branch secretary and only three to four of them have a second employee. Volunteer management was the responsibility of the branch, which is also responsible for all other activities organized by the local branch committee. The actual recruitment of new volunteers until now was largely achieved by the efforts of current active volunteers who encouraged the involvement of their friends in Red Cross activities.

Taking into consideration that the role of volunteers is essential in all activities of the national society included in the ARC Strategy 2000-2004, the development of volunteer management was also included in the document.

During 2000, as part of this strategy, a direct assessment of 24 local branches was undertaken while the remaining 12 branches were asked to fill out a questionnaire. The main conclusion of this assessment was that local branches require guidelines and knowledge on volunteer management and motivational methods that are acceptable and appropriate for Albania. The recently set up commission for institutional and resource development will develop the role of volunteers in the Albanian Red Cross. Once the present process of review by the NS (of both its branch structure and its internal headquarters organigram) is completed, responsibility for volunteer management will be clearly identified at each level.

**Goal** A well-functioning Albanian Red Cross, with an increased level of professionalism in designing, implementing and evaluating programmes. Also, increased internal revenue and volunteer management capacities.

### **Objectives and Activities planned**

#### ***Institutional Development***

##### **Objectives**

- to strengthen the role of governance in the development of the Albanian Red Cross;
- to design a more effective Red Cross structure and expand its training capacities;
- to ensure a better balanced representation (in terms of geography, socio-economic status, age, gender, and skills) at all levels of governance;
- to establish contacts within government circles with the aim of providing financial support for humanitarian activities.

The following activities will be undertaken to achieve these objectives:

- Based on the new statutes, the number and composition of governance bodies will be changed at the central level of the NS. Instead of three, there will be two bodies and the frequency of their meetings will be altered to reflect the new needs. A working group will identify potential candidates from the community for election to governance organs, ensuring a more balanced representation.
- A file of basic materials relating to the Red Cross will be prepared as part of the training programme for new governance members.

- Training seminars will be organized for existing and new members of governance and cover topics such as: policy revision; the electoral process; access to authorities; management standards; and training of ad hoc commissions.
- Review and amendment of the existing government legislation on the Albanian Red Cross adopted in 1994 by parliament. Legal advice will be provided and discussions will be held with governance members, staff and experts on this issue.
- A working group will design a new organizational chart of the NS on the basis of meetings held at all levels of the society. In the new structure of the country, there are 12 administrative centres. Two (in Elbasan and Korce) are pledged to be supported during 2001 by the Spanish and German Red Cross societies, respectively, and two (Vlora and Gjirokaste) will be established through the appeal.
- Two seminars will be held in March and October for NS staff with the following topics: standardization of training programmes; communication; information exchange; making presentations; conducting needs assessments; and, personnel management.

### ***Programme Design and Implementation***

Objectives:

- to evaluate the resources needed at the central and local levels to effectively design, implement and evaluate programmes and projects;
- to increase skills of staff and volunteers in designing, implementing and evaluating programmes and projects.

Activities will include: development of branch profiles and SWOT analyses at the branch level; participatory rapid appraisals in three pilot communities; training in project proposal and report writing and preparation of annual calendars of events; development of efficient administrative systems through two training courses for 13 branches and providing them with office supplies.

Also, national headquarters staff will receive training in; preparing and conducting presentations; organization of training courses; internal and external communication skills; and networking.

### ***Resource Development***

**Objective 1** to design a realistic funding and marketing plan for the national society. Activities are:

- a list of internal revenue sources will be compiled at the national headquarters and at 10 major local branches;
- of the Albanian Red Cross and concrete objectives for fund-raising for the years 2001-2002 will be defined;
- every local branch will produce a list of potential donors and a list will be made of all available NS assets (such as training centres, garages, offices) which can be used as marketing tools or fund-raising opportunities;
- publication of a revised fund-raising plan for the Albanian Red Cross.

**Objective 2** to train Albanian Red Cross staff and volunteers at the branch level in designing local fund raising and marketing plans and to develop and maintain relations with donors. Activities: Two seminars will be held (June - July 2001) to train at least one volunteer from each of the 36 branches (each seminar will have 18 participants) in fund-raising techniques.

**Objective 3** to develop fund-raising activities targeting the local business community and the general public. Activities are:

- over the course of the year, 20 lottery draws will be organized incorporating the recommendations of the evaluation carried out in 2000;
- at least two fund-raising activities will be initiated, including first aid training for new drivers and rental of training centres to interested organizations;
- pin campaigns will be organized by all of the branches as a source of internal revenue;
- design and production of the national society's annual report for use as a marketing tool.

### ***Youth Development***

**Objective 1** to design a system for recruitment, retention and motivation of volunteers. This will be achieved by a working group made up of eight to ten people, representing the general councils, personnel and volunteers which will have four consultative meetings in different areas of the country. This group will draft the ARC's policies for volunteer management and present them to the General Assembly for approval.

**Objective 2** to initiate volunteer management training at local branches. Four regional training sessions on volunteer management will be organized for the chairpersons, secretaries and volunteers of local branches.

**Objective 3** to prepare reference materials for volunteers. Reference materials containing information about the International Red Cross and Red Crescent Movement, and the vision and activities of the Albanian Red Cross will be prepared between January and March for all existing and new volunteers to help consolidate or increase their Red Cross knowledge.

**Objective 4** to train youth volunteers at all levels, aiming to increase their capacities in communication and management of projects. Activities will include:

- organization of five regional leadership training courses for youth volunteers from all branches with the aim of increasing the ability of youth leaders to communicate effectively, resolve conflicts and to organize youth groups;
- a manual for youth leaders will be designed and published in June;
- a training of trainers course will be organized in September.

**Objective 5** to increase the number of youth that are involved in activities of the Albanian Red Cross. Activities will include:

- organization of a national drawing competition by all local branches entitled "Children and the Red Cross" for elementary school pupils throughout Albania, from which the best drawings will be placed in an exhibition to open on 8 May (International Red Cross and Red Crescent Day);
- organization of the fifth round table for youth volunteers, representing all local branches, on the topic "Principles of the Red Cross";
- involvement of youth in the drug abuse prevention initiative - for which leaflets and posters will be produced and round table discussions will be organized in middle schools - to provide information on the dangerous effects of drug use.

## **Expected results**

### ***Institutional Development***

Potential candidates for governance membership will be identified in all the districts of the country. Information materials on the Movement will be compiled and distributed to new members. Two training seminars organized and held for existing and new governance members. New draft of the Red Cross law will be completed, taking into consideration the recent changes in the country. The planning and organization of two seminars for NS staff on personnel management and recruitment, preparation of job descriptions and evaluations will increase the society's effectiveness.

### ***Programme Design and Implementation***

Expected results include: better overview of branch capacities; increased ownership of the development process by the local branches; increased participation of beneficiaries in the programme design process; increased level of project proposal and report writing standards; increased standard of planning at the central and branch levels; improvement of the administrative systems and activities at the national and branch levels; creation of a standard NS training format.

### ***Resource Development***

All potential internal and external revenue sources will be identified and compiled at the central level and at 10 major branches, indicating level of revenue generated. Groups of volunteers will be trained at the local level to participate in fund-raising activities. The reorganized lottery project will be more attractive to the general public and an increased number of tickets will be sold generating more income. Two new sources of revenue will be initiated by the NS. The pin campaign on World Red Cross and Red Crescent Day will increase the image of the Albanian Red Cross and contribute to fund-raising initiatives for small-scale projects managed by the branches. Collaboration with the communications department on the preparation and printing of the NS annual report.

### ***Youth Development***

The Albanian Red Cross will have an approved volunteer management structure and policy for the recruitment, retention and motivation of volunteers at all levels. A curriculum in volunteer training will be developed and be complemented by basic written materials about the Movement. The number of trained youth leaders will be increased and supplemented with a printed manual on leadership training. An increased number of youth members and youth volunteers will be engaged in Red Cross activities. Increased awareness by youth of the harmful effects of drug abuse.

## Indicators

### ***Institutional Development***

A list of potential candidates for the governance bodies and briefing materials for new members. Training of governance and staff completed. The draft of the revised law on the Albanian Red Cross completed. A new NS structure and corresponding organizational chart. Two training centres established at two additional local branches, increasing coverage of the national network.

### ***Programme Design and Implementation***

Completed profiles on all branches and awareness by branches of their capacities and areas needing development. Pilot of participatory rapid appraisals completed in three communities. Staff and volunteers in 20 branches able to design projects for presentation to donors. Annual calendar of events prepared by national headquarters and all branches. Administrative systems set up or improved and properly supplied. All training programmes of the NS adhere to the same format.

### ***Resource Development***

Publication of donors list and fund-raising and marketing plans completed at both the central and local levels. One volunteer trained in fund-raising at each branch. Reorganization of lottery activity providing projected annual revenue of ALL 4,500,000-5,000,000 (approximately CHF 53,000-59,000). Publication of well-designed annual report of NS activities. Projected income of ALL 1,500,000 (about CHF 17,000) from first aid training courses and rental of training centres. More than 50,000 pins distributed with projected income of ALL 1,000,000 (nearly CHF 12,000) for NS.

### ***Youth Development***

Printed policies of the Albanian Red Cross on recruitment, training and motivation of volunteers. A roster of volunteers and persons trained in volunteer management. Manual for youth leaders printed and fifteen per cent of all youth volunteers trained in youth leadership. Increased number of ARC members. Participation of youth in activities promoting humanitarian values and those addressing problems faced by youth.

## Monitoring and Evaluation arrangements

### ***Institutional Development***

The steering committee will monitor the implementation of the above indicators through reports and information received by ad hoc commissions it forms. Evaluation will be carried out through analysis of achievements based on the approved plan of action and through monthly meetings of the steering committee (formed of 9 members of the General Council, including the President, Vice President and Treasurer).

### ***Programme Design and Implementation***

Monitoring of the activities will be carried out by the programme coordinator at the society's headquarters and the Federation's delegation in Tirana and will involve PNS operating directly in Albania. As for evaluation, each activity will be evaluated every six months if it is a long-term programme and at the end of the programme period if it is short-term.

### ***Resource Development***

A working group established at the central and local levels will organize the monitoring and evaluation of the programme during 2001-2002. The programme coordinator will conduct field visits to the 36 local branches.

### ***Youth Development***

Monitoring and evaluation will be carried out periodically and after completion of every project. A final evaluation will be done at the end of the year. Members of the Society's governance, its staff, volunteers and beneficiaries will take part in the evaluation of projects. Donors will be welcomed to participate in this evaluation, providing useful exchange of experiences and knowledge with the national society. At the same time, relationships with sister societies will be strengthened.

## Critical assumptions

- Political and social stability in Albania and in the Balkans region.
- No worsening of the general economic climate in the country.

- Continuous dedication of the leadership and volunteers of the Albanian Red Cross.
- Support of the Federation and sister national societies.
- Mobility of staff and volunteers.
- Competition with NGOs which tend to recruit volunteers with financial incentives. .

[return to top](#)

## 5. Co-ordination and Management

### Background and progress to date

As of the end of 2000, there are currently six Participating National Societies (PNSs) with an operating presence in Albania, receiving comprehensive logistics and administrative support from the delegation. With a decrease in operations requiring large logistical inputs (most notably food and construction programmes), the delegation has held discussions with the PNSs to determine what services are required in 2001.

The clear outcome was that nearly all functions currently carried out by the delegation on behalf of PNS will not be needed due to the changing nature of the programmes, and which is in line with the jointly compiled country assistance strategy for the coming five years. Very basic administrative services will still be required and may be provided with a very small team of Albanian staff within the delegation. The Albanian Red Cross (ARC) has specifically asked that the country delegation undertake this activity; discussion took place around the concept of the ARC, with support, carrying out these tasks.

The ARC has asked for expertise in three technical areas. The current finance initiative led by the ARC accountant supported by the Federation's finance and administration delegate is on target to meet its objective: that all decision makers manage their programmes in a holistic way including management of funds, supplying the ARC finance department with necessary and appropriate information that it may carry out effectively its function of supplying timely information for the decision makers. The ARC have asked for a delegate for six to nine months to follow up on the finance initiative (most notably the acquisition of a finance system) and to focus especially on administrative matters in the national headquarters and branches.

The current intense level of support by the country and regional delegations in the institutional development (ID) of the Albanian Red Cross was requested to continue. Most activities and workshops are taking place at all national leadership governing levels including branches. The ARC has requested the Federation to continue providing delegate support for six to nine months in 2001.

The vision for the partnership of all the National Societies operating in Albania with their Secretariat is ever changing; this will continue into 2001. The division of responsibilities in the current year has been the ARC is responsible for programme coordination, with the country delegation supporting ARC by taking as much responsibility as possible in the areas cited above in order to release the NS of this burden. Bearing in mind the changing activities and therefore requirements from PNSs of the country delegation, the overall plan clearly indicates a diminished operational requirement of it. The vision is that the programme coordination role of the country delegation will be increased in as much as a head of delegation was requested for six to nine months to support the ARC in this area. The plan, then, is to have three delegates each with a specific task and for a specific length of time. The actual requirement depends to some extent on what the intentions of PNSs are and what will be the concomitant on the ARC. This is unclear at present.

**Goal** Continued assistance to the Albanian Red Cross from delegates providing technical assistance and expertise for programmes, most notably through ID/RD activities and to support PNSs in administrative and legal matters.

### Objectives and Activities planned

**Objective 1** to maintain the momentum of the institutional and resource development programmes within the ARC. To achieve this, Federation delegates will work within the ARC to continue developing the society's ID and RD capacities, in coordination with other members of the Red Cross and Red Crescent Movement working in Albania on programme implementation.

**Objective 2** to improve coordination and compatibility of PNS programmes working in Albania with the ARC's strategy and to provide administrative support to them. To achieve this, the Federation's delegation in Tirana will continue to serve all Participating National Societies with administrative matters (i.e., bank accounts, personnel contract issues, mobile phone service, customs clearing, VAT refunds and light vehicle needs). All of these

services will allow PNSs to focus on programme activities in a cost effective manner. Also, no registration of PNSs will be required with the government prior to beginning their work as they will operate under the already signed Status Agreement.

### **Expected results**

A Federation delegation drastically reduced in size, focused on service and coordination of activities with the Albanian Red Cross and less on parallel administrative and reporting systems. Directly implemented PNS programmes in line with the ARC's strategy.

### **Indicators**

Programme management responsibility assumed by PNSs operating in Albania, which are coordinated and supported by the Federation's country delegation. Direct support provided to the ARC and closer working relationships between it and the PNSs.

### **Monitoring and Evaluation arrangements**

An evaluation is planned mid-year to be carried out by a joint working team of ARC, each in country PNS, the Federation and the ICRC to determine if harmonization of programmes has improved.

### **Critical assumptions**

- The political situation in Albania remains stable and the general elections scheduled in June take place in a calm environment.
- No major natural or man made disaster will affect Albania during 2001.
- The ARC leadership continues to facilitate a change process involving members and staff at all levels.

[return to top](#)

<b>Appeal 2001</b>						
<b>DELEGATION: ALBANIA</b>						
<b>PROGRAMME</b>	<b>DP</b>	<b>Health &amp; services</b>	<b>Human values</b>	<b>IDRD</b>	<b>Coord. &amp; mgt</b>	<b>TOTAL</b>
Shelter & construction	0	0	0	0	0	0
Clothing & textiles	0	0	0	0	0	0
Food & seeds	84,080	363,694	0	0	0	447,774
Water	0	0	0	0	0	0
Medical & first aid	0	26,902	0	0	0	26,902
Teaching materials	0	129,420	0	0	0	129,420
Utensils & tools	0	2,528	0	0	0	2,528
Other relief supplies	0	40,249	0	0	9,445	49,694
<b>Sub total supplies</b>	<b>84,080</b>	<b>562,793</b>	<b>0</b>	<b>0</b>	<b>9,445</b>	<b>656,318</b>
Land & Buildings	1,049,400	88,734	0	13,992	7,000	1,159,126
Vehicles	0	0	0	0	0	0
Computers & telecom	0	0	0	11,427	17,851	29,278
Medical equipment	0	0	0	0	0	0
Other capital expenses	0	136,585	0	0	1,166	137,751
<b>Sub total capital</b>	<b>1,049,400</b>	<b>225,319</b>	<b>0</b>	<b>25,419</b>	<b>26,017</b>	<b>1,326,155</b>
Programme management	108,791	95,277	10,103	42,690	34,173	291,035
Technical services	32,566	28,521	3,024	12,779	10,230	87,121
Professional services	36,116	31,630	3,354	14,172	11,345	96,616
<b>Sub total programme support</b>	<b>177,474</b>	<b>155,428</b>	<b>16,481</b>	<b>69,641</b>	<b>55,748</b>	<b>474,771</b>
<b>Transport &amp; storage</b>	<b>46,703</b>	<b>43,065</b>	<b>6,778</b>	<b>21,653</b>	<b>35,124</b>	<b>153,322</b>
Personnel (delegates & expatriates)	0	0	0	0	224,008	224,008
Personnel (local staff)	144,857	262,392	69,360	317,578	56,814	851,001
<b>Sub total personnel</b>	<b>144,857</b>	<b>262,392</b>	<b>69,360</b>	<b>317,578</b>	<b>280,822</b>	<b>1,075,009</b>
Travel & related expenses	4,374	39,683	1,557	23,994	32,288	101,895
Information expenses	15,514	32,308	33,025	24,245	6,993	112,085
Expert fees	15,391	4,547	13,992	75,510	31,015	140,456
Admin. - general expenses	75,604	87,444	8,638	75,058	29,347	276,091
Training workshops / seminars	0	0	0	0	0	0
<b>Sub total travel, training, general exp.</b>	<b>110,883</b>	<b>163,982</b>	<b>57,211</b>	<b>198,807</b>	<b>99,643</b>	<b>630,527</b>
<b>Total budget</b>	<b>1,613,396</b>	<b>1,412,978</b>	<b>149,831</b>	<b>633,097</b>	<b>506,799</b>	<b>4,316,101</b>