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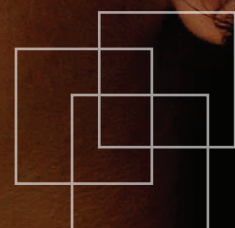


Romane, Ashkalyune thay Egipqanyune ternengi perspektiva vash shukar butikeripaske shaipya thay pharipya ani Kosova

Komune e Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje
thay Gračanica/Graçanicë

Ada Huibregtse

MASHKAR ULAVIPASKE PUQIPYA
ANI LUMIA E BUTYAK



TEHNIKUNE PHIKODEIPASKI EKIPA THAY RASHTRAKO OFISI VASH CENTRALUNI THAY RATYORIGUNI EVROPA

Romane, Ashkalyune thay Egipqanyune ternengi perspektiva vash shukar butikeripaske shaipya thay pharipya ani Kosova

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**Ministry of Labor
Social Affairs and Social Services**

Anglovakeripe

O proyekti *Promovipe e Shukar Butyaripaske Shaipyengo vash Romane Terne ani Centraluni thay Ratyoriguni Evropa* implementisalo kotar MBO Shukar Butyako Tehnikuno Phikodeipaski Ekipa thay Rashtrako Ofisi vash Centraluni thay Ratyoriguni Evropa (MBO SHBT/RO-Budapesta) ko bersha 2015-2016. Finansirimo kotar Uzralesko Raipe, o proyekti kergya may hor MBO-esko angazhipe pe Romengo butyaripe thay na-diskriminacia. Lokyargya o evolviripe e Godideipaske Resursesko “Promovipe e Shukar Butyake Shaipyengo vash Romne Terne ani Centraluni thay Ratyoriguni Evropa”, kova sikavla MBO eske alatya thay eskepriencia thay shukar praktike thay sikle siklipya kotar rashtrake eksperience ani Centraluni thay Ratyoriguni Evropa vash butyake tregoski inkluzia e Romane ternengi. Prekal o serie e tikna-skalake lugyarde intervenciengo, Resursengo Godideipe ji akana buhlardilo an Kosova¹, Montenegro, Moldavia thay Hungaria.

O rodlaripe dela detalya vash o perspektive thay eksperience e Romane, Ashkalyune thay Egipqanyune ternengo kotar o komune Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje and Gračanica/Graçanicë vash olenge pharipya thay shaipya vash arakhipe e shukar butyako. O arakhipya thay rekomandipya ka vastingyon vash te zorakeren o evolviripe e polyenge-senzitivune bajakya vash butyake tregoski inkluzia e sah trin komunitetengi ano trim komune kola si uqharde kotar o rodlaripe.

Amen pakya kay rodlaripaski metodologia thay o sikle siklipya kotar o trin komune ka kontribuin pe bayardo dedikipe e sherune akterengo ko centraluno thay komunengo niveli ani Kosova direkt hramipe thay implementacia e bajakengo bazirimo pe faktya thay plyenge-sensitivune vash promovipe e shukar butyake shaipyengo vash Romane, Ashkalyune thay Egipqanyune terne.

Prishtina, Juli 2018

Markus Pilgrim

Direktori
MBO Shukar Butyako Tehnikuno Phikodeipe
Ekipa thay Rashtrako Ofisi vash Centraluni
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thay Ratyoriguni Evropa

¹ Savore reference pe Kosova si kerde ano konteksti e YN Siguripaske Koncileski Rezolucia 1244 (1999).

Palikeripe

O raporti hramisalo kotar Ada Huibregtse, biumlavdo konsultanti tali superviziya e Mariko Ouchi, Specialisti vash BUtyake kondicie thay Butyako?polyengo Yekhipe, MBO-esko Shukar Butyaki Tehnikuni Ekipa thay Rashtrako Ofisi vash Centraluni thay Ratyoriguni Evropa, thay, Lindita Boshtrakaj, MBO-eski Nacionalune Proyekteski Koordinatora ani Kosova. Shukar tehnikuno phikodeipe dendilo kotar Niall O’Higgins (MBO Ternengo Butikeripaski Programi) thay Ilka Schoellman (Polyengi, Yekhipaski thay Diversiteteski Kranga e MBO-eske Departamentesko vash Butyake Kondicie thay Yekhipe).

Identifikaciya e terne kotorleyutnengo kotar RAE komunitetya vash focus grupake diskusiye thay olengo kotorleipe aon rodlaripe kerdilo shayutno prekal o phikodeipe dendo kotar Komunake Butyaripaske Ofisya ano komune Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje thay Gračanica/Graçanicë thay prekao o phikodeipe e BRO-engu ‘Voice of RAE’ ani Gračanica/Graçanicë, ‘Raise your hand for help’ ani Fushë Kosovë/Kosovo Polje thay ‘Roma in Action’, ani Gjakovë/Djakovica..

Ekzekutivuno rezime

Inisoske kompleksuno, Kosovaki legaluno thay institucionaluno rami vash garavipe e na-mashuran-tune komunitetenge hakayengo dela zorali baza vash respektesko promovipe vash individualune thay grupake hakaya. Thay o strategie thay programya kola kola rodona te implementinen akala hakaya, dikhlaripea som akcesi ko butyako trego vash Roma, Ashkaliye thay Egipqanya te oven ko than. Ini palo sah akala programya, Romane, Ashkalyune thay Egipqanyune komunitetya silen maybaro bibutyaripe, na aktivipe thay NSBT (na pe skolupe, buti thay treningo) rangya, mayuiqe nivelya e qororipasko, mayteluno skoluipasko nakhavipe thay mayteluno akcesi ko yaver publikune servisya desar e general populacia e Kosovaki. Roma, Ashkaliye thay Egipqanya silen bibutyaripaski skala kotar 49%, NSBT skala 78%, 57% raportinde habasko siguripe thay 54% vastinena preventipaske sastipaske servisya.²

Fokus grupe kola adikerdile ulavde e sakole komunitetea ano komune Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje thay Gračanica/Graçanicë³ konfirminena kay on arakhenape som pharipy-enca ko butyako trego: diskriminacia, na adekvatuno janipe, janipe thay informacia vash butyako trego thay zanatesko leipe, teluno skolako nakhavipe thay qororipe. Pe komparacia e Ashkalyune thay Egipqanyune ternencar, buderi Romane terne na vakerena e Albanyuni qhib, so kerela pandar may phare olenge shaipya ko butyako trego ano enclave kote na si mashurantya kola vakerena e Albanyuni qhib.

Kulturake norme phanglo e rola e juvlaki ano amalipe shay therla maybari influenca pe juvlengo teluno kotorleipe thay performansa ko butyako trego desar e etnikune peripasko ose skoluipasko niveli. Bi lelo pe dikhipe skoluipasko niveli, o juvla e sah Kosovake komunitetngo silen sasavipea may uqo niveli e na aktivipasko thay bibutyaripasko, thay may teluno niveli e kotorleipasko ko butyako trego thay butyaripe desar o mursha.

O terne Roma, Ashkaliye thay Egipqanya silen hari motivacia vash te oven astarne thay te ledeinen publikune institucienca, thay e publikune butyaripaske servisencia (PBS) maybut vash o sebepi e dikhla ose eksperienca diskriminaciako, neglishipasko, ulavipasko thay korupciako pe ledeipe e akale institucienca. Palo sah, Romane, Ashkalyune thay Egipqanyune komunitetengi inkluzia pe hramipe e Lokalune Akciake Planengo (LAP) dikhyola sar pozitivuno bajako vash akale komunitetengi inkluzia direkt keripe e butyaripaske intervenciengo thay keripe e reciprokune pakyavipas-ko mashkar trin komunitetya thay Kosovako amalipe pe generali.

Ji kay e legislacia si buhlipea progresivuni, manglape te siguringyol e pheruni implementacia thay may efektivuno koordinipe mashkar publikune institucie kola silen buti te forisirinen vash te adresinen akala pharipya thay te garantinen som treteripe thay shaipya vash Romane, Ashkalyune thay Egipqanyune terne ani Kosova. Mehanizmya, alaty thay programya musay te fokusyngon pe laqharipe e Romane, Ashkalyune thay Egipqanyune ternengo akcesi pe karierako godideipe, informacie vash butyako trego, bazikuno thay evolviripasko butyaripe thay zanateske janipya. Savore me-

2 YNEP. 2018. Kosova pe dikhipe. Lelo prekal e-mail.

3 Akanatar o komune Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje and Gračanica/Graçanicë referingyona sar target komune.

hanizmya, programya thay bajakya musay te theren zoralie polyengi perspektiva thay ulavdo fokusi pe terne juvla kola silen may phari pozicia ko butyako trego. O aplikipe e akale polyenge perspektivako musay te genel thay te dikhel te pasharel kulturake norme kola aqhavena juvlengo akcesi pe butyako trego thay te adresinel ververutne mangipya thay puqipya kola si generime sar o rezultati e, ose ikalde kotar, polyenge puqipya.

O lil formirinla yekh kotor e general butyake trupesko kova kergyola kotar o MBO globalno. Yekhipa e shaipyengo thay treteripe ano butyaripe si yekh e fundamentalune principyengo e MBO-eska Agendako vash Shukar Butyaripe, thay integripasko kotor e mandatesko vash socialuno hakayipe. Yekhune Naciengo (YN) Shukar Evolviripaske Resipya (SHER), pe kola savore YN Somjenipaske Rashtres – thay Kosova – dende alav⁴, pe ayni vaht dena zoralie baza kola avansinena o politike vash promovipe e butyaripaske hakayengo vash Romane, Ashkalyune thay Egipqanyune terne ani rashtra.

⁴ Ko januari 2018, Kosovako Sombeshipe dengya e Rezolucia vash SHER-ya, kova formalipea dela zori vash vastipe e SHER-engu sar Kosovako evolviripakso rami.

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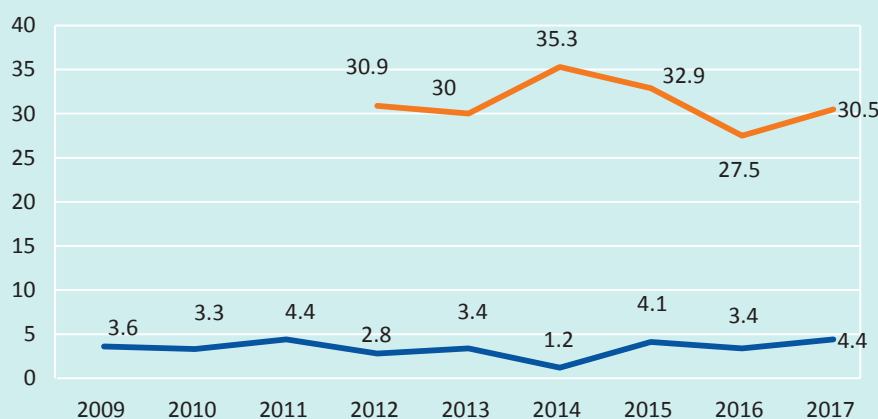
Harnipya

ABTP	Aktuvuno Butyake Tregosko Programi
CRDE	Centraluni thay Ratyo Disyoriguni Evropa
BA	Butyaripaski Agencia
Ek	Evropaki Komisia
ECMP	Evropako Centro vash Minoritetenge Puqipya
BMIS	Butyaripasko Menajipe thay Informipasko Servisi
EU	Evropaki Unia
ABP	Andruno Bruto Produkti
PYM	Polyenge Yekhipasko Mothavno
MER	Manushikane Evolviripasko Raporti
MBO	Mashkarthemutni Butyaki Organizacia
KESP	Kosovako Edukaciako Strategiako Plani (2017-2021)
LAP	Lokaluno Akciako Plani
BFA	Butyake Forcaki Anketa
MSST	Ministria vash Skoluipe Skencia thay Tehnologia
BGMA	Butrikgune Grupengi Mothavipaski Anketa
KBO	Komunako Butyaripasko Ofisi
KOKI	Komunako Ofisi vash Komunitetya thay Iranipe
NSBT	Na pe butyaripe, skoluipe ose treningo
BRO	Bi Raipkani Organizacia
PBS	Publikune Butyaripaske Servisya
YNQF	Yekhune Naciengo Qhavorengo Fondi
YNEP	Yekhune NAciego Evolviripasko Programi
YNMK	Yekhune NAciegi Misia ani Kosova
LB	Lumiaki Banka

1. Angloinformipe thay General Konteksti

Kosovako ekonomikuno bayripe sine relativuno stabiluno thay ajukergyola te laqhargyol ko avutne dekada.⁵ Desar e peripestar ko 2014 to bersh Kosovaki ekonomia dikhla bayripaski skala mashkar trin thay panj pe shel kotar o bersh 2008. Pe komparacia e Centraluna Ratyo Disyoriguna Evropa (CRDE) kote, generalitetea te vakergyol, pozitivuno bayripe ko Andruno Bruto Produkti (ABP)⁶ si amalimo e peripea e butyaka skalako⁷, e Lumiaki Banka dela konkluzia kay ani Kosova “bayripe na transformisalo pe zoralo butyaripakso keripe”⁸ Informacie lele kotar 2005–2014 to bersh sikavena kay net butyengo kreiripe kotar o formalune sektoreške firme aqhavde pashe 7,000 neve butya ko bersh 2008 ji ko maybut 1,600 ko 2014-to bersh.⁹

Figura 1. Realuno ABP bayripe 2008 – 2017 thay bibutyaripaski skala 2012 - 2017



Resursi: Kosovaki Agencia vash Statistike thay Lumiaka Bankake stafeski kalkulacia.

Kosovake Butyake Forcake Ankete mashkar o bersha 2012 thay 2017 sikavena yekh mikx tasviri. Butyaripaski skala¹⁰ harnipea numay zorali pea bayrili kotar o bersh 2012, resipea o mayuqo niveli ko bersh 2017 ko 30 pe shel. Maydur, butyaka forcaki kotorleipaski skala¹¹ kotar 43 pe shel, kobar

5 Lumiaki Banka, 2017. Informacie thay statistike. Shayutno ko: <https://data.worldbank.org/country/kosovo>. MBO defininla bibutyaripaski skala sar proporcja e butyaka forcaki koya na sila buti thay koya aktivipea rodela buti.

6 LB defininla realuno ABP bayripe sar bershuno procenti e bayripaska skalako e ABP ko tregoske kobaripeya baziripea pe konstantune lokalune love. ABP si definimo sar total e bruto kobaripeyo kova dengyola kotar savore dizune kola produktinena ani ekonomia thay produktenge takes thay minus varesave subvencie kola na dikhly argyona ko vashipe e produktengo. Kalkulingyola bizo cidipe e na evaluipasko e fabrikime shukaripeyengo ose vash peravipe thay degradacia e naturalune resursyengo.

7 O'Higgins, Niall. 2012.

8 Cojucaru, Alexandru. 2017. “Lumiaki Banka: Butyaki Diagnoza ani kosova”, Lumiaki Banka, Butyake Serie Gendo. 5. Shayutno ko: <http://documents.worldbank.org/curated/en/814361497466817941/pdf/ACS21442-WP-PUBLIC-ADD-SERIES-KosovoJDWEB.pdf>.

9 Cojucaru, Alexandru. 2017. “Lumiaki Banka: Butyaki Diagnoza ani kosova”, Lumiaki Banka, Butyake Serie Gendo. 5. Shayutno ko: <http://documents.worldbank.org/curated/en/814361497466817941/pdf/ACS21442-WP-PUBLIC-ADD-SERIES-KosovoJDWEB.pdf>.

10 MBO defininla o butyaripe pe populaciki skala sar sip e proporcja e rashtraka butyake bershenga populaciki koya si butyardi. Ternengo butyaripe pe populaciki proporcja si e kotor e ternenga populaciki – sherunipea definime sar manusha e bershendar 15–24 –kola si butyarde.

11 MBO defininla butyaka forcaki kotorleipaski skala sar gendo e proporcjako e rashtraka populaciki koya sila bersha vash buti kolen angazhinela aktivipea ko butyako trego, ose prekal keripe buti ose prekal rodipe e butyako.

diklilo ko bersh 2017, nakhla o nivelya e bershengo 2013-2014. Ji kay na aktivipaski skala¹² telardilo kotar oaki may uqi thavd kotar 63 pe shel ko bersh 2012 pe 57 ko 2017. Si yekh anomalia pe odova kay bibutyaripe thay butyaka forcako kotorleipe bayrola simultano, ji kay o na aktivipe perela, so shay mothavyola kotar o bayripe e na formaluna ekonomiako.

Tabela 1. Sherune butyake marketeske mothavne, 2012-2017

Butyake marketeske mothavne	2012	2013	2014	2015	2016	2017
Butyaka forcaki kotorleipaski skala *	36.9	40.5	41.6	37.6	38.7	42.8
Na aktivipaski skala *	63.1	59.5	58.4	62.4	61.3	57.2
Butyaripaski skala *	25.5	28.4	26.9	25.2	28.0	29.8
Bibutyariipaski skala *	30.9	30.0	35.3	32.9	27.5	30.5
Bibutyariipaski skala vash o bersha 15-24	55.3	55.9	61.0	57.7	52.4	52.7
Procenti e NSBT ternengo e bershendar 15-24	35.1	35.3	30.2	31.4	30.1	27.4

Resursi: Kosovaki Agencia vash Statistike, BEA 2012 - 2017. * Informacie si vash o bersha 15-64.

O juvla silen sasavipea mayteluno butyaka forcako kotorleipe thay butyaripaski skala thay sasavipea mayuqi na aktivipaski thay bibutyariipaski skala desari o mursha. Sar e brshetar 2012 juvlake butyake forcako kotorleipe bayrilo vahs numay duy pe shel e thavdengo, ji kay e murshengo bayrilo vahs pashe desh pe shel e thavdengo. Ko bersh 2017 juvlana butyake forcako kotorleipe bayrilo ko 20 pe shel, poe komparacia e 65 pe shel e murshendar; juvlengo na aktivipaski skala hramisali ji ko 80 pe shel pe komparacia e 35 pe shel vahs mursha, thay mayhari desari 13 pe shel e juvlengo butyardile pe komparacia e 47 pe shel e murshengo. Ternengo bibutyaripe thay o geno e NSBT ternengo ani Kosova aqhola baro, ko 53 thay 27 pe shel respektivitetea, thay terne manusha kola resena te arakhen buti generalipea khuvana pe telune janipaske butya, telune produktiviteteske pozicie, sherunipea pen a formaluno sektori.¹³

Tabela 2. Sherune butyake marketeske mothavde ulavde pe poli, 2012-2017

Bersh	Butyaka forcake kotorleipaski skala (pe shel)		Na aktivipaski skala (pe shel)		Butyaripaski skala (pe shel)		Bibutyariipaski skala (pe shel)		Ternengi bibutyariipaski skala (pe shel)	Bershengo procenti e NSBT ternengo *
	Juvla	Mursha	Juvla	Mursha	Juvla	Mursha	Juvla	Mursha		
2012	17.8	55.4	82.2	44.6	10.7	39.9	40.0	28.1	55.3	35.1
2013	21.1	60.2	78.9	39.8	12.9	44.0	38.8	26.9	55.9	35.3
2014	21.4	61.8	78.6	38.2	12.5	41.3	41.6	33.1	61.0	30.2
2015	18.1	56.7	81.9	43.3	11.5	38.7	36.6	31.8	57.7	31.4
2016	18.6	58.3	81.4	41.7	12.7	43.0	31.8	26.2	52.4	30.1
2017	20.0	65.3	80.0	34.7	12.7	46.6	36.6	28.7	52.7	27.4

Resursi: Kosovaki Agencia vash Statistike, BEA 2012 - 2017 (15-24 bershengi grupa)

¹² MBO defininela e na aktivipaski skala sar procenti e populaciako koya ni na kerela buti ni na rodela buti (koya na sip e butyaki forca).

¹³ Lumiaki Banka ani Kosova, 2015. Rashtrako fotografia. Shayutno ko: <http://www.worldbank.org/content/dam/Worldbank/document/cca/Kosovo-Snapshot.pdf>

2. Rodlaripaski metodologia

O rodlaripe kombirinela primaruno rodlaripe ani forma e intervistengi thay fokus grupengi e rodlaripeynca kotar o ofisi vash te identifikel butyaripaske pharipya, sar dikhlona e Romane, Ashkalyune thay Egipqanyune terne manushendar ko trin Kosovake komune. Baziripea pe arakhipya, propozinela laqharipaske politike thay akcie vash te promovinel astaripe e terne juvle ngo thay murshengo kotar o Romane, Ashkalyune thay Egipqanyune komunitetya ko butyako marketi. O spificikune obyektive e akale rodlaripesko si:

1. te identifikel aktualuni butyaripaski situacia e Romane, Ashkalyune thay Egipqanyune ternengo ko trin targetime komune;
2. te identifikel o percepcie e Romane, Ashkalyune thay Egipqanyune ternengo phanglo e uqe nivelesko e bibutyaripasko ko olenge komunitetya thay te sikaven olengo dikhipe pe skoluipaske thay polyenge puqipya;
3. te identifikel o spificikune diference pe butyaripaske pharipya mashkar o trin komunitetya, te sine kay si;
4. te sikavel jip e kova niveli o ekzistime politike thay akcie, misal Lokalune Akciake Planya, lena akala puqipa pe dikhipe; thay
5. te propozinel spificikune rekomandipya vash politkune intervencie kola silen may direkt influenca pe telaripe e bibutyaripasko mashkar o Romane, Ashkalyune thay Egipqanyune komunitetya.

O rodlaripe vasingya fokus grupe thay individualune intervistenge tehniko vash te kedel primarune kvalitatiune informacie. O ajukeripea sine kay yekh homogeno grupa shay te lokyarel o kedipe e informaciengo prekal kotorleyutnenge mothavipya, olenge diskursya, interakcie thay truposki qhib. Vastipe e fokus grupengo dengya shaibe e treteripasko e spificikune temengo may hor. O diskusie kerdile pe yekh atmosfera koya ashutingya komfortuno socialuni interakcia thay dialogi. Palo sah, akaya tehniko sila mayhari kontrola desari may formalune itnerviste vash vakeripaski tema thay sikavdilo kay disave taloteme dende maybut informacie desari o yaver. Pherune individualune interviste vastisale vash te kedingyon detalime mothavipaske lenya vash o ulavde eksperience e ternenge butyaripaske eksperiencengo.

O rodlaripe ulavgya 36 individen ko shov fokus grupe thay intervistisale tri yaver individualno: 20 Roma, 12 Ashkaliye thay 7 Egipqanya lele kotor; 17 juvla thay 22 mursha. O fokus grupe sinelen pashipea po shov kotorleyutne, thay shtar kotar shov fokus grupe sinelen ini murshane ini juvlane kotorleyutnen. O kotorleyutne identifikisale kotar Komunake Butyaripaske Ofisy (KBO) thay Bi Raipkane Organizacie (BRO) kola kerena buti e Romane, Ashkalyune thay Egipqanyune komunitetena.¹⁴ O sekso, skoluipasko niveli, tay butyaripasko statusi e individengo hramisale vash korelaciake resipya. Target grupe sine mursha thay juvla e bershendari 16 thay 29 e skoluopaske niveleya kova varingya ktoar na formaluno skolupe ji ko universiteteske nivelya. Trin sine bizo buti; pherune vahtea pe buti; kvashe vahtea pe buti; kotoripea pe buti; thay individya kola sine e formalune butyaripaske kontratenca ji ko odola e naformaune verbalune halovipea.

¹⁴ VoRAE ani Gračanica/Gračanicë, Raise your Hand for Help ani Fushe Kosovë /Kosovo Polje thay Roma in Action in Gjakovë/Djakovica

Kotar 39 kotorleyutne, 19 sine pe buti, 19 bizo buti, thay yekh na aktivuno. Mashkar 19 butyarde Roma, Ashkaliye thay Egipqanya kotorleyutne, 15 olendar sine butyarde kotar o BRO kola kerena akale komunitetenge puqipyenca, yekh kotar o lokaluno raipe, duy sine korkore-butyarde thay yekh sine butyardo kotar privatuni kompania kola phiravela yekh manush kotar mashurantuni etnikuni grupa. Savore sinelen kontrate. Numay o kotorleyutno kova kergya buti ani publikuni institucia sinele luge vahtune – pherde vahtuni kontrata; trin sinelen yekh vahtune kontrate thay 13 sinelen kvashe vahtune butyaripaske kontrate.

Ko aspekti e geografikune uqharipasko, o rodlaripe fokusisalo ano komune Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje thay Gračanica /Graçanicë, ko savore juvdinena o targetime minoritetya. Vash te identifikingyon o som thavda thay te sikhlon o diference mashkar akala trin komunitetya, o fokus grupe adikerdile e predominantune etnikune minoritetea ani sakoya komuna: ani Gjakovë / Djakovica e Egipqanyuune ternenca; ani Fushe Kosovë / Kosovo Polje e Ashkalyune ternenca, thay ani Gračanica/Graçanicë e Romane ternenca.

Anipe e grupengo pe yekh than sine phare. Kotar 71 bibutyarde Roma, Ashkaliye thay Egipqanya kola arakhlile kotar KBO, numay 36 konfirminde olengo kotorleipe. Thay olendar kola respodinde pozitivitetea numay 20 lele kotor ko fokus grupe. Akava telargya o panirimo gendo e fokus grupengo kola adikerdile thay yaveringya olengi kompozicia. O aqhile 19 kotorleyutne alosardile prekal o phikodeipe e BRO-engi. TO harno gendo e kotorleyutnengo ko fokus grupe mangla te phenel kay o rezultaty na si generalizime vash e sah Romani, Ashkalyuni thay Egipqanyuni populacia ko trin target komune, ni vash e Kosova. Palo sah o informacie dena interesantuno dikhipe e Romane, Ashkalyune thay Egipqanyune ternenge pakyavipyengo thay perspektivengo vash olengi situacia, thay kana kontekstualizingyola ofiseske rodlaripea, dela but interesantuno dikhipe.

3. Situacia e Romane Ashkalyune thay Egipqanyune komunitetengi ani Kosova

Ji kay Evropaka Uniako (EU) Rami vash Nacionaluni Romengi Integracia, Roma, Ashkaliye thay Egipqanya perena tali buhli definicia e Romengi, Kosovaki Konstitucia penjarela olen sar trin ulavde komunitetya. Desar akalestar, ko nacionaluno konteksti sah trin komunitetenge puqipya musay te ulavyon. O Roma si sedentaruno komuniteti kova jvdinela ani Kosova e maybare gendoa ano komune Gračanica/Gračanicë, Pejë/Peć, thay Mitrovicë South/Mitrovica. Oficialuno gendo e romengo si kotar 8,824 dizune ose 0.5% e total populaciako ani Kosova. On piri origina arakhena ani Centraluni India. Buderu roma si Sunni Muslimanya thay vakerna e romani qhib, koya na si penjardi sar ofisialuni qhib ani Kosova.¹⁵

O Ashkalyuno komuniteti si maybaro kotar akala trin komunitetya e 15,436 jenencar ose 0.9% e total Kosovaka populaciako. Ashkalyuno komuniteti si sendentarun thay urbanyuno, kova jvdinla sheruinipea ko komune Ferizaj/Uroševac, Fushë Kosovë/ Kosovo Polje, Lipjan/ Lipljan, Prizren/ Prizren, thay Shtime/ Štimlje. O Ashkalyuno komuniteti arakhla piri origina ki qirutni Persia. On si Sunni Muslimanya, thay e daki qhib si Albanyuni.¹⁶

Egipqanyuno komuniteti genla 11,524 jenen ose 0.7% kotar totaluni Kosovaki populacia. Egipqanya si sedentarune thay urbanyune e mayuqa koncentracia ko komune Gjakovë/ Dakovica, Pejë/ Peć, Istog/ Istok, thay Klinë/ Klina. Ton piri origina arakhena ko qirutno Egipci. On si Sunni Muslimanya thay e daki qhib silen Albanyuni.¹⁷¹⁸

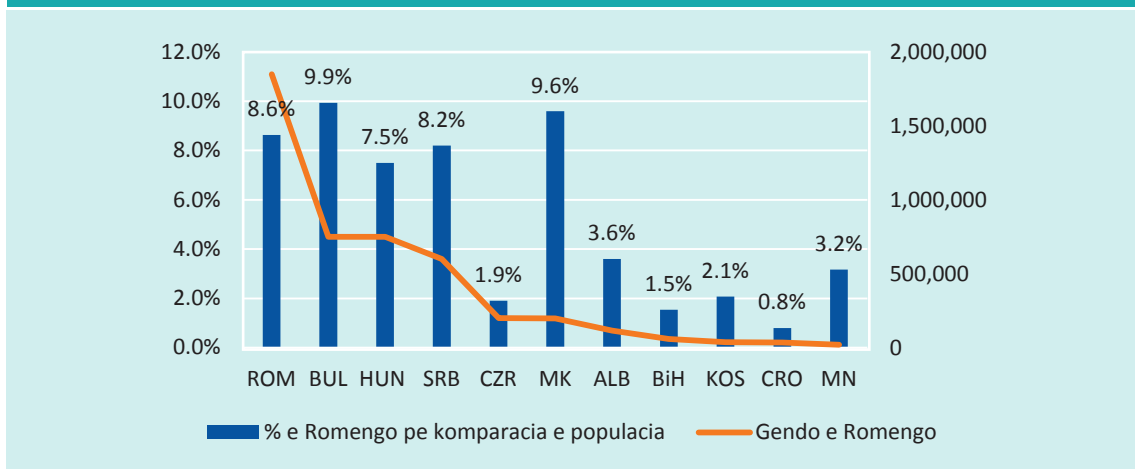
15 Evropako Centro vash Minoritetenge Puqipya Kosova. Komunitetengo profili: Romano komuniteti. Shayutno ko: <http://www.ecmikosovo.org/uploads/Romacommunity1.pdf>.

16 Evropako Centro vash Minoritetenge Puqipya Kosova. Komunitetengo profili: Ashkalyuno komuniteti. Shayutno ko: <http://www.ecmikosovo.org/uploads/Ashkalicommunity1.pdf>.

17 Evropako Centro vash Minoritetenge Puqipya Kosova. Komunitetengo profili: Egipqanyuno komuniteti. Shayutno ko: <http://www.ecmikosovo.org/uploads/Egyptiancommunity1.pdf>.

18 Populaciako registripe na implementisalo ko ratyorigune komune kote si Kosovake – Srbyengi mashuranca. Odoleske, akala rezultaty na reflektinena odova Kosovako kotor

Figura 2. Pashutno gendo e Romana populaciako ko alosarde CRDE rashtre (2012)



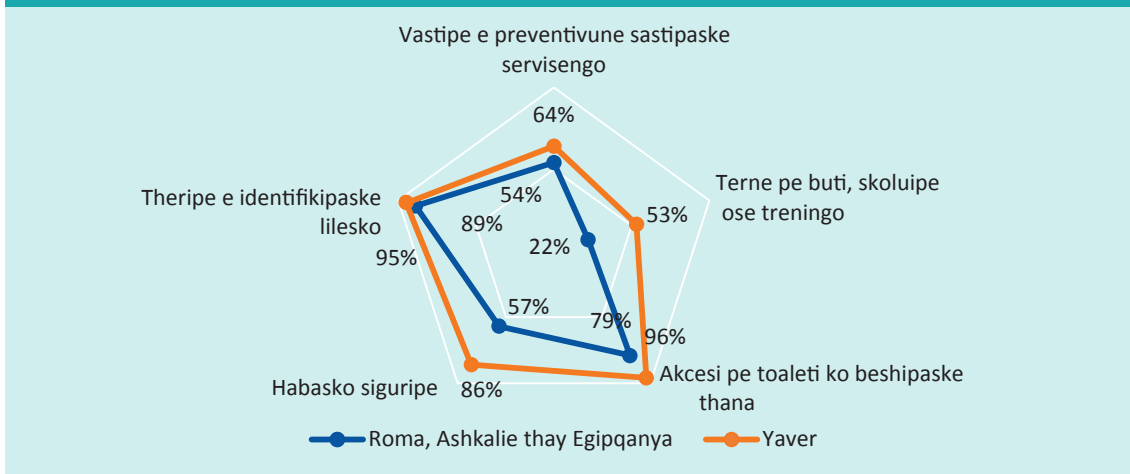
Resursi. Evropako Koncili. 2012. Shayutn ko: <https://www.coe.int/en/web/portal/roma/>. Legend: ROM-Romania, BUL-Bulgaria, HUN-Hungary, SRB-Serbia, CZR-Czech Republic, MK-Macedonia, ALB-Albania, KOS-Kosovo, CRO-Croatia, and MN-Montenegro.

Ini soske manushikane hakaya, komuniteteske hakaya thay politikune hakaya si garantime vash o sah trin komunitetya ko Kotor II, III thay IV e Konstituciako thay nesave institucie thay mehanizmya sip e than ko nacioanluno thay lokaluno niveli vash te sigurinen o garavipe e minoritetenge hakayengo¹⁹, Romane, Ashkalyune thay Egipqanyune komunitetya, thay maybut o terne, arakhlo-na e pharipyenca vash te khuven ko butyako trego sar o sebepi e socialuna marginalizaciako thay diskriminaciako.

Sar o Romane populacia ani Centraluni thay Ratyodisyoriguni Evropa²⁰, Romane, Ashkaluyune thay Egipqanyune komunitetya ani KOsova arakhlona mayuqe bibutyaripea thay telune butyari-paske skalenca desar e general populacia. Thay akalestar si baro quqipe mashkar akala komunitetya thay e populacia phanglo e skolupea, sastipea, habaske siguripea thay jivdipaske kondicienca. E 2017 Regionaluni Roma Anketa sikavgya 29 pe shel diferenca pe habasko siguripe mashkar o Romane thay na-Romane khera kola jivdinena ko som mahale. Ko maske angli anketa, 29 pe shel maybut Roma desar o na –Romane khera sinelen yekh manush kova gelo te sovel bokhalo sar o sebepi e na theripakso e lovengo vash habe. Pe komparacia e na-Romane familienca kola jivdinena pashe lende, 17 pe shel mayhari o ROMane familie silen akcesi pe toaletya pe olenge beshipaske thana; 10 pe shel mayhari vastinena preventipaski sastipaske servisya; thay 23 pe shek mayhari terne si butyarde, nakhena ani skola ose treningo.

¹⁹ Institucie thay mehanizmya temelime vash te sigurinen o garavipe e minoritetenge hakayengo ko nacilanluno thay lokaluno niveli si Komunitetengo Konsultativuno Koncili, Komisia vash Komunitetenge Hakaya thay Interesya thay Iranipe, Ofisi vash Shukar Raipe, Ofisi vash Komunitetenge Puqipya, Qhibyake Komisioneresko Ofisi thay Komunake Ofisya vash Komunitetya thay Iranipe (KOKI).

²⁰ O'Higgins, Niall. 2012. Roma thay na-Roma ko Butyako trego ani Centraluni thay Ratyo Disyoriguni Evropa. Romane Inkluziake Lila. Bratislava: Yekhune NAciengo Evolviripasko Programi.

Figura 3. Manushikane shaipya thay amterialuno shukaripe ani Kosova, 2017

Resursi: LB thay YNEP kalkulacia bazirime ko 2017 YNEP -LB-EK Regionalune informacie kotar Romengi Anketa Habasko siguripe referingyola pe porcia e manushengi kola jvudinena ko yekh kber kote yekh gelo te sovel bohkalo ko nakhlo masek sar o sebepi e lovenge vay habaske na theripasko

3.1 Butyako trego

Na si qaqutne informaipaske informacie vash Romane, Ashkalyune thay Egipqanyune komunitetya ani Kosova. Palo sah, sitov generalitetea akceptimo kay on arakhlona ekonomikune, skoluipaske thay socialune pharipyenca thay silen may uqo shaipe vash t eoven bizo buti thay te pokingyon may hari desar yaver etnikune komunitetya.²¹ O jene e romane, Ashkalyune thay Egipqanyune komunitetenge si sherunipea butyarde vash rizikune, telune janipaske, hari pokime, harne vahtune butya thay olenge terne sherunipea silen kvash vahtune ose yekh vahtune butya desari Kosovake terne pe generali.²² Informacie kotar 2010 sikavena kay akala komunitetya sinelen mayuqi ulavipaski skala (41 pe shel) kotar butyako trego pe komparacia e nacioanlune nivelea kotar 8 pe shel, thay Romane, Ashkalyune thay Egipqanyune ekonomikune familienge bibutyaripaske skela sine ji 58 pe shel pe komparacia e 45 pe shel ko nacionaluno niveli. Bibutyaripasko niveli e terne murshengo kotar akala komunitetya, bershendar 15-24 ulo ji ko 75 pe shel, so si mayuqo bibutyaripasko niveli e nesava grupako ani rashtre.²³ O nivelie butyaripasko mashkar akala komunitetya ano komune Obiliq/ Obilic thay Fushë Kosovë/ Kosovo Polje kalkulingyola ji 7 pe shel ko bersh 2013, pe komparacia e 40 pe shel e Albanyenca thay 21 pe shel vash Srbya.²⁴

E 2017 Regionaluni Romengi Anketa, koya khetane inicisali kotar Evropaki Unia, Lumiaki Banka thay Yekhune Naciengo Evolviripasko Programi (YNEP) sikavela yekh kishli fotografia e Romane, Ashkalyune thay Egipqanyune komunitetengi ko butyako trego ani Kosova. Ko bersh, butyaripaski skala mashkar akala thay yaver komunitetya kola jvudinena pashe lende sine mashkar o may telune ko Ratyoriguno Balkani.²⁵ Pe yaver drom, si quqipe ko butyaripaske skale vash ohto pe shel

21 Lumiaki Banka, 2003. KOSOVA Butyake Tregosko Rodlaripe: Politikake Pharipya e Formalune thay Naformalune Butyaripasko. Shayutno ko: <http://www.esiweb.org/pdf/bridges/kosovo/1/11.pdf>.

22 Kosovaki Republika, 2017. Strategia vash Inkluzia e komunitetengi Roma, Ashkalie thay Egipqanya ano Kosovako amalipe 2017-2021; thay informacie kedime kotar akava rodlaripe.

23 YNEP. 2011. Kosovako Manushikane Evolviripasko raporti vash 2010, qh. 42-43. Shayutko ko: http://hdr.undp.org/sites/default/files/nhdr_kosovo_2010_english.pdf.

24 YNEP. 2013. Komunitetesko Qalavipesko Evaluaciako Raporti 2013.

25 YNEP. 2018. Kosova pe dikhipi. Lelilo preka e-mail. Rezime e YNEP-LB-EK Regionaluni Romengi Anketa na dela ulavde informacie vash Romane, Ashkalyune thay Egipqanyune komunitetya. Odoleske, sasavi informacia kotar akava statistika ka prezentinel khetane informacie vash Romane, Ashkalyune thay Egipqanyune komunitetya.

mashkar Roma, Ashkaliye thay Egipqanya thay yaver komunitetya kola jivdinena pashe lende, thay vash 16 pe shel quqipe ani nacionaluni butyaripaski skala. 49 pe shel e Romane, Ashkalyune thay Egipqanyune respodentengo – 17 pe shel may uqe desari yaver komunitetya kola jivdinena pashe thay 22 pe shel maybut desari nacionaluno mashkarutno niveli – raportinela kay on si bizo buti. May dur, 78 pe shel e Romengo, Ashkaliyengo thay Egipqanyengo bershendar 18 ji 24 si NSBT pe komparacia e 47 pe shel e ternengo kola jivdinena pashe lende, thay nacionaluno gendo kotar 30 pe shel nacionalno. Palo sah, musay te jangyol kay o quqipe mashkar akala thay yaver komunitetya ani Kosova phanglo e butyaka forcake kotorleipea si duyto may tikni mashkar savore CDRE rashtre.²⁶

Tabela 3. Sherune butyake tregoske mothavne pe etniciteti, 2017

Sherune butyake tregoske mothavne	Nacio-naluno	RAE	Na-RAE	RAE juvla	RAE mursha	Na-RAE juvla	Na-RAE mursha
Butyaripe (% e opulaciako) *	29	13	21	4	21	6	35
Butyaka forcake kotorleipaski skala (% e populaciako) *	40	26	31	10	41	13	48
Bibutyaripe (% e total butyaka forcako) *	27	49	32	53	48	52	27
Na si ani skola, buti ose treningo (% e populaciako) **	27.***	78	47	88	70	53	40

Resursi: LB thay YNEP kalkulacie baziripea pe 2017 bersheshko YNEP-LB-EK Regionalune informacie e Romenga Anketako.

* Informacie referingyona vash o bersha 15-64. ** Informacie referingyona vash o bersha 18-24. *** Akava bramisalo vash te reflektinel ofisialune statistike publikime ani ueb qham e Kosovaka Agenciaki vash Statistike.

Uqo bibutyaripasko niveli mashkar Roma, Ashkaliye thay Egipqanya sherunipea amalingyola e pokipaske nashalipea, telarno butyaripe, bayardo na angazhipe, ulavipe thay savahtuno qororipe.²⁷ May dur, o rodlaripe sikavela kay palo theripe e dadalarengo kola na sinelen buti bayarela olengo shaip vash teoven NSBT, pe komparacia odolencar kola sinelen mayhari yekh e dadalarendar pe buti²⁸, thay bayarela o shaip e sahavtune NSBT fenomenesko mashkar Romane, Ashkalyune thay Egipqanyune terne. Akava si maybut darakeripaske soske 78 pe shel e terne manushengo kotar akala komunitetya raportinena kay on na sin i ani skola, nip e buti ni na lena nisavo treningo, 39 pe shel maybut desari olenge bershenge terne kotar yaver komunitetya kola jivdinena pashe lende, thay 51 pe shel maybut desari nacionaluno pashutno gendo. Uqi bibutyaripaski skala dekurainela e terne manushen vash te roden buti, thay odola kola na si gatisarde te ciden vast kotar butyako rodipe arakhlona luge ajukeripea vash buti. Kosova na si unikuni ko akava puqipe, sar buderi rashtre e uqe bibutyaripaske nivelenca silen baro gendo e terneno kola na si butyarde ko lugo periodi (o gendo e bibutyaripasko vash yekh bersh ose may luge sar proporcija e sah bibutyardengo).²⁹

26 LB, YNEP, thay EK. 2017. Informacie kotar Regionaluni Romengi Anketa.

27 MBO. 2015. Sherune mothavne e butyake tregoske 2015 KILM 11: Lugoavhtuno bibutyaripe. Shayutno ko: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_422451.pdf.

28 Zuccotti, Carolina, V., thay Jacqueline O, Reilly. 2018. Etniciteti, poli thay Familiaake efektya pe ovipe NSBT: Mashkarsekcionali Analiza. Buti, Butyaripe thay Amalipe. Shayutno ko: <http://journals.sagepub.com/doi/full/10.1177/0950017017738945#articleCitationDownloadContainer>.

29 MBO. 2012. Globalune Butyaripaske Trendya vash Terne Shayutno ko: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_180976.pdf.

Ji kay o Romane, Ashkalyune thay Egipqanyune komunitetya kerela 2 pe shel e total Kosovaka populaciako, on kerela total 5 pe shel e registrime manushengo kola si bizo buti: pashe 2 pe shel e Romengo, 3 pe shel Ashkaliye thay mayhari desari yekh pe shel Egipqanya.³⁰ Roma thay Ashkaliye silen sasavipea maybaro bibutyaripasko niveli desari Egipqanya: 19 pe shel e Romengo thay 16 pe shel e Ashkaliyengo si registrime sar bizo buti pe komparacia e Egipqanenca kola silen 5 pe shel.³¹ Konsideripea bibutyaripasko statusi si phanglo e socialune ashutipaske benefitenca, ajukergyola kay maybaro gendo e Romengo thay Ahkaliyengo benefitinena kotar socialuni asistencija.

Tabela 4: Registrimo bibutyaripe ko 2016 bersh

Etniciteti	Totali	Juvla	Mursha	% e Kosovaka popula- ciako bizo buti	% bizo buti andar etni- kune grupe
K-Albanya	76840	34179	42661	4.8	n/a
K-Roma	1707	719	988	1.9	19.3
K-Ashkalye	2526	890	1636	2.8	16.4
K-Egipqanya	584	246	338	0.6	5.1
Yaver komu- nitetenge grupe	8841	4062	4779	n/a	n/a
Totali	90498	40096	50402	n/a	n/a

Resursi: *Butyaripaske Menajipasko Informipasko Servisi (BMIS), Butyaripaski Agencija.*

O informacie kotar Kosovako Butyaripaske Menajipasko thay Informipasko Servisi (BMIS) sika-vela kay o Romane, Ashkalyune thay Egipqanune komunitetya kerela 8 pe shel (2 pe shel vash Roma, 4 pe shel vash Ashkalie thay 2 pe shel vash Egipqanya) e savore benefiterengo kola lena kotor ko ververutne aktivune butyake tregoske mothavne thay 3 pe shel (1 pe shel vash sakova Rom, Ashkalia thay Egipqani) e savore benefiterendar ko butyake arakhipaske servisija.³²

3.2 Skoluipe

Pe generali, uqe nivelya e skoluipasko si pashe phanglo e pozitivune butyake tregoske rezultatenca. O terne kotar Romane, Ashkalyune thay Egipqanyune komunitetya si pe dikhli disavantazha pe komparacia e yaver ternenca phanglo e skoluipaske resipea. 73 pe shel e juvlengo thay 87 pe shel e murshengo kotar o trin komunitetya si analfabetya, pe komparacia e nacionalune gendoa kova si 98 pe shel. Ko nacionaluno niveli, net kotorleipasko gendo³³ si 96 pe shel ani teluni sekondaruni skola thay 82 pe shel ani uqi sekondaruni skola. Vash Romane, Ashkalyune thay Egipqanyune terne o figure si 65 pe shel thay 30 pe shel respektivitetea.³⁴ Palo sah, siklipaske centre khelena mahatni rola pe aqhavipe e gendosko e qhavorengo kotar akala komunitetya kola mekhena e shkola thay kerela shayutno olengo integripesko skoluipasko sistemi. Maydur, bipokipaske pustika pe Romani qhib dendile Romane qhavorenge.³⁵

30 MBO. 2017. Promovipe e shukar butyake shaipyengo vash Roma, Ashkalyune thay Egipqanyune terne ani Kosova: MBO-esko Godideipasko Lil / Mashkarthemutni Butyako Ofisi, Shukar Butyako Tehnikunic Phikodeipaski Ekipa thay Rashtrako Ofisi vash Centraluni thay Ratyoriguni Evropa. – Prishtina, MBO.

31 Kalkulacia kerdi kotar autori baziripea pe Kosovaki Agencija vash Statistike 2011 populaciako registripe.

32 MBO, 2017.

33 Teluni sekondaruna skolako net kotorleipaski racia (laqhardi) si kalkulimi sar procenti e qhavorengi e teluna sekondaruna skolake bershengo kola aktualipea nakhena pe teluni sekondaruni skola ose may uqe.

34 Kosovaki Agencija vash Statistike, 2014. 2013-2014 Romane, Ashkalune thay Egipqanyune komunitetya ani Kosova Butriguno Mothavipaske Grupengi Anketa, Sherune arakhipya. Prishtinë/Priština, Kosova: Kosovaki Agencija vash Statistike.

35 EK. 2016. Kosovako Progresesko Raporti.

Tabela 5. Skoluipaske mothavne, 2017

Mothavno	Desktripcia	RAE (%)	General (%)
Net nakhavipe e primarune skoluipasko	Procenti e qhavorengo e bershengo vash te khuven ani skola kola khuvana ani angluni klasa e primaruna skolako	68.1	91.6
Primaruna skolako net kotorleipaski skala	Procenti e qhavorengo e skolake bershengo kola aktualipea si ani primaruni ose sekondaruni skola	85.3	98.0
Net kotorleipaski skala ani Teluni sekondaruni skola	Procenti e qhavorengo e teluna sekondaruna skolake bershengo kola aktualipea si ani teluni sekondaruni ose mayuqi skola	65.0	95.9
Net nakhavipaski skala e Uqa sekondaruna skolako	Procenti e qhavorengo e uqe sekondaruna skolake bershengo kola aktualipea nakhena ani uqi sekondaruni skola ose may uqe	30.3	82.0
Net nakhavipaski skala e Sekondaruna skolako	Procenti e qhavorengo e sekondarune skolake bershengo kola aktualipea nakhena ani sekondaruni skola ose may uqe	53.4	90.9
Tranziciaki skala e teluna sekondaruna skolako	Gendo e qhavorengo kola nakhena e paluni klasa e primaruna skolako ko nakhlo skolako bersh kola si ani angluni klasa e teluna sekondaruna skolako ko aktualun skolako bersh ulavde e gendoa e qhavorengo kola nakhavena o paluno bersh e primaruna skolako ko nakhlo skolako bersh	91.1	99.6
Tranziciaki skala e uqe sekondaruna skolako	Gendo e qhavorengo kola nakhavena paluno bersh e teluna sekondaruna skolako ko nakhlo skolako bersh kola si ani angluni klasa e uqa sekondaruna skolako ko aktualuno skolako bersh ulavde e gndoa e qhavirenn-go kola nakhavena paluno bersh e teluna sekondaruna skolako ko nakhlo skolako bersh	69.9	91.5

Resursi: Kosovaki Agencia vash Statistike. 2014. 2013-2014 Kosovaki Anketa e Butrigune Mothavnengi

Vash te adresingyol akava ulavipe mashkar o jene e Romane, Ashkalyune thay Egipqanyune komunitetya thay e populacia pe generali e Ministria vash Skoluipe, Skencia thay Tehnologia (MSST) prioritarizinelat o kotorleipe e qhavorengo e akale komunitetengo ani primaruni thay sekondaruni skola ko olako strategikuno plani vash 2017-2020.³⁶

36 MSST, 2017. Kosovako Skoluipasko Strategikuno Plani 2017-2010. P.41. <https://masht.rks-gov.net/uploads/2017/02/20161006-kesp-2017-2021.pdf>

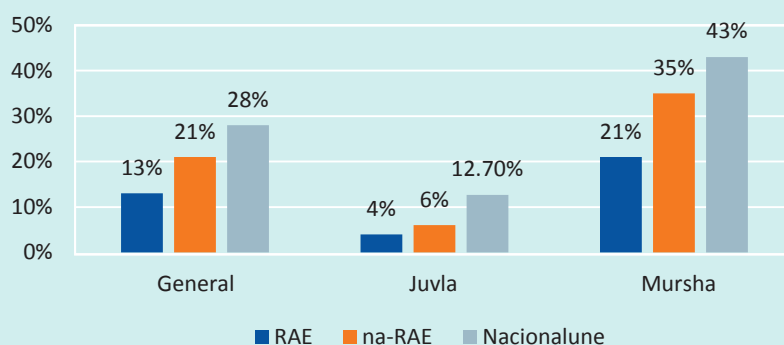
Tabela 6. Mothavne vash sikavipe e resipyengo e MSST-eske obyektivengo vash inkluzia

Mothavne e obyektivengo resipyengo	Baseline	Target
Inkluzia e Romane, Ashkalyune thay Egipqanyune qhavorengo ano anglo-primaruno skolupe	53.9%	70%
Inkluzia e Romane, Ashkalyune thay Egipqanyune qhavorengo ano primaruno skolupe	85.3%	95%
Inkluzia e Romane, Ashkalyune thay Egipqanyune qhavorengo ano teluno sekondaruno skolupe	65%	85%
Inkluzia e Romane, Ashkalyune thay Egipqanyune qhavorengo ano uqo sekondaruno skolupe	30.3%	50%
Tranziciaki skala e uqe sekondarune skoluipasko vash o qhavore e Romane, Ashkalyune thay Egipqanyune komunitetengo	69.9%	80%

Resursi: MSST, 2017. *Akaciako Plani e Kosovake Skoluipasko Strategikuni Planesko 2017-2020*, Shayutno ko: <http://masht.rks-gov.net/uploads/2017/02/20161006-action-plan.pdf>

3.3 Polyengo yekhipi

O juvla silen pandar may helale rezultaty ano skolupe, butyaripe thay sastipe desar o mursha. Numay 37 pe shel e Romane, Ashkalyune thay Egipqanyune juvlengo silen pozitivuni percepcia vash olengo jivdipe³⁷ pe komparacia e maybut desar 55 pe shel e murshengo kotar akala komunitetya thay yaver komunitetya thay 51 pe shel e juvlengo kotar yaver komunitetya.³⁸ Romane, Ashkalyune thay Egipqanyune juvla, thay yaver juvla kola jivdinena pashe lende, silen ekstremno teluno niveli e butyaka forcake kotorleipasko thay uqo bibutyaripasko niveli. Butyaripasko niveli vash juvla kotar akala trin komunitetya aqhona pe shtar pe shel, pe komparacia e shov pe shel ko nacionaluno niveli; butyaka forcako kotorleipe ko 10 pe shel thay 13 pe shel; thay bibutyaripe ko 53 pe shel thay 52 pe shel respektivitetea. Akalestar, iklola kay savore Kosovake juvla silen marginalizacia thay diskriminacia, bi lelo pe dikhipi e etnikuni origina. Sheruni diferenca palo sah iklola kana dikha pe NSBT statusi. Ji ko 88 pe shel e Romane, Ashkalyune thay Egipqanyune juvlengo si klasifikime sar NSBT pe komparacia e 53 pe shel e yaver juvendar kola jivdinena pe olengo pashipe.

Figura 4. Butyaripaski skala (procenti e populaciako bershendar 15-65)

Resursi: LB thay YNEP genipe baziripea ko 2017 YNEP-LB-EK Regionalune Romenge Anketake informacie.

37 Procenti e terne manushengo bershendar 15-24 kolengo jivdipe laqhardilo ko paluno yekh bersh, thay kola ajukerena kay olengo jivdipe ka ovel may shukar palo yekh bersh.

38 Kosovaki Agencia vash Statistike, 2014. Sherune arakhipya, 2013-2014 Romne, Ashkalyune thay Egipqanyune komunitetya ani Kosova: Butrugune Mothavipasko Grupaki Anketa. Prishtinë/Priština, Kosova: Kosovaki Agencia vash Statistike, qh:12.

O quqipe mashkar marginalizme RAE juvla thay mursha deportinena sakova butyako mothavno thay buderi edukipaske mothavne, qhivena e juvlen ani may disavantazhimi pozicia pe komparacia e murshencar. On pe ayni vaht sip e bari disavantazha pe komparacia e na -RAE juvlenar kola jivdine- na pashe lende phanglo e edukipaske nivelea. Palo sah, ini Kosovake juvlenge e laqharde skoluipaske rezultatenca, akava na transferisalo pe mayshukar butyake tregoske rezultaty, sheruni tema ano re- gioni, thay ko buderi mashkar-pokipaske rashtre pe globali.

Tabela 7. Skoluipaske sherune mothavne pe etniciteti, 2017

Sherune skoluipaske mothavne	Nacioan- luno	Roma, Ashkali- ye thay Egipqa- nya	Roma, Ashkali- ye thay Egipqa- nya	Roma, Ashkali- ye thay Egipqa- nya juvla	Roma, Ashkali- ye thay Egipqa- nya mursha	Na - Roma, Ashkaliye thay Egipqan- ya juvla	Na - Roma, Ashkali- ye thay Egipqanya mursha
Laqhardi obligativune skoluipasko nakhavipe (procenti e populaciako bershendar 7-15)	n/a	72	93	71	73	90	96
Agoripaski skala e ob- ligativune skoluipasko (procenti e populaciako bershendar 18-21)	n/a	60	95	54	65	94	96
Agoripaski skala e uqe sekondarune skoluipas- ko (procenti e popu- laciako, bershendar 22-25)	84	20	78	15	24	71	83
Agoripaski skala e terciarune skoluipasko (procenti e populaciako bershendar 26-29)	23	3	22	3	2	31	15

Resursi: LB thay YNEP kalkulacie bazirime pe 2017 YNEP-LB-EK Regionalune Romenge Anketake informacie.

Janipe e drabaripe hramipasko³⁹ mashkar Romane, Ashkalyune thay Egipqanyune juvla sip e 73 pe shel pe komparacia e 86 pe shel mashkar o mursha e akale komunitetengo, thay 98 pe shel nacio- naluno niveli. Terne Romane, Ashkalyune thay Egipqanyune juvla kola jivdinena ko ruralune thana thay odola kola jivdinena ko may qorore families silen duy ver may baro shaipe te oven avri skolake sistemestar desari o terne mursha kotar olenge komunitetya. Numay 75 pe shel e terne juvlengo kotar akala komunitetya vastineena kompyuterya⁴⁰ thay 76 pe shel vastinde internet, pe komparacia e 90 pe shel e Romane, Ashkalyune thay Egipqanyune murshencar.⁴¹

Romane, Ashkalyune thay Egipqanyune qhaya shrdena olengo primaruno skoluipe pe som te sine kay na pe may zoralo bajako desari o qhave. Polyenge yekhipasko mothavo⁴² (PYM) vash primaruni edukacia si 1.01 so mothavla kay o qhaya maybut nakhena pe primaruni skola desari o qhave. Polyenge

39 Drabaripe-hramipasko niveli si kalkulimo pe procenti e terne manushengo bershendar 15-24 kola shay te drabaren harne sheya phanglo sakodivune jivdipea ose kola nakhavde sekondaruni ose may uqi skola.

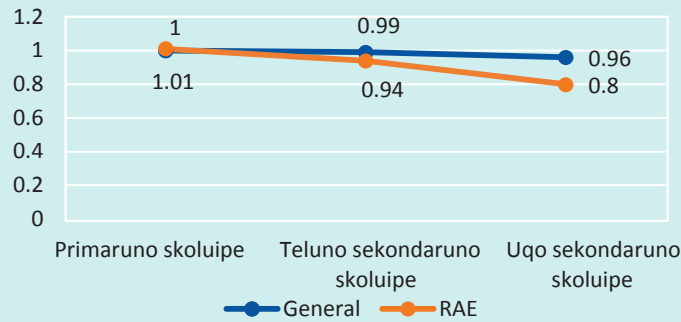
40 Procenti e terne manushengo bershendar 15-24 kola vastinde kompyuteri ko palune 12 masek.

41 Procenti e terne manushengo bershendar 15-24 kola vastinde interneti ko palune 12 masek.

42 Polyenge yekhipasko mothavno si kalkulimo sar net kotorleipaski racia (laqhardi) vash qhaya ulavdi e net kotorleipaska racia (laqhardi) vash qhave.

yekhipasko mothavno perela pe 0.94 ko sekundaruno niveli thay pe 0.80 vash uqe sekundaruni skola.⁴³ Pe yaver alava, sar nakhena may uqe skoluipaske nivelya Romane, Ashkalyune thay Egipqanyune juvla mukhena ola, kreiripea bare pharipya vash te khuven ko butyako trego maydur pe jivdipe.

Figura 5. Polyenge yekhipasko mothavno ano skoluipe

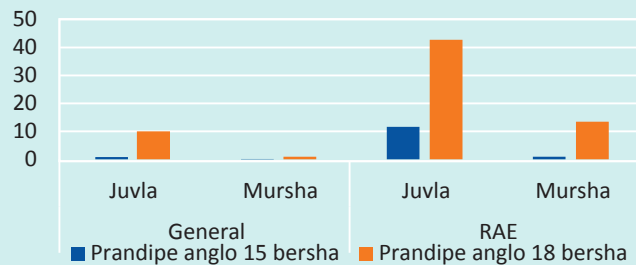


Resursi: Kosovaki Agencia vash Statistike, 2014. 2013-2014 Kosovaki Butrigune Grupengi Mothavipaski Anketa

3.4 Terno prandipe

Terne Romane, Ashkalyune thay Egipqanyune juvla prandingyona terne pe maybaro gendo desari terne mursha ko olenge komunitetya, thay proporcionalipea pe maybare skale thay terne juvla kotar olenge komunitetya. Butrigune Grupengi Mothavipaski Anketa (BGMA) informacie mothavena kay 12 pe shel e juvlengo kotar Romane, Ashkalyune thay Egipqanyune komunitetya prandingyona anglo 15 bersh pe komparacia e numay yekh pe shel e Romane, Ashkalyune thay Egipqanyune murshengo, thay pe komparacia e mayhari desari yekh pe shel e terne juvlencar kotar yaver komunitetya. Ko 18 bersh, 43 pe shel e Romane, Ashkalyune thay Egipqanyun juvlengo si prandime ose somjivdinena, pe komparacia e 14 pe shel e terne murshengo kotar olenge komunitetya, thay pe 10 pe shel e Kosovake juvlengo pe generali. Terno prandipe ovla e sebepestar kay o juvla silen teluno skoluipasko nakhavipe thay na shukar butyake tregoske rezultatya.

Figura 6. Terno prandipe



Source: Kosovaki Agencia vash Statistike, 2014. 2013-2014 Kosovako Butrigune Grupenge Mothavipaski Anketa.

⁴³ Kosovaki Agencia vash Statistike, 2014. Sherune arakhipya, 2013-2014 Romane, Ashkalyune thay Egipqanyune komunitetya ani Kosova: Butrigune Mothavipaski Anketa. Prishtinë/Priština, Kosova: Kosovaki Agencia vash statistike, qh:12.

3.5 Qhavorengo butikeripe

O qhavore kotar Romano, Ashkalyune thay Egipqanyune komunitetya buderipea si astarne ko qhavorengo butikeripe – pe skala kotar 17 pe shel – pe komparacia e 11 pe shel vash Kosova pe totali. BGMA raportinela kay pashe duy ver maybut e qhavorengo Roma, Ashkaliye thay Egipqanya (13 pe shel) bershendar 5-17 kerena buti talo qhelale kondicie pe komparacia e Kosovake qhavorencar (7 pe shel). Maydur 27 pe shel e Romane, Ashkalyune thay Egipqanyune qhavorengo bershendar 5-17 kola na nakhena ani skola si astarne ko qhavorengo butikeripe pe komparacia e 12 pe shel e savore qhavorengo. O peripe e qhavorengo butyake keripasko mashkar Romane, Ashkalyune thay Egipqanyune qhavore si 25 pe shel, pe komparacia e 7 pe shel e juvlengo, thay pe 16 pe shel e qhavorengo kotar yaver komunitetya.⁴⁴ Desar akalestar o polyengo puqipe dikhyola sar may baro phiravno desar etniciteti ko qhavorengo butikeripe, e qhavenca kola si sherunipea maybare viktime desar o qhaya.

⁴⁴ Kosovaki Agencia vash Statistike, 2014. 2013-2014 Kosovako Butrigune Grupenge Mothavnengi Anketa, Rezime Raporti. Prishtinë/Priština, Kosova: Kosovaki Agencia vash Statistike, qh. 13; thay 2013-2014 Romane, Ashkalyune thay Egipqanyune Komunitetya ani Kosova Butrigune Grupenge Mothavnengi Anketa, Rezime Raporti. Prishtinë/Priština, Kosova: Kosovaki Agencia vash Statistike, qh. 13.

4. Legaluno, institucionaluno thay politikuno rami

Kosova sila kompleksuno legislativuno rami vahs garavipe thay prmovipe e minoritetenge hakayengo (inisoske ki KOsovaryuni qhib vastisalo o alav “komunitetenge hakaya” thay akava ka vastingyol vi akate). Kosovaki Konstitucia, koya khuvgya pe forca ko 15-to Juli 2008, garantinla thay garavla fundamentalune hakaya sar si garavipe mamuy diskriminacia, hakay pe jivdipte, tromalipe e vakeripasko thay ledeipe e manushengo bi lelo pe dikhipte rasa, etniciteti, polya, religia ose yaver diferenciate karakteristike. Qhand trin e Konstituciako totalipea si dedikimo vash garavipe thay prmovipe e komunitetenge thay olenge jenenge hakayengo. Komunitetenge hakaya si maydur sika-vde thay garavde kotar tele hramime krisya:

- Krisi vash Garavipe thay Promovipe e Komunitetenge thay Olenge Jenenge Hakayengo ani Kosova⁴⁵ (03/L-047);⁴⁶
- Krisi vash Edukipe ko Kosovaka Republikake Komune (03/L-068);⁴⁷
- Anti-Diskriminaciako Krisi (2004/3);⁴⁸
- Krisi vash Qhibyako Vastipe (02/L37);⁴⁹
- Krisi vash Lokaluno Korkoro-guvernipe (03/L-040);⁵⁰
- Krisi vash Kulturako Phiravipe (02/L-88);⁵¹ and
- Krisi vash Specialune Garavipaske Zone (03/L-039).⁵²

Akava seti e krisengo krisinla e direktuni thay indirektuni diskriminacia ano temeli e nacionalune, etnikune, kulturake, qhibyake, religiune identitetesko ose polyengo⁵³ thay dela hakay vash kompensipe pe suro e diskriminaciako. O Krisi “Vash Komunitetya”, Qhand 3.5 thay Konstitucionalune Qhandya 29.1 thay 35 garantinena phiripasko tromalipe thay siguripe andar e sah rashtra. Kosovaki legislacia garantinla o hakay vash voluntaruno amalipe e yekhe manushesko e alosarde komunitetea, thay o qahavipe e forcirima asimilaciako. Identiteteske hakaya thay aqhavipe e asimilaciako si pherde pe ayni vaht e buderi qhandyenca kola garantinena o garavipe thay implementacia e korkore-guvernipasko e kulturake religiune puqipyengo thay komuniteteske simbolengo.⁵⁴

45 Akanatar referingyola sar Krisi vahs Komunitetya.

46 Kosovako Sombeshipe. 2008. Pe Garavipe thay Promovipe e Komunitetenge Hakayengo thay Olenge Jenenge ani Kosova (03/L-047). Shayutno ko: http://www.assembly-kosova.org/common/docs/ligjet/2008_03-L047_en.pdf.

47 Kosovako Sombeshipe. 2008. Vash Edukipe ano Komune e Kosovaka Republikako (03/L-068). Shayutno ko: <http://masht.rks-gov.net/uploads/2015/06/09-2008-03-1068-en.pdf>

48 Kosovako Sombeshipe. 2004. Anti-Diskriminaciako Krisi. Shayutno ko http://www.unmikonline.org/regulations/2004/rc2004_32ale04_03.pdf.

49 Kosovako Sombeshipe. 2006. Vash Qhibyengo Vastipe (02/L37). Shayutno ko: http://www.assembly-kosova.org/common/docs/ligjet/2006_02-L37_en.pdf.

50 Kosovako Sombeshipe. 2008. Vash Lokaluno Korkoro-guvernipe (03/L-040). Shayutno ko: www.assembly-kosova.org/common/docs/ligjet/2008_03-L040_en.pdf.

51 Kosovako Sombeshipe. 2008. Krisi vash Kulturako Phiravipe (02/L-88). Shayutno ko: http://www.assembly-kosova.org/common/docs/ligjet/2006_02-L88_en.pdf.

52 Kosovako Sombeshipe. 2008. Krisi vash Specialune Garavde Zone (03/L-039). Shayutno ko: http://www.assembly-kosova.org/common/docs/ligjet/2008_03-L039_en.pdf.

53 Krisi vash komunitetya, Qhandya 3.3 thay Anti-diskriminacia (Qhand 2.a).

54 Konstituciako Qhand 8; 38.1; thay 59.1. Krisi vash Komunitetya, Qhand 2.2; 5.1 - 5.7; 5.12; 7.1 - 7.4; 7.6; 7.7; 11.5. Krisi vash Temelipe e Specialune Garande Zonengo, Qhand 1, 2, 4.

Romani qhib na si nacionaluni ofisialuni qhib ani Kosova. Kobar te ovel o krizi vash “Qhibyengo Vastipe”, Qhandya 2.3 thay 2.4, garantinena kay e Romani qhib shay ovla ofisialuni ko komunako niveli sakote kote o Roma kerna mayhari 5% e totaluna populaciako odola komunako. Romani qhib pe ayni vaht shay ovla qhib pe ofisialuno vastipe te sine kay o Romano komuniteti kerla mayhari 3% e total populaciako e komunako ose te sine kay e Romani qhib tradicionalipea vakerdili ani odoya komuna. Ko ayeka sure, e komunikacia e publikune autoritetenca, konsideripea akate vi publikune biznisya, kergyola pe Romani qhib.

Butyaripe, socialuno garavipe thay kherengo puqipe sip e ayni vaht adresime ani Kosovaki legisla-cia.⁵⁵ KOsovako Butyako Kodi aqhavla e diskriminacia “ano butyaripe thay zanati pe resoekti e rekruti-pasko, treningesko, promovipe e butyaripasko, kondicie e butyaripasko, disciplinake bajakya, aqhavipe e kontratako e butyaripasko ose yave rpuqipya kola vazdingyona kotar butikeripasko ledeipe.”⁵⁶ Ji kay o Romane, Ashkalyuune thay Egipqanyune komunitetya na si direktipea leparde ano krizi, Artiklo 5.5 klarifikinela kay o baze vash diskriminacia si uqharde kotar Anti-Diskriminaciako Krizi. Maydur, Qhand 9 e Krisesko vash Komunitetya mandatinla raipaske institucien te keren thay implementinen “publikune butyaripaske programya thay yaver initiative, kola silenres te nakhaven direkt thay indirekt diskriminacia mamuy o manusha kola perena e komunitetenge” thay specialuno konsideripe dendilo Romane, Ashkalyune thay Egipqanyune komunitetenge ko akava puqipe.

Ji kay e Qhand 2.1.g thay h e Regulativako Gn. 2001/36 e Kosovake Civilune Servisesko, deklar-inela kay o na-diskriminipe thay inkluzia sar olenge phiravipaske principia. Akalea, o rekrutipe ko savore nivelya ano Civiluno Servisi ajukergyola te “reflektinel o etnikun kaeakteri e Kosovako thay o musayipe vash som reprezentipe e savore komunitetengo ani Kosova.”⁵⁷ Qhand 3.1b e som regula-tivako temelinela butyaripaske panelen kolengi kompozicia sikavla odoya e reprezentipaski e komu-nitetengo ani Kosova, thay komune thay ekzekutivune agencie manglape te gatisaren som shaipaske politikake deklaracie (SSHPD) thay implemantipaske strategie.

O Krizi vash Lokaluno Korkoro Guvernipe kreirinela legaluni baza vash (1) temelipe e Komu-nake Komunitetenge Komitetengo kolengi buti sit e sigurinen thay o komunake politike, praktike thay aktivitetiya respektinena o hakaya thay interesya e savore komunitetengo thay kreiripe e pozi-ciako e Komunake yavernuesko vash komunitetenge puqipya kotar na-mashurantune komunitetya kerna mayhari desh pe shel e total populaciako.⁵⁸

4.1 Institutionaluno rami

Sar sikavdilo may upre, buderi krisya dena insittucionaluno rami, kola ulavena savore krange e cen-tralune thay komunalune raipasko, deipea phiko e implementaciako e legalune ramesko kova sile res te kerel may angle komunitetenge hakaya ani Kosova. Sheruno MInistri phiravela shtar ulavde ofisya, sakova kolendar direktipea kontribuinel pe evolviripe thay zorakeripe e komunitetenge hakay-engo. Ofisi vash Komunitetenge Puqipya, evolvirinla, phikoinla thay koordininela raipaske politike

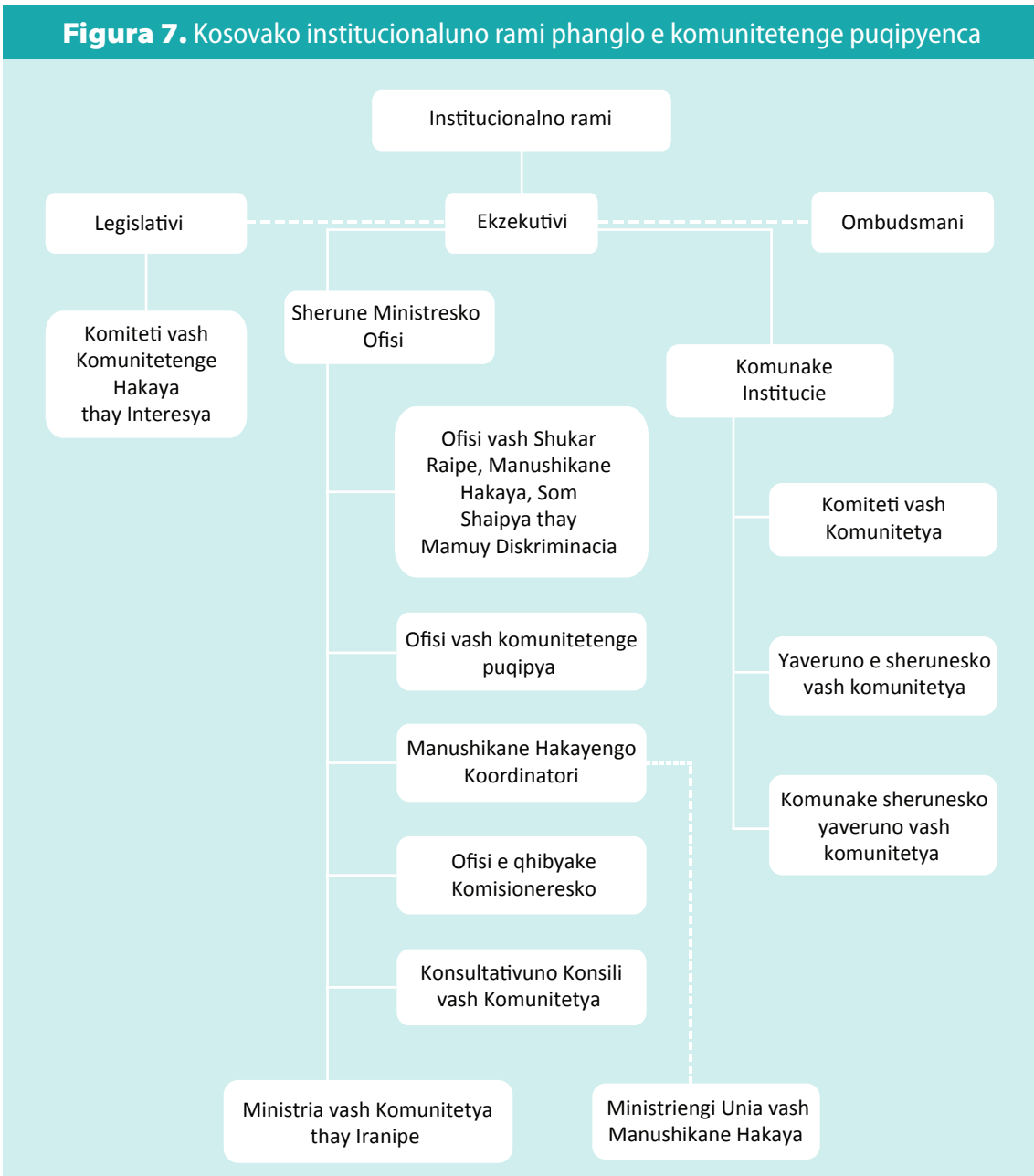
55 Anti-diskriminaciako Krizi, Qhandya 4.a, 4.c, 4.e, 4.h. krizi vash Komunitetya, Qhand 9. Regulativa Gn 2001/36 vash Kosovako Civiluno Servisi, Qhand 2.1.g-h; 31a-b. Administrativuno GodideipeGn 2003/2 implementipe e YNMK Regulativako Gn 2001/36 vash Kosovako Civiluno Servisi, Qhandya 10.1(a)-(c). MPS DCSA AI 2003/12 vash Som Shaipaske Procedure, shayutno <http://www.ks.gov.net/mshp/Documents/No.MPS-DCSA-2003-12.pdf>.

56 Kosovako Sombeshipe. 2010. Krizi vash BUTikeripe. Shayutno ko: <http://www.assembly-kosova.org/common/docs/ligjet/2010-212-eng.pdf>.

57 YNMK. 2001. Regulativa Gn 2001/36 vash kosovako Civiluno Servisi, Qhand 2.1.h. Shayutno ko: http://www.unmikonline.org/regulations/unmikgazette/02english/E2001regs/RE2001_36.pdf.

58 Vash Lokaluno Korkoro-raipe (03/L-040), Qhand 53.2.

vash komunitetya. Manushikane Hakayengo Koordinatori koordininla ministriengi Manushikane Hakayengi Unia (MHU) thay manushikane hakkayengo raportipe raipaske. Ofisi vash Shukar Raipe, Manushikane Hakaya, Som Shaipya thay Polya si mandatimo te garavel manushikane hakaya, inkurainel som shaipya, adresinel polyenge puqipya thay adikarel shukar raipe. O Ofisi e Qhibyake Komisaritatesko promovinla thay dikhlarla implementacia e Krisesko vash Qhibyako Vastipe. Pe agor, Komunitetengo Konsultativun Koncili, kova sile reprezentya kotar savore komunitetya ani Kosova, lokyarla o politikuno kotorleipe e komunitetengo ko centraluno niveli e raipaske.



Pe ayni vaht, Ministria vash Komunitetya thay Iranipe (MKI), temelimi ko bersh 2005, si dedikimi ko komuniteteske puqipya thay sila buhlo mandati te evolvirinel thay implementinel legislacia thay politike vash komunitetenge hakaya. Sakoya ministria, dikhlaripea MKI, silen Manushikane Hakayenge Unie vash te monitorinen o pashipe e politikengo, legislaciako thay aktivitetengo e manushikane hakaynge standardenca.

O savahtuno Komiteti vash Komunitetenge Hakaya thay Interesya (KKHI) ko Kosovako Sombeshipe sigurinla o reprezentipe e na mashurantune komunitetengo ani legislativuni kranga. KKHI evaluinla o pashipe e legislaciako e komunitetenge hakayenca thay interesenca.

O Ombudspersoni temelisalo ko yuni e bershesko 2000 thay aktualipea funksioninela baziripea pe 2015 kriis vash Ombudspersoni Gn.05/L-019⁵⁹ sar biumlavdo trupo kova si mandatimo te adresinel o dikhlarido ushkavipe e manushikane hakayengo ose abuzipe e autoritetesko kotar publikune institucie ani Kosova. Ombudspersoni shay te rodlarel o rovlarinia kotar sakova personi ani Kosova Na-Diskriminaciaki Ekipa formirimi andar Ombudspersonesko ofisi adresinela komuniteteske puqipya thay rovlarinia thay rodla te resel prekal direkt kontakti e marginalizime komunitetenga.

Ko komunako niveli si trin entitetya kola sigurinena kay komunitetenge hakaya respektingyona thay promovinyona. O savahtuno Komiteti vash Komunitetya⁶⁰ e Komunake Sombeshipasko, kole kerna jene kotar sakova komuniteti kova jivdinela ani komuna, kerla redikhipe e “komunake politikengo, praktikengo thay aktivitetengo (...) resipea kay te sigurinel kay kay o hakaya thay interesya e Komunitetenge si pheripea respektime” thay rekomandinla pherune bajakya vash te zorakerel e implementacia e komunitetenge hakayengo andar e komuna.⁶¹ Ano komune kote mayhari 10 pe shel e komunaka populaciako perla e na mashurantune komuniteteske, o Yaveruno e Phiravnesko vash Komunitetya (YPK) ani odoya komuna automatikipea dikergyola kotar na mashutrante komunitetesko kkandidati kova lela maybut vote. O Yaveruno e Phiravnesko sile obligacia te del godi e komunake sheruneske vash t epormovinel mashkar-komunitetengo dialogi thay o interesya e na-mashurantune komunitetengo ani odola Komunako Sombeshipe⁶² ose Konstitucionaluni Kriselin.⁶³ Thay o Phiravno si obligimo te konsultinel e YPK vash komunitetenge puqipya.⁶⁴

4.2 Strategiye thay politike vash Romane, Ashkalyune thay Egipqanyune komunitetengi inkluzia ko butyako trego

Kosovaki Strategia thay Akciako Plani vash Romengi thay Ahkaliengi Inkluzia 2017-2021 si sar misal vash publikune politike, programya thay akcie phanglo e garavipea, edukacia, butyaripea thay socialuna politika, kherenge puqipea, sastipea, , polya siguripe thay registracia. Defininla mothavipaske bajakya kola sikavna o progresi. Pheruni thavd e akala strategiaki si Kosovako Edukaciako Strategikuno Plani 2017-2021⁶⁵ (KESP). KESP eski angluni strategikuni obyektiva sit e bayarel o kotorleipe thay inkluzia

59 Kosovako Sombeshipe. 2015. Kriis vash Ombudspersoni Gn.05/L-019. Shayutno ko: http://ombudspersonkosovo.org/repository/docs/LAW_NO_05_L-019_ON_OMBUDSPERSON_770172.pdf.

60 O Komiteti vas Komunitetya temelimi kotar YNMK Regulativa 2007/30 thay maydosna astarilo ko Kriis vash Korkoro Raibe, Qhand 51.

61 Kriis vash Korkoro Raibe, Qhand 53.1-2.

62 Kriis vash Korkoro Raibe, Qhand 55.1

63 Konstitucia, Qhand 62.4

64 Kriis vash Korkoro Raibe, Qhand 58.1, 61.1-2; & 4.

65 Ministria vash Edukacia, Skencia thay Tehnologia, Juli 2016, Kosovako Edukaciako Strategikuno Plani. Shayutno ko: http://www.kryeministri-ks.net/repository/docs/KOSOVO_EDUCATION_STRATEGIC_PLAN.pdf.

e marginalizime thay qalavde qhavorengo. O KESP specifikea defininla e Romane, Ashkalyune thay Egipqanyune qhavoren sar olengi target grupa, thay lela ulavde bajakya vash te identifkinel thay kovlar-el polyenge diference ko Romane, Ashkalyune thay Egipqanyune komunitetya.⁶⁶

E Sektoreske Strategia vash Butyaripe thay Socialuno Shukaripe (SSBSSH) 2018-2022 agorisali thay aprovisali. E strategia qhivla e socialuni inkluzia (dikhlaripea butyaripe thay socialuno shukaripe) sar anglorekvizitya vash evolviripe thay dedikingya sekie thay specifikune obyektive pe Romane, Ashkalyune thay Egipqanyune komunitetengi inkluzia pe butyako trego thay socialune garavipaski skema.⁶⁷ Ministria vash Buti thay Socialuno Shukaripe (MBSSH) pe ayni vaht aprovingya o akciako plani “Vash bayaripe e Ternenge Butyaripasko 2018-2020”. Ji kay o minoritarune komunitetya thay juvla si sahipa leparne ko akciako plani, o planirime aktivietetyashay vastingyona vash o general terne ani Kosova ayeka sar vash o Romane, Ashkalyune thay Egipqanyune terne.⁶⁸ MBSSH aplikingya kuote vash nesave butyake tregoske bajakya (ABTB). Ko bersh 2014, Roma, Ashkaliye thay Egipqanya kerde ji 247 kotorleyutne (10 pe shel e total gendosko e benefiterengo), thay ko angluno kvash e bershesko 2016, sine 95 (28 Roma, 67 Ashkaliye).⁶⁹

Pe generali si klaro penjaripe e marginalizima poziciako e Romengo, Ashkaliyengo thay Egipqanyengo ano Kosovako amalipe ko savore dokumentya kola fokusingyona ko na-mashurantune komunitetya. Progresi dikhyola ani Strategia vash Inkluzia e Romane thay Ashkalyune komunitetengo ani Kosova 2017 -2021). Ko bersh 2010, Evropaka Komisiako (EK) Kosovako Progresesko Raporti sikavgya kay e pozicia e Romengi, Ashkaliyengi thay Egipqanyengi ani Kosova sine “seriozune puqipaske thay progresi ko minoritetenge hakaya si limitimo”⁷⁰, o 2016 thay 2018 EK progresesko raportya⁷¹ sikavena progresi thay dena sugestia kay institucionaluno thay legaluno rami vash garavipe e minoritetengo sip e than thay si adekvatuno. O raporty e bershesko 2018 aqhola kritikuno ko nesave respektya thay kharla vash mayshukar implementacia thay koordinacia mashkar institucie kola si godorne vash komunitetenge puqipya, may kvalifikimo publikuno servisi, thay mayshukar deipe e servisengo. O raporty inkurainela kay o komune te laqharen, aprovinen thay implementinen Lokalune Akciake Planya vash Inkluzia e Romane, Ashkalyune thay Egipqanyune komunitetengo ko Kosovako amalipe.

4.3 Lokalune Akciake Planya vash e Inkluzia e Romane, Ashkalyune thay Egipqanyune komunitetengo

Baziripea pe nacionaluni strategia vash inkluzia e Romane thay Ashkalyune komunitetengo, o trin targetime komune draftinde olenge akciake planya ko bersh 2017.⁷² O akciake planya kfokusingyona pe skolupe, butyaripe, shukaripe, kherengo puqipe thay sastipe.

⁶⁶ Som odote. qh.21, 40 & 44.

⁶⁷ Ministria vash Buti thay Socialuno Shukaripe. 2017. Strategia vash Butyaripe thay Socialuno Shukaripe. Shayutno ko: <http://mpms.rks-gov.net/en-us/publications.aspx>.

⁶⁸ Ministria vash Buti thay Socialuno Shukaripe. 2017. Akciako Plani vash Bayaripe e ternenge Butyaripasko. Shayutno ko: <http://mpms.rks-gov.net/en-us/publications.aspx>.

⁶⁹ Ministria vash Buti thay Socialuno Shukaripe. 2017. Strategia vash Butyaripe thay Socialuno Shukaripe.

⁷⁰ Evropaki Komisia. 2010. Kosovako 2010 Progresesko Raporti. Shayutno ko: https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/pdf/key_documents/2010/package/ks_rapport_2010_en.pdf.

⁷¹ Evropaki Komisia. 2018. Kosovako 2018 Raporti. Shayutno ko: <https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/20180417-kosovo-report.pdf>; thay Evropaki Komisia. 2016. Kosova 2016 Raporti. Available at: https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/pdf/key_documents/2016/20161109_report_kosovo.pdf.

⁷² Hramipe e Komunake Akciake Planengo phikodeisalo kotar EU proyektu “Kosovaki Rafin vash Edukacia thay Butyaripe – KEEN” implementimo kotar e koalicia e shtar Kosovake civilune amalipaske organizacie. Sile res te laqharel o butyaripe e qalavde grupengo ani Kosova thay olengi inkluzia ko edukaciako sektori thay butyako trego.

Tabela 8. LAPengi analiza e bibutyaripaske puqipasko thay odola kola adresisale ano planya

Puqipya	Gjakovë/Djakovica		Fushë Kosovë/Kosovo Polje		Gračanica/Graçanicë	
	Identifikime	Adresime	Identifikime	Adresime	Identifikime	Adresime
Teluno edukaciako niveli	√	√√	√	√√	√√	√√
Nanipe e kualifikime manushengo	√√	√√	√√			
Diskriminacia ko butyako trego	√		√		√√	
Nanipe e informaciako phanglo e butyaripea		√√		√√	√	√√
Na implementacia e proviziengo kola iklona kotar Butyako Krisi	√	√√	√	√√	√	√√
Nanipe e zanateske treningo vash butyaripe		√√			√	√√
Nanipe e personalune dokumentengo					√	
Nanipe e ledeipakso mashkar autoritetya thay CAO		√√		√√	√	√√
Nanipe e pakyavipasko ko publikune institucie		√		√	√	√

Legenda: √√ - Adresime / identifikime direktipea; √ adresime / identifikime indirektipea

Akciako Plani vash Inkluzia e ROMane, Ashkalyune thay Egipqanyune komunitetengo ani Komuna Gjakovë/Djakovica

E komuna Gjakovë/Djakovica publikipea deklarinelat kay manushikane hakaya thay na-diskriminacia sar phiravipaske principia pe olaki buti so dela nesave pozitivune misalya vash e inkluzia e Romane, Ashkalyune thay Egipqanyune komunitetengo. Dengya phikodeipe komuniteteske jenenge vash te len kotor pe zanateske treningoske programya; te len sezonaluno butikeripe ko komunake fabrike; thay te len subvencie vash te len alatya thay ani agrokultura. Palo sah, ini soske e komuna ashutingya e Romane, Ashkalyune thay Egipqanyune komuniteten vash te theren akcesi pe skolupe, klaro phengyola ko Akciako Plani kay aqhola pandar but te kergyol buti ano aspekti e inkuraipasko thay ashutipasko e qhavorengo, maybut e qhayengo, vash te aqhon ani skola thay te kompletinen o obligativuno skolupe.

O plani penjarela kay musay pandar te kergyol buti vash te adresingyol o bibutyaripe. O sherune sebebpya kola phengyona vash o uqo bibutyaripe ani komuna Gjakovë/Djakovica's si o na suksepi vash implementacia e na diskriminipaske klauzengo ko butyaripasko krisi thay na theripe e kualifikime thay jande individengo kotar o Romane, Ashkalyune thay Egipqanyune komunitetya kola shay lelona pe buti, maybut ko publikuno sektori. O napkayavipe e komunitetesko pe publikune institucie thay e diskriminacia na si identifikimi sar o sebepe vash te klarifikingyon varesave ulavipya ano butyaripe.

Akciako Plani formulisalo prekal konsultacie e akala komunitetenge reprezentenca, kova vastisalo vash te bayarel olengo pakyavipe ko publikune institucie kola pakyavyola te phitavgyon kotar

mashurantuno komuniteti. O plani rodela te laqharel informaciako ulavipe e Romane, Ashkalyune thay Egipqanyune komunitetenge vash butyako trego thay publikune thay privatune butyaripaske servisya, te promovinel korkoro-butyaripe; te sigurinel kay o legaluno rami pen a diskriminacia respektingyola, dikhlaripea ani relacia e minoriterune kuotengo ko publikuno sektori; thay te phikoinel zanatesko thay universitaruno edukipe vash Romane, Ashkalyune thay Egipqanyune terne.

Lokaluno Akciako Plani vash Inkluzia e Romane, Ashkalyne thay Egipqanyune komunitetengo ani komuna Gračanica/Graçanicë

E komuna Gračanica/Graçanicë penjarela kay, ini palo baro procenti e dizunengo kotar Romano, Ashkalyuno thay Egipqanyuno komuntieti, si pale aqhipya ko olengo reprezentipe ko publikune trupe. Sar misal, kotar 80 manusha kola kerena buti ani komuna, niyekh olendar na si kotar Romano, Ashkalyuno thay Egipqanyuno komuniteti. Si yekhuni komuna ani Kosova kote e Romani qhib si sar ofisialuni qhib.

Komunako Akciako Plani identifikinela telune nivelya e skoluipasko, na theripe e informaciako vash butyako trego, qorori implementacia e krisesko vash na-diskriminacia, na theripe e relevantune zanateske treningesko, na theripe e personalune identifikipaske dokumentengo, na ledeipe mashkar publikune autoritetiya thay BRO, thay na theripe e pakyavipasko ko publikune institucie sar sheruno sebepi e Romenge, Ashkaliyenge thay Egipqanyenge na butikeripasko. O Akciako Plani dikhela te adresinel o bibutyaripe prekal o promovipe e korkore-butyaripasko, bayardi informacia vash butyako trego thay bayardo akcesi pet hay phikodeipe vash zaantesko edukipe.

Lokaluon Akciako Plani vash Inkluzia e Romane, Ashkalyune thay Egipqanyune Komunitetesko ani Komuna Fushë Kosovë / Kosovo Polje

O Roma, Ashkaliye thay Egipqanya genena deshu yekh pe shel e populaciako e komunako Fushë Kosovë. Ini soske na si specifikune informacie, o bibutyaripe mashkar o jene e akale komunitetenge anekdotalipea raportingyola te ovel uqo, ko publikuno thay privatuno sektori. O sherune sebepya vash o uqe bibutyaripaske skale kola identifikisale ko Komunako Akciako Plani sin a suksesti te implementingyol adekuatipea o na-diskriminaciake krisya, thay na theripe e kvalifikime individengo kotar akala komunitetya maybut ko publikuno sektori. O plani aqholo limitimo pe identifikacia e diskriminaciako pe etnikuni baza thay sar akalesko sebepi thay na konsiderinela kay o na theripe e pakyavipasko mashkar komunitetya Roma, Ashkaliye thay Egipqanya thay publikune institucie te ovel sebepi e uqe bibutyaripasko thay na aktivipasko mashkar akala trin komunitetya.

O plani dikhela te qhinavel e diskriminacia mamuy o Roma, Ashkalie thay Egipqanya thay dedikinela aktivitetiya pe eliminacia e segregaciako thay diskriminaciako mamuy o qhavore e akale komunitetengo ani skola. Akciake Planesko pratsav pe adresipe e bibutyaripasko si vazdimo pe buhlaripe e informaciako ko komuniteteske jene vash o KBO thay ABTP; uqe kvaliteteske informaciako kedipe e butyake tregoske mothavnengo ulavde pe etniciteti thay polya vash te produktinen politike bazirime pe evidencia; ledeipe e lokalune thay nacionalune BRO-enca vash te lelol mayshukar halovipe e komunitetenge problemenca; thay may efektivuni implementacia e publikune politikengo thay programengo kola adresinena o bibutyaripe. Inkluzia pe zanateski edukacia si adresimi andar edukaciaki sekcia e lokalune planeski. O konsultacie e komunitetea si planirime numay sar kotor e Akciake Planeske fokusesko pe sastipe. Akava yekhe alavea shay te adresinel akale komunitetengo bi pakyavipe pe publikune institucie.

5. Perceptie e shukar butyaripaske shaipyengo thay pharipya e Romane, Ashkalyune thay Egipqanyue ternengo

E mashuranca e Romane, Ashkalyune thay Egipqanyune terne juvlengo thay murshengo mangena te keren buti thay te vazden profesionaluni kariera vash te sigurinen stabiluno avipe vash olenge thay olenge familie. O kotorleyutne ano fokus grupe phende kay na lajana butyatar, thay odola kola sinelen buti kerde but buti vash te adikarenola. O kotorleyutne kola sine bizo buti phende kay on rodinde buti sakova dive, ose prekal KBO, leipea informacie kotar mosko lafipe, thay prekal direkt kontakti e biznisenca. Numay yekh bibutyardi participant phengya kay na rodingya buti.

Buhlpea te vakergyol o fokus grupe thay interviste terne manushenca kotar akala trin komunitetya sikavde som eksperience, pharipya thay ledeipaske droma ko butyako trego. Numay yekh diferenca sine kay o terne Roma phende sar but ver ulo kay on telrdile thay na lelife pe buti sar o sebepi e na janipasko e Albanyuna qhibyako. Yaver diferenca sine o klaro mangipe mashkar o Ashkalyune juvla vash te puteren poro biznisi. Palo sah, sar leopardilo may upre, akala rezultaty musay te interpretingon gojaveripea sar o sebepi e tikne gendosko. Akale sebepestar, o arakhipya thay konkluzie e akale rodlaripasko referingyona pe Romane, Ashkalyune thay Egipqanyune terne ko geenrali, thay na rodona kay may dur te stratifikinen pe individualuni etnikun grupa.

5.1 Informacia e Romane, Ashkalyune thay Egipqanyune terne manushengo vash o PES, butyako trego, thay butyaripaske janipya

Butyaripaske servisya

Kosovaki Butyaripaski Agencia (KBA) thay komunakoe Butyaripaske Ofisya (KBO) evolvirinena thay publikinena butyake tregoske informacie thay statistike, evolvirinena thay implementinena aktivune butyake tregoske bajakya, dikhlarena butyake migraciake servisya thay administracia, thay menajinena o benefitya. O KBO pe ayni vaht ofertinena mashkarkhuvipe thay butyake arakhipaske servisya vash odola kola rodona buti. Registrime butyake rodlarne, bibutyarne ose na, shay rodona asistancia vash interviste, butyake arakhipaske profilya thay shay te nakhen yekh personaluno evaluipe e shaipyengo vash butyako arakhipe. Butyake oferte, thay o kontaktya vash butyake agencie sikavgyona bilbordya thay placate ko zidya e KBO. Prekal KBO, o butyake rodlarne shay te registeringon prekal BA uebsayti vash te theren akcesi online ko quqe butyake thana, shay te len kotor ko nacionalune ose lokalune butyake panairya, ose te len informacie vash shayutne butya avriyal.

BA thay KBO hraminena thay implementinena buderi Aktivune Butyake Tregoske Sikavne (ABTM) kola targetinena specifikune grupe, dikhlaripea general zanatesko godideipe; avruno zanatesko treningo; korkore-butyaripaske skeme; thay sibvencie vash firme kola promovinena o butyaripe e bibutyarde ternengo talo 25 bersha; terne limitime shaipyenca, juvla thay irande manushen. Ko bersh 2015, “o Publikune Butyaripaske Servisyash mashkar khuvde ko 6,706 butyaripaske sure, so kerla 44 pe shel bayripe pe komparacia e bershestar 2014 so sugestinela bayardo shaibe thay zoralipe e programengo vash butyaripe ko akala institucie.”⁷³

Buderi e kotorleyutnendar ano fokus grupe sinelen numay bazikuno halovipe e shayutne servisengo prekal o KBO, ini odola kola sine registrime odote; thay numay disave benefitinde kotar ABTM. Odola kola sinelen direkt kontakti e KBO phende kay o stafi sine shukar thay sine shukar ledeipe mashkar lende, numay sine hari ose te phena ni hari lugyaripe palo angluno intervyyu. E general percepacia sine kay o KBO mashka rkhuvla po hari pokime butya thay maybut penjargyola mashkar o kotorleyutne sar than kote o manusha registringyona vash bibutyaripaske benefitya. Sar rezultati, nesave kotorleyutne na registrisale ko KBO soske na ajukerde kay shay arakhna buti prekal lende.

Romane, Ashkalyune thay Egipqanyune terne manusha raportinde vash limitimo akcesi pe informacia vash butyaripaske servisyash. O may sigune mode e shunipasko vash shayutne butya kola mothavdile kotar o kotorlyutne ko fokus grupe sine shunipe prekal o manusha, thay o reklame ko KBO plakate ose ano supermarketya. MO thay BRO, maybut odola kola si fokusime ko minoritetenge puqipya, dena e terne Romane, Ashkalyune thay Egipqanyune qhavorenge informacia vash o butyaripe thay na formauni karierako godideipe. Buderi kotorleyutne na sinelen nisavi informacia vash o privatune butyaripaske agencie, thay yekh baro minoriteti e kotorleyutnengo, sherunipea mursha, phende kay o privatune butyake agencie arakhena buti numay ko avrune marketya, thay servisesko pokipe sine kotar €500 ji €1500, so raportisalo kotar o savore kotorleyutne kay si but uqe. MO thay BRO, maybut odola kola si fokusime ko minoritetenge puqipya dena e terne Romane, Ashkalyune thay Egipqanyune qhavorenge informacia vash o butyaripe thay na formauni karierako godideipe.

O Butyako Krisi (Gn. 03/L-212) thay o Krisi vash Siguripe pe Buti thay Sastipe e Butyarnengo thay Garavipe e Butyaripaske Truyalipasko (Gn. 2003/19) temelinena o sherune standardya vash legaluno thay siguruno butyaripe. O krisi garavela e butikernen ko privatune thay publikune sektorya. Qhand 10 kotar Butyako krisi phenela kay o butyaripasko ledeipe mashkar manush kova dela buti thay butikerno musay te phiravgyol prekal hramimi kontrata koya parafingyola kotar solduy riga. E kontrata musay te andrinel o personalune detalya e rigengo, butyaki deskripacia, butyako than, butikeripaske ore, sheripaski thay agoripaski data, pokipe, benefitya thay bershesko arshlipe. Akava krisi pe ayni vaht specifikinla o minimum pokipe, pauzako periodi thay minimum bersha (15 bersh) vash khuvipe pe buti. Sar sip e Centro vash Politika thay Advokacia, ko bersh 2012, kvash e butyarnengo ko privatuno sektori na silen hramimi kontrata thay numay 20 pe shel sine kompenzime vash o maripya kolen lele pe butyako than.⁷⁴ Ko bersh 2012, KFOS raportingya kay buderipea, o butikerne ko privatuno sektori na silen butyake kontrate, kerena buti ji 12 ore pe dive, na dengyola olenge kurkesko ose bershuno arshlipe, na kompenzinyona vash olengo peder vahtuno buti, thay, butyako siguripe thay sastipe si ko talo-standardya.

73 YNE. 2016. Manushikane Evolviripasko programi: Keripe o trego funksionaluno vash juvla. Shayutno ko: http://hdr.undp.org/sites/default/files/human_development_report_2016.pdf.

74 Centro vash Politika thay Advokacia. 2012. Monitoripe e Implementaciako e Butyake Krisesko. Ko KFOS. 2014. Butikerutneske hakaya legaluno rami), siguripe pe buti thay implementaciake mehanizmya. Shayutno ko at: <http://kfos.org/wp-content/uploads/2015/03/EMPLOYEE-RIGHTS-LEGAL-FRAMEWORK-SAFETY-AT-WORK-AND-IMPLEMENTATION-MECHANISMS.compressed.pdf>.

Kotorleyutne ani fokus grupa phende kay butyaripaske kontrate sine norma ko publikune thay mashkarthemutne organizacie thay ko BRO, ji kay o privatune butyake deyutne na preferinena te formalizine o butyaripe thay bazirisale sherunipea pe konktaktualune ledeipya prekal o muy vay alav. In general, participants had some knowledge about basic standards that govern labour relations. Ne-save kotorleyutne insistinde kay o na kernay buti bizo kontrata, ose sar o sebepi e olenge negativun eksperrencengo kotar o nakhle butya ose soske janena kay na theripe e butyaka kontratako kerela olenge vulnerabilune ko butyake deyutnesko bi ajukerde bajakya. Palo sah, buderi kotorleyutne ko fokus grupake diskusiye, maybut o mursha, phend ekay on mangena t elen varisavi forma e butyari-paski bizo leipea pe dikhipi o standardya kolen dikhela, soske on si qorole thay musay te dikhen pere familien.

Kosovaki Butyaki Inspekcija (BI) si numay yekhuni publikuni institucia koya monitorinela butyake kriseski implementacia, dikhlaripea o sastipe thay siguripe pe buti. Kotar 8,128 inspekciake vizite ko bersh 2017 thay 7,285 vizite ko bersh 2016, e BI na identifkingya nisavi diskriminacia pe baza e etnicitetesko ose polyengo.⁷⁵ Fokus grupaske kotorleyutne raportinde kay generalipea o terne manusha kotar o Romane, Ashkalyune thay Egipqanyune komunitetya, dikhlaripea olen kola sine ano konflikteske situacie pe buti, na vazdena poro avazo pe butyake deyutne ose autoritetya soske na pakyana pe niyekh rig. Numay yekh suro kote yekh terno Ashkalia dikhla te alosarel o konflikti e butyake deyutnea, ni e diskusia e oleske pharipyengo e butyake deyutnea ni o raportipe ki butyaki inspekcija na dende solucia vash olesko konflikti ose adresime pharipya vash butyako qhelalo vastipe.

Butyaripasko janipe

Telune janipya kola manglona kotar butyako trego thay janipyengo na phanglipe si mashkar sherune sebepya kay buderi terne Roma, Ashkaliye thay Egipqanya thay yaver arakhlona pharipyenca vash te arakhen buti. Kosovaki teluni kvaliteteski edukaciako sistemi, som e limitime butyaripaske shaipy-enca, kergya may pharo e ternenge vash te theren akcesi thay te adikeren o butya.⁷⁶ Yekh anketa koya kerdili ko bersh 2015 e ternencar ani uqi sekondaruni skola thay terciaruno skolupe thay biznisi sikavgya kay o terne manusha ani Kosova, bi lelo pe dikhipi olengo etniciteti ose edukacia, generalipea na si jande vash o janipya kola evaluingyona ko butyako trego thay uqe evaluinena olenge janipaske vasnipya.⁷⁷

⁷⁵ Butyako Inspektorati. 2017. Bersuon raporti. Shayutno ko: <https://ip.rks-gov.net/wp-content/uploads/Raporti-i-Punes-per-vitin-2017-nga-Inspektoriati-i-punes-2.pdf>

⁷⁶ WBG. 2015. Kosovo in a snapshot.

⁷⁷ Statman, James, Ada Huibregtse, Dukagjin Pupovci thay Vjosa Mullatahiri. 2015. Evaluacia e butyaka forcako gatisaripasko vash USAID/Kosovo.

Tabela 9. Bizneske reprezentenge thay ternengo evaluipe vash ternengo gatisaripe

Janipya	Kategoria	Totalipea gatisarde	Hari gatisarde	Hari bigatisarde	Totalipea bigatisarde
Kompletipe e proyektesko sar ekipako kotor	Biznesi	20.59	29.41	32.35	17.65
	Rinia	50.41	34.10	6.66	8.83
Ledeipe e manushenca kotar butriguno avipe	Biznesi	38.24	26.47	23.53	11.76
	Rinia	55.01	24.25	11.25	9.49
Keripe e persuasivune argumentengo vash te pheren yaverengi godi te pashon tumara idea	Biznesi	23.53	20.59	38.24	17.65
	Rinia	46.60	37.64	7.88	7.88
Kompletipe e proyektesko biumlavdo	Biznesi	14.7	20.6	20.6	44.1
	Rinia	45.8	37.5	7.5	9.2
Konfilesko alosaripe	Biznesi	18.2	27.3	33.3	21.2
	Rinia	48.4	36.1	8.2	7.4
Gndipe kreativitea te aven solucienca	Biznesi	26.47	26.47	32.35	14.71
	Rinia	55.74	31.28	6.28	6.69
Aplikinen teoretikuno janipe ani praktika	Biznesi	23.5	29.4	32.4	14.7
	Rinia	53.6	32.6	6.5	7.4

Resursi: Statman, et.al. 2015. *Butyaka forcako gatisaripe evaluipe vash USAID/Kosova.*

Fokus grupake kotorlyutne, maybut odola bizo mashkarutna skolaki edukacia, dikhle individualune karakteristike thay tehnikune janipya sar centralune vash olengo butyaripe. Individualune karakteristike sar si shukar vasnipya, respekti, qaqipe, pakyavipe, optimizmo thay pakiv ale sheruni-pea anglune, bizo nesavo anglo mothavipe thay maybut desar savore yaver janipya kola manglona ko butyako trego. NUmay palo nesavo anglo mothavipe mashkarutna skolale sikovne ose studentya identifikinde socio-emocionalune janipya sar si ekipaki grupa, ledeipe, godornipe, thay profesionalizmo sar mahatne. O janipya sar si stresesko cidipe, korkoro-mejanipe, orientipe pe resipe, negocia-cie, organizacia, phiravipe thay zoraloshero na identifikisale ni hari.

Tehnikune janipya, ose “te jane ti buti” sine o duyto maybut lepardi kategoria vash te ove suksesuno ko butyako trego. Numay disave kola akana agorinde e skola, universiteti ose zanateske kursya sikavde olenge konkretune tehnikune janipya thay sar on shay vastinena olen vash olengi avantazha. Misal, numay yekh kotorlyutno lepargya informipaski tehnologija thay kompyutereste janipya sar avantazhake ko butyako trego. Komunikaciako janipe thay qhibya sine identifikime kotar nesave uqe edukime kotorlyutne kolencar dakordisale o yaver sar mahatne janipya vash te ove suksesuno ko butyako trego. Komunikacia halili sar te halove thay te respektine e manushen kola si peder tute thay tere kolegen. Yaver anglipaske kognitivune janipya sar si siklipe, vahtesko menajipe, analitikune janipya, but butyengo keripe pe yekh vaht, kritikaluni gndipe, kreativiteti, problemesko alosaripe, thay decisiako anipe na lepardile ni palo nesave tentative.

Qhibyake janipya identifikisale kotar baro gendo e ternengo sar mahatno ko butyako trego. Ashkalyune thay Egipqanuune janena shukar e Albanyuni qhib. Palo sah, o Roman eterne sine fokusime sheruni-pea pe siklipe e Albanyuna qhibyako soske on dikle olengo bishaibe vash te vakeren thay hraminen sar olengi phari disavantazha ko butyako trego. Mashkarutna shkolake ose universiteteske studentya e sah trin etnikune grupendar identifikinde i janipe e Anglikana qhibyako ko butikeripas-ko niveli sar sheruno vash suksesti ko butyako trego.

5.2 Skoluipe

Si buhle ulavipya ko akcesi pe skoluipe mashkar o Romane, Ashkalyune thay Egipqanyune komunitetya thay yaver Kosovarya. Ko sakova suksesuno niveli e skoluipasko, o quqipe e skoluipaske lugyaripasko mashkar lende thay o komunitetya bayrola. Vash te adresingyon akala ulavipya, sar si mothavdo ano strategie vash inkluzia ano skoluipe, MSST thay OGG kerde prioriteti o skoluipasko resipe e qhavorengo thay ternengo kotar akala komunitetya. Desar e keripasko e romana qhibyako sar elektivuno siklipe ano anglo-universitetesko skoluipe thay palo temelipe e rezervime kuotengo vash o jene e akale komunitetenge⁷⁸, na si nisavi evidencia koya sikavla pozitivuno trendi pe skoluipasko bayripe mashkar Roma, Ashkaliye thay Egipqanya.

Teluno skoluipasko niveli sherunipea citingyola kotar politikake-kerutne thay godorne kola mu-say te mothaven e disavantazhimi pozicia e Romane, Ashkalyune thay Egipqanyune komunitetenge jenengi ko butyako trego. Sar rezultati, bayardo skoluipasko resipe dikhlola thay prezentinyola sar saslarno vash sasoske. Palo sah o rodlaripe sikavela kay o ledeipe mashkar skoluipasko bayripe thay butyake tregosko rezultati si may nuansimo. Ji kay si logikune sebepya thay empirikune informacie vash te sugestinen kay teluno skoluipasko resipe si pashe phando e telune butyake tregoske rezultatenca vash e general populacia thay o Roma ani Centraluni Evropa⁷⁹, evidenca kotar e Kosova sikavela kay o bayardo skoluipasko resipe vash Roma, Ashkaliye thay Egipqanya anela teluno bayripe e benefitesko ko butyako trego desar vash yaver komunitetya.⁸⁰

Palo sah, evidencie kotar fokus grupe na sigestinelat kay o teluno skoluipasko niveli pharekerela Romane, Ashkalyune thay Egipqanyune ternengo vash te arakehn ose te khuven pe buti. May hari edukime silen pharipe te arakhen bijanipasle ose telune-janipaske butya thay ajukergyola maybut te oven bizo buti. Palo sah skoluime kotorleyutne ani fokus grupa vastinde o internet vash te aplikinen vash buti numay na jande sar te aplikinen vash o butya. Terne kotar Romane, Ashkalyune thay Egipqanyune komunitetya e uqe skjoluipea sine may informime vash faktorya thay janipya kola shay te ashutinen olen ko butyako trego; ekzistime butyaripaske servisy; lokacie thay procesi e leipasko e butyake tregoska informaciako; thay oelnge manushikane thay butikerdutnenge hakaya. Palo sah, o Roma, Ashkaliye thay Egipqanya kola agorinde o studie ose si studentya na dikhle olenge butyake tregoske rezultaty sar inferiorune pe komparacia e olenge amalencar kotar o yaver komunitetya.

5.3 Diskriminacia

Diskriminacia pe etnikuni baza si yaver mahatno mothavipe vash telune butyake tregoske rezultaty mashkar Roma, Ashkaliye thay Egipqanya, palo sah si may hari konsiderimi kotar e politika thay decisiake kerutne. Ini soske e Kosova sila adekvatuni legislacia thay institucionalune ramya vash te garavel thay promovinel na-mashurantune hakaya, dikhlaripea som butyaripaske hakaya thay

78 MSST.2016. Administrativuno Godideipe, Gn.09.2016 Aplikacia e afirmativune bajakengo thay rezervime kuote vash registripe e kandidatengo kotar na-mashurantune komunitetya ano publikune institucie ose mayuqo edukipe. Shayuno ko: <http://masht.rks-gov.net/uploads/2016/06/ua-masht-09-2016-aplikimi-i-masave-afirmative-dhevendeve-te-rez-al.pdf>.

79 Revenga, Ana, Dena Ringold, thay William M. Tracy. 2002. Qororipe thay etniciteti: Mashkar rashtraki studia e ROMane qoriripasko ani Centraluni Evropa. Lumiaki Banka Tehnikune Lila; Gn. 531. Washington, DC: Lumiaki Banka. Shayutno ko: <http://documents.worldbank.org/curated/en/839821468759298610/pdf/multi0page.pdf>. Branson, Nicola thay Murray Leibbrandt. 2013. Skoluipasko resipe thay butyake tregoske rezultaty ani Ratyoriguni Afrika, 1994-2010. OECD Ekonomikune Departamenteske Butikeripaske Lila, Gn. 1022. <https://www.oecd-ilibrary.org/docserver/5k4c0vbbv0q-en.pdf?expires=1526552238&id=id&accname=guest&checksum=77C103F05BA6FAE972E581B349598651>. O'Higgins 2012, 2015.

80 OECD Ekonomikune Departamenteske Butikeripaske Lila, Gn. 1022. <https://www.oecd-ilibrary.org/docserver/5k4c0vbbv0q/en.pdf?expires=1526552238&id=id&accname=guest&checksum=77C103F05BA6FAE972E581B349598651>. O'Higgins 2012

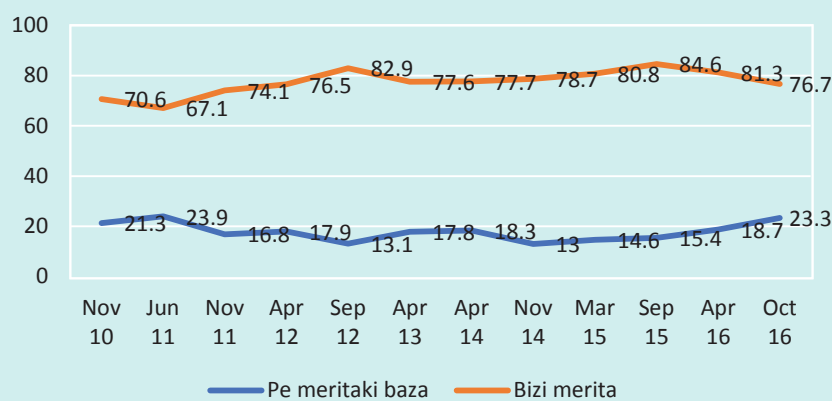
na-diskriminacia⁸¹, implementacia thay zorakeripe e legislaciako aqhola pale. Generalipea publikune institucie na silen kapaciteti thay na silen efikasuni koordinacia kay efektivitetea te aplikinen o kris. Maydur, ledeipaske thay dikhipaske yaveripya, yekh manglo sfondi vash efektivuni implementacia e legislaciaki, na nakhle e Kosovako malipe, thay o anglokrisipya pandar si aktivune.

Savore terne manusha kola lele kotor pe fokus grupe raportindekay arakhlona e diskriminacia ko sasavo jivdipasko aspekti, dikhlaripea vi butyako trego. Sar on dikhena, olengi raca, rang ose etniciteti si sherune idya so aqhavena olen te arakhen buti ko publikuno ose privatuno sektori. On raportinde uqe nivelya e negativune stereotipengi kana sip e kontakti e individenca kotar yaver komunitetya thay konfirminde may angle raportya kay on lena mayteluno pokipe desari o sah yaver populacia. Sar rezultati, o procesi vash butyako rodipe ko publikune thay privatune sektorya kotar on sikavdilo sar pharo, nainkuraipasko, stresuno, demotivipasko, diskriminatiuno thay lajakeripasko.

Butikeripaski kuota vash na mashurantune komuniteteske jene ko publikuno sektori dikhojla sar shukar-resipasko mehanizmo vash te kreirinel shaipya vash o Roma, Ashkaliye thay Eqipqanya vash te arakehn buti, vazden piri kariera thay te ashutinen e komunitete pe generali. Vash te benefitinen kotar butikeripaski kuota yekh musay te deklarinel poro etniciteti, thay e general etnikuni identifikacia ani butyaki aplikacia dikhisali sar shey kova telarla olenge shanse vash butyaripe. E general percepce sine kay o butyake deyutne n aka denolen shaipe vash intervista soske on perene yekh e akale komuniteteske. Palo sah, o cidipe e musayutne etnikune identifikipasko ani butyaki aplikacia na dikhlilo kotar o kotorleyutne sar solucia vash akava problemi. Sasavipea, raportisalo kay disave jene e mashurantune komunitetesko phenena kay perena yekh e Romane, Ashkalyune thay Eqipqanyune komuniteteske sar drom kay te vastinen o shaipa kola si dikhlarde vash olenge.

Fokus grupake kotorleyutne dikhena nepotizmo thay kronizmo pe butyaripe ko privatune thay publikune sektorya sar yaver aqhavutno vash te len buti. Pashe savore olendar phende kay publikune thay privatune sektorya preferinena te pheren quqe butyake thana e familiake jenencar thay amaliipaske rafinya si maybut vasne desari e kompetencia, shaipe thay janipe. Akava fenomeni pelarela Romane, Ashkalyune thay Eqipqanyune komunitetengi situacia ko butyako trego soske on si ose avrunne thay na silen ayeka suroske kontaktya.

Figura 8. Percepce e meritokraciake pe leipe e butyako ko publikuno sektori



Resursi: YNEP. 2017. Publikune pulseski anketa.

81 Vash detaluni diskucia, dikhen e sekcia Legaluno, institucionalun thay politikuno rami.

E.G. si yekh terno Rom kova agoringya o master niveli e edukaciako vash Anglikani qhib avriyal. Pe olesko iranipe ani Kosova, intervistisalo vash sikavipaski pozicia ani yekh publikuni skola. yekhatar palo so intervistipasko paneli dikhla ani oleski aplikacia kayo v si Rom, puqlilo soske na kerela buti vash te sikavel e qhavore oleska sortako, misal ROMane qhavoren. *“Angluno shey so gndingyum palo akava puqipe si kay me na treterisalum sar profesionalco kova shay dela uqe kvaliteteske servisy shkolake, numay sar individi kova si kvalifikimo te sikavel numay specifikuni grupa e qhavorengi, odola mara sortako. Na lelum pe buti.”*

E yaver eksperienca sip e baro kontrasti e eksperienccatar kola o E.G. sinele yekha MO kote aktualipea kerela buti. *“Ani finalno intervista akaya MO, phendilo mange kay on uqe evaluinde miri aplikacia vash e pozicia, mara edukaciaki kvalifikacia, thay but shukar testeske rezultaty. Intervistako procesi sine inkuraipakso thay pozitivuno. Shungyum mande kay evaluisalum vash mere profesionalune kvalitetya. Palo sah, intervistipasko paneli phengya kay si ekstremno bahtale te ledeinen yekhe ayeka jenoa kotar o Romano komuniteti.”*

Kutia 1. Diskriminacia pe butyaripe

5.4 Rizikoski averzia vash biznisesko putaripe thay korkoro butyaripe

Lumiaka Bankako Raporti Keripe e Biznisesko 2018⁸² ranginela e Kosova 40-to kotar total 190 rashtre kote si lokhe te kergyol biznisi. E Kosova ranginyola 10-to pe shrdipe e biznisesko, 12-to pe leipe e kreditesko, 34-to pe barvalipasko registripe, 45-to pe porezesko pokipe thay 49-to pe kontratengo zorakeripe thay alosaripe e bialosaripasko. O raporti sikavela sar biznisesko registripe si may lokho, siguno thay may transparentuno sar o sebepi e aplikaciako “yekhe aqhipasko” pratsavesko. Shay kergyola direkt manushea ose online ko 29 komunake registripaske centre ani albanyuni, srbyuni, anglikani thay turkyuni qhib. Pe yaver drom, e Kosova ranginyola 89 to pe garavipe e minoritarune investitorengo; olako institucionaluno kapaciteti te lelpa bare bara na formaluna ekonomia si na zoralo; thay lisensipe thay inspekciako rezhimi si fragmentimo, palo depresivune formalune privatune sektoreske aktivitetya.⁸³ Ji kay e situacia vash buderi Kosovature biznisenya ose korkore-butyarde laqhardili, Romane, Ashkalyune thay Egipqanyune komunitetya raportinena kay shungyona sar avrime kotar akava progresi. Akale komunitetengi ekstremuno qorolipe, maytelune skoluipaske nivelya, teluno informipasko niveli vash procedure vash shrdipe thay menajipe e biznisesko, hari eksperienca e formaluna ekonomia thay pervazivuni diskriminacia telarela olengo kapaciteti ose te shrden ose te formalizinen olenge biznisiya.

Na theripe e informaciako vash bizniseske procedure thay na familiarizipe e bizniseske phiravipea shay kontribuinyaya kay fokus grupake kotorleyutnenge preference vash te oven butikertutne desat te oven butyake deytutne. Preference vash keripe buti vash o yaver desat te shrden biznisi maybut mothavdili kotar o Romane kotorlyutne bi lelo pe dikhipe o polio se butyaripasko statusi. O sheruno

82 LBG. 2018. Keripe biznisi 2018: Reformipe pe butyako keripe. Shayutno ko: www.doingbusiness.org/~media/WBG/DoingBusiness/Profiles?Country/KSV.pdf

83 LBG. 2016. Rashtrake programeski fotografia. Shayutno ko: pubdocs.worldbank.org/en/419461462386476530/World-Bank-Kosovo-Program-Snapshot-April-2016.pdf

sebepe vash ayeka preference sine o dikhipe kay theripe e biznisesko anela pea uqe rizikoske nivelya thay presia vash susksesi. Fiksune masekune pokipya, potencialune treningya pe buti, socialuno thay sastipasko siguripasko pokipe kotar butyako deyutno thay butikeripaske benefitya te sine kay muklona kotar e buti sine nesave e pherune sebependar vash e preference kay te oven butyarde kotar o yaver. Yekh ulavipe sine kay buderi e jande, bibutyarde Ashkalyune juvlengo sikavde preferenca vash te operinen olengo biznisi.

Pe generali meybaro kotor e kotorleyutnengo na gndinde vash shrdipe e biznisesko sar drom vash butyaripe. On palo sah sikavde interesi pe avantazhe kola kreiringyona te sine kay yekh manush sile biznisi sar si tromalipe e butikeripasko, tromalipe kay daykho ka qhiveltumen butyatar thay theripe maybut kontrola pe jivdipe. Maydur, savore olendar dikhle olengo biznisi sar resursi vash butyaripe vash olenge familiake jene. Palo sah, takes, socialune thay medikaluno siguripaske ibligacie dikhlile sar pharipe thay dekuraipaske vash biznisi. Maybaro gendo e kotorleyutnengo kola preferinena ose kola gndinde vash te shrden biznisi sinelen hari ji nisavo janipe vash sar te kreirinen iznisesko plani, legalune thay administravune mangipya vash biznisesko shrdipe, adikeripe e harjipaska pustikako, thay mangle manushikane resursya ose biznisesko menajmenti.

5.5 Polyengo Yekhipe

O Kriji vash Polyengo Yekhipe⁸⁴ sikavela o temelya e polyenge yekhipasko deipea som shaipya vash mursha thay juvla te len kotor pe politikuno, ekonomikuno dikhlaripea butyako trego, socialuno, kulturako thay yaver aspektya e social jivdipasko. Defininla e pozicia e polyenge na yekhipasko kana o kotorleipe e specifikune polengo ani institucia ose organizacia si mayhari desar 40% (Qhand 2.12). Maydur, juvlenge si pokimo 9 masek e khamnipaske arshlipasko: anglune 6 masek 70% e bazikune pokipasko dengyola kotar butyako deyutno, avutne 3 masek 50% e pokipasko pokingyola kotar o raibe, thay o aqhile 3 masek bizo pokipe (Qhand 3.2).

Palo sah, ayeka pozitivune legislacie ose politike na sikavdile sar pozitivune ko butyake tregoske rezultaty vash Roma, Ashkaliye thay Egipqanya ose juvla ose sasavipea vash odola kotar yaver komunitetya. Na aktivipaski skala vash o juvla ani Kosova aqhola ji 80 pe shel, thay na si sasavipea yaver vash o Romane, Ashkalyune thay Egipqanyune juvla. Shtar pe shel e Romane, Ashkalyune thay Egipqanyune juvlengo thay shov pe shel e juvlengo korkore olendar si butyarde, ji kay o bibutyaripe si 53 pe shel vash Romane, Ashkalyune thay Egipqanyune juvla korkore pea. O maybaro pharipe kolea arakhnape o juvla kotar o sah komunitetya si olengi tradicionaluni rola sar sherune manusha kola dikhna e familia, sar si qhavorengo dikhipe, kherune butya thay yaver.⁸⁵ Ini soske, pe generali, Kosovake juvlengo niveli e skoluipasko si sasavipea mayuqo desar Romane, Ashkalyune thay Egipqanyune juvla, olenge butyake tregoske rezultaty si generalipea som. Akava sugestinela kay o poli sile baro efekti pe juvlengo butyake tregosko rezultati desar o etniciteti.

Fokus grupake diskusie e terne Romenca, Ashkaliyenca thay Egipqanyenca sugestinde kay o poli khelela hari ji ni hari efekti ano drom sar te pashelpe butyake tregoske, numay kayo y sinela baro efekti pe butyake tregosko rezultati. Juvlane kotorleyutne phende kay o mursha silen mayshukar shaipya pe butyaripe soske on pe ayni vaht shay Lenape e butyenca kola rodona fizikuno zoralipe, ose butyake intensivune mangipya kola pe buderi sure meklona Romane, Ashkalyune thay Egipqanyune

⁸⁴ Kosovako Sombeshipe. 2004. Kriji vash Polyengo Yekhipe ani Kosova. Shayutno ko: http://www.assembly-kosova.org/common/docs/ligjet/2004_2_en.pdf.

⁸⁵ YNEP. 2016. Manushikane evolviripasko raporti: Making the labour work for women. Available at: http://hdr.undp.org/sites/default/files/human_development_report_2016.pdf.

komunitetenge te keren. Terne juvla kotar akala komunitetya phende kay seksualuno qalavipe si buhlo thay dekurainela olen kotar rodipe e butyako thay o uqharde juvla phende kay on diklona sar mayhari favorune desar odola kola na si uqharde. Buderi juvlane kotorlyutne phende kay avri olenga mahalatar on koshlona jip e niveli kay shungyona na sigurune.

5.6 Mashkar khuvipaske puqipya

Qororipe sine mashkar khuvipaske dimenzia ano diskusie e fokus grupengi vash butyake tregoske puqipya. Buderi e terne RAEnda phende kay on si but qorole thay pashe niko ani olengi familia na sile buti. On pende kay shunena kay si disave bajakya pale kotar o yaver sar o sebepi e qororipasko. O qororipe qalavgya olengo shukaripe, thay disave olendar nashti lele e buti kola sine dur, ose sar o sebepie na theripasko e publikune transportesko ose o transporti sine pahalo. RAE terne mursha identifikinde o qororipe sar sherun sebepi vash skolako mekhipe.

Pakyavipe ano qaqipe thay efektiviteti e publikune sistemsko si but teluno. Sherune sebepya vash pakyavipaske na theripasko sine lugyarde peripya e terne manushengo kola rodinde buti kola lele kotor pe rodlaripe vash te lelon pe buti ko publikune institucie, percepcie e koruptime butyaripaske procedurenge, instituciengo na godornipe phanglo RAE-ngo uqo niveli e bibutyaripasko, thay percepcia kay o publikune institucie dikhena maybut e mashuranca thay naglizhinena e minoriteten, maybt e RAE. Sar rezultati, on na dikhena sebepi, te sine kay o pratsava e publikune sevalutnengo na yaveringyona, vash te arakhenpe olenca thay te diskutinen olenge puqipya.

Nesave Ashkalyune terne dikhena e diskriminacia kotar Albanyuni mashuranca sar palo maripasko (1999) fenomeneni. Ashkalyune terne ani fokus grupa phende kay anglo maripe, Albanyuni mashuranca na diskriminiringya olen. “Amare ledeipya sine pashutne. Akana, o ledeipe yaverisalo. Bi ajukerdo amen ulen yaver; amen ulem o yaver,” reziminela yekh Ashkalyuno terno.

5.7 Servisya ose programya te ashutinen Romane, Ashkalyune thay Egipqanyune ternen ko butyako trego

Fokus grupake diskusie mashkar Roma, Ashkaliye thay Egipqanya identifikinde o nanipe e informaciako vash butyako trego sar fundamentaluno mangipe kova musay te adresingyol. E mashuranca sugestingya kay KBO musay te ovel may aktivuni pe informipe e terne murshengo thay juvlengo kotar akala komunitetya vash butya thay treningoske janipaske shaipya. On sugestinde yekh interneteski platforma koya shay andrinela sah quqe butyake thaa thay treningya ko yekh than. Kotorlyutne ani fokus grupa sine klaro pe olengo mangipe vash phikodeipe e olenge butyake shaipasko. Buderi olendar sugestinde kay zanatesko treningo, sjanipakso treningo vash te zirakeren olengi komunikacia, ledeipe ani buti, intervistake thay negociake janipya si but mahatne vash t eoven kompetitivune ko butyako trego.

6. Konkluzie thay rekomandipya

Pe generali Kosovako legaluno thay institucionaluno rami vash garavipe thay promovipe e na mashurantenge hakayengo, dikhlaripea vi Roma, Ashkaliye thay Egipqanyune komunitetya thay terne manusha si adekvatuno. O problemya kola ekzistinena si sherunipea vash e implementacia. O legaluno rami ko nacionaluno niveli rodla mayzoralo politikuno mangipe vash te implementingyol mashkar politika thay odola kola anena decisia, thay maybut halovipe thay pashipe kotar o yaver komunitetya.

Jangyola kotar lokaluno thay nacionaluno raibe kay o Romane, Ashkalyune Thay Egipqanyune terne arakhlona but may phare shaipyenca vash te theren akcesi ko butyako trego thay kay laqharipaske akcie manglona. Sasavipea o autoritetya ko centraluno niveli thay ko trin targetime komune lansirinde o Akciake Planya vash nkluzia e Komunitetengi Roma, Ashkaliye thay Egipqanya 2018-2022.

Teluno ofisialuno niveli e diskriminaciako ko butyako than pe etniciteteski baza ose polya si sasavipea rezultatia e manushengo kola na vazdena olenge puqipya ose kay o publikune institucie na shunena olenge rovlarinya, thay o may telune nivelya e personalune eksperienngo e diskriminaciako mashkar fokus grupake kotorlyutne pe buti si sasvipe o rezultati kay on kerena buti vash MO thay BRO kola promovinena minoritetenge hakaya. Pe generali, terne manusha kotar Romano, Ashkalyuno thay Egipqanyuno komuniteti dikhena e diskriminacia pe etnikune baza sar sheruni pe olengo sakodivuno jivdipe thay pe ledeipe e publikune ose privatune institucienca. Diskriminacia pe butyaripasko vahti si buhlo thay kontribuinelu pe ulavipe e Romane, Ashkalyune thay Egipqanyune ternengo kotar butyako trego.

O fokus grupe e terne manushenca Roma, Ashkaliye thay Egipqanya konfirminena may angle rodlaripaske arakhipya kay on silen may telune butyake tregoske rezultaty desar o terne manusha kotar o yaver komunitetya e som skoluipaske nivelea. Akava si sherunipea validuno vash rezultaty e murshenge butyake tregosko. Romane, Ashkalyune thay Egipqanyune terne janena kay na silen adekvatuno janipe vash te oven suksesune ko butyako trego; palo sah buderi olendar sar dikhyola na dikhena o sebepi-thay-efekti ledeipe mashkar qororo skolupe, na adekvatune janipya thay butyake tregoske rezultaty. Akava shay ovla rezultati e buderi faktorengo. Buderu terne kotar o Romano, Ashkalyuno thay Egipqanyuno komuniteti kola si universiteteska edukacia nashti te arakhen buti kova pashol aolenge kvalifikacienca, thay o terne e telune skolupea nashti te arakhen telune janipaske butya. Maydur, o aktualuno skoluipasko sistemi shay na dikhyola sar kay transferinela o adekvatune butyaripaske janipya, palo sah kay dengyola may tikno vasnipe e skoluipaske.

Generalitetea, Romane, Ashkalyune thay Egipqanyune terne kola lele kotor ko fokus grupe na silen manglo halovipe vash sar te oven suksesune ko uqe kompetitivuno butyako than pe qorori ekonomia mashkar diskriminaciake pratsava. On na sine pe janipe vash o buderi kognitivune, socio-ekonomikune thay tehnikune janipya kola manglona te evolviringyon vash te oven suksesune ko butyako trego sar si:

- Socio-emocionalune janipya: buti ani ekipa, streskeski rezistencia, korkoro-menajipe, orientipe pe resipe, negociacie, organizacia, korekcia, phiravipe, thay zoralo pratsav;
- Tehnikuno janipe: IT/kompyuteriske janipya; kopyuterizimi produkcia;
- Avansime kognitivune janipya: siklipe, vahtesko menajipe, analitikune janipya, but butyengo keripe pe yekh vahti, kritikuno gndipe, kreativiteti, problemesko alosaripe thay decisiako anipe.

MO ose BRO kola kerena buti minoritetenge puqipyenca ashutinena e Rommen, Ashkaliyen thay Egipqanyen te khuven ko butyako trego prekal deipe olenge anglune butyake ose praktikake shaipya; thay deipea olenge shaipe te siklon te hraminen CV, intervistake tehniko, komunikacia, eki-paki buti thay ledeipe, menajipe, kompyuterisko janipe ty. Palo sah, o gendo e Romane, Ashkalyune thay Egipqanyune ternengo kolen o MO ose BRO shay te ashutienn si limitimo, thay rodingyola may fundamentaluno yaveripe.

O juvla kotar o sah komunitetya, dikhlaripea vi Romane, Ashkalyune thay Egipqanyune komuniteten, arakhlona maybare pharipyenca ko butyako trego desar o mursha e sasave yaver mashurancako ose na mashurantune komunitetestar. Bi lelo pe dikhipe o niveli e skoluipaske bayripasko, o juvla silen sasavipea mayuqo niveli e na aktivipasko thay bibutyaripasko thay mayteluno niveli e butyake forcake kotorleipasko desar o mursha. Buhlo seksualuno qalavipe som e na sigurune truyalipea avri olenge mahale kerela may tikno o geografikuno fokusi kotr o juvla shay dikhna vash butyaripe thay servirinela te dekurainelolen. Ji kay mayhari juvla desar mursha sikavde olengo mangipe vash te keren buti pe talostandardune butyake thana bizo legaluni kontrata ajukergyola kay o juvla kay oven may nakativune ko butyako trego ko pashutno vahti. Palo sah, o sheruno arakhipe phanglo e polyenge yekhipea si kay si mayuqo anglodikhavno e butyaripaske statusesko desar o etniciteti e Kosovake juvlencar korkore pea kola si strukturipea ulvde kotar buderi profesie.

Lokaluno raibe respodnigya pe pharipya e integraciako prekal Akciake Planya. Ini soske BRO-enge interesya kola reprezentinena akale komuniteten konsultisale pe hramipe e akale planengo, numay o LAP e komunako Gračanica/ Graçanicë direktipea anavingya e diskriminacia sar sheruno sebiepie disavantazhima poziciako ko butyako trego. Na theripe e direktune penjaripasko e diskriminaciako sar sebiepi e Romane, Ashkaliyengo thay Egipqanyenga disavantazhima poziciako shay bayarla o bibakyavipe ko publikune institucie; bayarel o quqipe e pakyavipasko mashkar Romane, Ashkalyune thay Egipqanyune terne thay odola institucie; thay negativitetea te influinen pe suksesi e planengo. Sitov pozitivuno, palo sah kay ini soske si diskriminacia ose na theripe e pakyavipasko ko publikune institucie na si direktipea citirimo sar sebiepi vash bibutyaripaski disavantazha mashkar Romane, Ashkalyune thay Egipqanyune terne ko duy vay trin planya, o planya silen aktiviteti kola shay te laqharen e diskriminacia thay na theripe e pakyavipasko ko publikune institucie.

Ini palo vastipe e kuotengo thay dedikime fondya vash laqharipe e terne Romane, Ashkalyune thay Egipqayune ternengo butyaripe, fokus grupake kotorleyutnengo pakyavipe ko publikune institucie rumisalo. O sherune sebiepya sar pendile si e percepcia e diskriminaciaki pe ledeipe e rashtrake institucienca sar si centralune ose lokalune raipya, skole thay butyaripaske ofisya; thay percepcie e publikune instituciengo sar na godorne, koruptime thay thana kola na mangena te keren o godornipe kola garantinena dizunenge som hakaya. Sar rezultati, terne manusha kotar Romane, Ashkalyune thay Egipqanyune komunitetya na gndinena kay si shukar te irangyon ko publikun institucie vash te diskutinen vash olenge mangipya, te adresinen olenge mangipya, thay te alosaren o dikhlo na

hakayipe kova kergyola olenge. Odoleske, sasavi politika ose programi kova ka rodel Romane, Ashkalyune thay Egipqanyune ternengo kotorleipe musay te therel pe dikhipa akava na motivipe vash ledeipe thay, sar shrdipaski thavd te dikhlarel mehanizmya kola shay bayarna olengo interesipe thay motivacia vash te keren buti e publikune institucienca.

Kuote thay afirmativune akcie si yekh e dromendar kova vastingyola vash te nakhavgyon aka-la pharipya. Palo sah akava rodla etnikuno korkoro-identifikipe thay buderi Roma, Ashkaliye thay Egipqanya lajana te korkore-deklarinenpe sar o sebepi e darako kotar o anglokrisipe. Palo sah, si dar kotar o qhelalo vastipe kotar e mazhuranca kjola shay vastinena o shaipya kola dendile specifikipea vash Roma, Ashkaliye thay Egipqanya thay yaver na-mashurantune komunitetya.

Terne Roma, Ashkaliye thay Egipqanya silen hari janipe vash o standardya kolen o butikerutne musay te arakhen: legalune kontrate, minimum pokipe, butyake ore, socialune thay sastipaske benefitya, pause thay arshlipe, thay yaver. Palem, o mursha e telune janipyenca silen mangipe te akceptinen sasavi forma e butyaripaski numay kay te ciden peste kotar qhelali ekonomikuni situacia.

o terne Roma, Ashkaliye thay Egipqanya na dikhena o publikune thay privatune butyaripaske servisya sar buderipea kay ashutinena. KBO dikhlona sar mehanizmya kola lokyarena o butyaripe vash telune janipaske thay telune pokipaske butya thay te monitorinen o decisipe e bibutyaripaske benefitengo. On na pasharena e KBO e karierake orientipea thay e tranzicia skolatar-pe-but, janipasko treningo, ose pashipe e olenge janipyengo odolencar kola manglona ano trego, thay yaver. O terne Roma, Ashkaliye thay Egipqanya kola kontaktirinde e KBO-enca na pakyana kay olenge akcie vay programya ashutinena olen. Mashkarvaht privatune butyaripaske servisya amalinyona e butyenca avriyal thay silen bare pokipaske kobaripya.

Romane, Ashkalyune thay Egipqanyune terne si, generalipea te vakara, kkay on si krisea garavde mamuy e diskriminacia thay kay si afirmativune akciake bajakya vash te bayaren olengo reprezentipe ko publikune servisya kola si akaturalune. Palo sah, buderi kotorleyutne, thay o juvla maybut, na si gatisarde te marenpe vash olenge hakaya thay te arakhenpe e diskriminacia kola arakhnape. Akava shay ovla rezultati e shunipasko bizo zoralipe, neglizhime vash lugo vahti, theripe e hari janipasko vash sar te roden pere hakaya, thay na suksesune tentipya e terne Romengo, Ashkaliyengo thay Egipqanyengo vash te adresinen diskriminacia mamuy lende. Madam e romendar thay yaver minoritaruna populaciako ko CRE regioni, identiteteske dokumentya na si puqipe, thay on na si amalime e pharipyenca kolea on arakhnape ko butyako trego.

Maybaro gendo e Romane, Ashkalyune thay Egipqanyune ternengo sikavena rizikune averziako pratsav direkt biznisesko keripe thay korkoro butyaripe. On na dikhena korkoro-butyaripe sar shukar shaip vash butyaripe sar o sebepi e rizikesko thay bare obligaciengo kola phanglona e bizniseske phiravipea. Palo sah si indikacie ay zanatesko treningo som e promocio e bizniseske phiravipasko shay anela entuziazmi vash biznisesko phiravipe mashkar o terne Roma, Ashkaliye thay Egipqanya. Yekh aqhavipe pe biznisesko phiravipe si o na theripe e mangle janipasko vash te shrden ose phraven yekh biznisi, thay e komuna Fushë Kosovë/ Kosovo Polje, kote e fokus grupe sikavde maybaro entuziazmo vash korkoro-butyaripe thay biznisesko, na diklarga akcie vash promovipe e korkore-butyaripasko pe olako akciako plani. Palo sah, solduy komune Gračanica/ Gračaničë thay Gjakovë/ Djakovica qhivena zoralo fokusi pe korkoro-butyaripe sar mehanizmi te ashutingyon o Romane, Ashkalyune thay Egipqanyune komunitetya. Akava si penjaripe kay o korkoro butyaripe

bizo adekvatune biznesesko janipe thay ideye shay iringyola pe teluno benefitesko aktiviteti so na dela stabiluno butyaripe vash o terne. Pe yaver drom, pe rashtre e telune pokipea e bare gendoa e disavantazhime ternenca, janipaske treningya thay biznesesko promovipaske intervencie shay te produktin-en favoritune butyake tregoske rezultaty vash o terne manusha e savore formengo e ABTP-engo.⁸⁶

Sitov esencialuno kay o publikune autoritetya te penjaren e diskriminacia mamuy o Romane, Ashkalyune thay Egipqanyune terne ko butyako trego sar drom e bayaripasko e pakyavipasko thay inkuraipela eldeipasko mashkar komunitetya thay publikune institucie. Sitov krucialuno te kreiringyon shaipya vash dialogi kova shay kerla buti direkt som halovipe e aktualune butyaripaska situaciako thay olake rezultaty. KBO-ya si yekh e anglune ofindar kolencar silen kontakti o terne Roma, Ashkaliye thay Egipqanya kola rodona buti, ayeka kay si vitaluno kay on te keren buti vash te kreirinen pozitivune ledeipya e terne manushenca kotar akala komunitetya, dikhlaripea vi leipe e bajakengo kay korkore on te qhiven pe buti e terne Romane, Ashkaliyen thay Egipqanyen.

Yekh drom e promovipasko e butyaripasko vash kosovarune terne, minoritetya ose na, sit e temelingyon butyake tregoske informaciake centre kola shay kerna som bajakya e KBOenca thay yaver publikune thay privatune trupenca te keren oodla informacie shayutne thay pashe. Informaciake centre shay te keren reklame vash quqe butyake thana; informacie vash industrie kote o butyaripe bayrola; thana thay regie kote si maybaro gendo e butyengo; droma sar shay te len treningya ose maylogu edukipe ko ververutne umala; pokipaske informacie vash profesia, ty. Centre shay dena informacie vash butyako krisi, butikerdutnenge hakaya, thay institucie kola zorakerena akala krisya thay kola adikarena akala hakaya. O centre musay te theren specifikune mehanizmya vash te resn ko Romane, Ashkalyune thay Egipqanyune terne, parnaren thay len palune informacie vash butyako trego thay shay te den odote vash odote treningya vash CV-esko hramipe thay intervistako gatisaripe.

Resipea kay te lokyargyol e tranzicia e Romane, Ashkalyune thay Egipqanyune studentengi ko butyako trego, shay kreiringyona programya kola shay ashutinena olen te len praktikake ose butyaki eksperienca pe iranipe te den alav vash olenge komunitetengo ledeipe e publikune institucienca. Ayeka programi shay bayarla sine o gendo e Romane, Ashkalyune thay Egipqanyune studentengo, te tiknaren olengo studiripasko vahti, te bayaren o gendo e kvalifikime ternengo ko butyaki forca, bayaren komunitetengo astaripe ko publikuno jivdipe thay te motivirinen yaver terne Romen, Ashkalient ay Egipqanyen te oven suksesune ko butyako trego.

Sar drom kay te bayargyol e pakiv e Romane, Ashkalyune thay Egipqanyune komunitetengi ko publikune institucie, terne manusha kotar akala komunitetya kola si angazhime e MO thay BRO-enca ko trin targetime komune shay te lokyaren e komunikacia thay ledeipe mashkar olenge respektivune komunitetya thay lokalune autoritetya. Maydur, on shay ovena sar agentya e yaveripasko prekal informaciake kampanye vash butyaripe, biznesesko phiravipe thay janipengo bayripe prekal kotorleipe ko ABTP. BRO kola kerena buti minoritetenge puqipyenca shay te motivirinen thay inkurainen Romane, Ashkalyune thay Egipqanyune ternen ko olenge komunitetya te len ktoor thay te agorinen zanateske kursya resipea kay te oven pe som drom e Kosovake ternencar.

Konsideripea o uqo niveli e skolake mekhipasko thay baro gendo e na aktivune ternengo mashkar Romane, Ashkalyune Thay Egipqanyune komunitetya, shay temelingyona referipaske mehanizmya

⁸⁶ Kluve, J.; Puerto, S.; Robalino, D.; Romero, J.M.; Rother, F.; Stöterau, J.; Weidenkaff, F.; Witte, M. 2016. Intervenci te laqhargyon butyake tregoske rezultaty vash terne: Sistematikuno redikhipa e treningesko, biznesesko promovipasko, butyaripaske servisy, monitoripe, thay subvenciake butyaripaske intervencie (Oslo, Campbell Collaboration). Shayutno ko: <http://campbellcollaboration.org/lib/project/306/>.

vash manusha kola mekhna e skola rano (MSR) thay NSBT grupe. Solduy grupe manglape karierako godideipe, kova shay dengyola kotar karieraki unia ko KBO ose karierako orientipasko centro kova phiravygona kotar na-profitune privatune jene. Sitov mahatne te astargyon o skole, Komunake Direktoriaty vash Skolupe, socialune servisy, BRO kola kerna buti e Romane, Ashkalyune thay Egipqanyune ternencar thay komunitetencar thay religiake bazirime organizacie vash te identifikin-en manushen kola rano mekhna e skola thay NSBT grupe sar drom vash te maksimizyngyol o resipe e ayeka programengo.

Integrime servisy kola astarena relvantune aspektya e butyaripaske ofisengo, socialune servisy thay direktoraya vash skolupe shay te keren shaiptya vash Romane, Ashkalyune thay Egipqanyune terne manusha te theren akcesi pe servisy vash kola on na jande ose na sinelen vahti te akcesinen. INtegrime servisy musay te oven maybut desar yekh aqhipasko than kote dengyona yekh gendo e servisengo ko yekh than; On musay te theren som general resipe thay pherune funkcie. Misalake, integrime servisy shay ovna o vilo e referipaske mehanizmengo vash manusha kola mekhena e skola rano numay na numay te identifikelolen, numay vi te adresinen MSR thay NSBT mangipya e bud-eri alternativencar kotar ververutne servisy. praktikake programya shay ovna kondicialune vash te reslol yekh niveli e formaluna edukaciako ose agoripe e zanateske treningesko kova fokusyngyola ko solduy tehnikune thay kognitivune janipya.

Yekh pozicia e butyaripaske mashkarkhuvipasko thanimo e integrime servisenca, entrenca, ose yaver relevantune institucienca shay te adresinel akale komunitetengo na theripe e pakyavipasko ko publikune institucie thay te bayarel olengo astaripe pe laqharipe e olenge kondiciengo. Akava profesionali shay te mashkar khuvel mashkar respektivune komunitetya thay ververutne institucie pe puqipe e butyake tregoske servisengo, skolupe, socialune servisy thay sastipasko dikhipe resipea kay te bayargyol o akcesi pe informacia, komunikacia thay konflikteske alosaripaske mehanizmya mashkar serviseske deyutne thay klientya.⁸⁷

Bazikune thay anglipaske treningoske kursya vash Romane, Ashkalyune thay Egipqanyune terne ko ekzistime publikune ose privatune zanateske treningoske deyutne musay te inkuraingyon vash te lenpe e na pashipea ose e na theripea e janipasko mashkar Romane, Ashkalyune thay Egipqanyune terne. TAKala serviseske deyutne shay ovna referialuno kotor e mehanizmesko thay te ovel phanglo e karierake orientipaske deyutnencar vash te sigurinen kay o Romane, Ashkalyune thay Egipqanyune terne ovna kotor e serviseske korotesko kova shay uqharela olenge butyaripaske mangipya. O pharipe e KBOengo ka ovel te resel oe Romane, Ashkalyune thay Egipqanyune terne thay, palo so identifikingyona, te adikarel olen ko programi. Resipaske kampanye thay lugyaripaske karierake orientipaske sesie e Romane, Ashkalyune thay Egipqanyune terne benefiterenca kola lele kotor ko ABTP shay ovna bajakya vash te maksimizinen o sukcese.

O promovipe e kvalitativune korkore-butyaripasko thay bizneseske programengo si yaver droma vash te adresyngyol ROMane, Ashkalyune thay Egipqanyune ternengo bibutyaripe. O hramipe e ayeka programengo musay godornipea te targetinel e ternen kola silen akala kualitetya (sar si inovativune ideye, fokusi thay mangipe vash siklipe) vash te oven biznismenya thay te den treningoske shaiptya vash Romane, Ashkalyune thay Egipqanyune terne manusha vash te phiraven biznesya, thay

⁸⁷ Vash maybut dikhen *Promovipe e shukar butyaripaske shaiptyengo vash Romane, Ashkalyune thay Egipqanyune terne ani Kosova*: MBO-esko godideipasko resursi / Mashkarhemutni Butyaripasko Ofisi, Shukar Butyako Tehnikune Phikodeipaski Ekipa thay Rashtrako ofisi vash Centraluni thay ratyoriguni Evropa. - Pristina: MBO, 2017

te identifkiken tregoske shukar thana thay droma sar te ulaven nevo biznisi kotar o ekzistuno. Suksesuno kompletipe e bizniseske phiravipaske programesko musay te ovel phanglo e shayutne akcesea pe krediti thay yaver phikodeipe vash biznisesko shrdipe. Pe yaver drom o rezultati shay ovla numay korkoro-butyaripe vash ekzistencia kova na dela shaipe vash terneengo shukar butyako bayrovipe.

Savore mehanizmya, programya thay bajakya musay te theren zorali polyengi perspektiva thay specifikuno fokusi pe terne qhaya thay juvla kola silen may disavantazhimi pozicia ko butyako trego. Aplikacia e polyenga perspektivako pe programya na manglape te dikhyol numay sar informaciengo kedipe ulavde pe juvla thay mursha ko programya. Polyengi perspektiva, te sine kay aplikingoyola sar manglape, musay te adresinel ververutne mangipya thay problemya kola si generime sar o sebe-pi e ose qhelale kerde kotar o polya. Akalestar desari, te sine kay si diferenca pe preferime droma e komunikaciako mashkar terne Romane, Ashkalyune thay Egipqanyune juvla thay mursha, o centre musay te theren pe dikhipa akaya diferenca. Yekh potencialuno referipasko mehanizmo vash NSBT terne musay te therel pe dikhipa terne juvlen kola silen maybaro pharipe te identifkinyon desari o mursha. Thay seksualuno qalavipe sar fenomeni kova sherunipea qalavela e juvlen ko Kosovako amalipe musay te dengyol sasave ABTP, formalune ose zanateske edukaciake programeske. Romane, Ashkalyune thay Egipqanyune juvla shay te inkuraingyon thay phikoime te oven butyaripaske mediatorya resipea kay te phraven direktune linye e komunikaciake thay te aksesinen servisya mashkar akala juvla thay publikune institucie, te promovinen som shaipya thay te bayaren o gendo e Romane, Ashkalyune thay Egipqanyune juvlane rol modelengo.

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Aneksi A

Gendo e Romane, Ashkalyune thay Egipqanyune komunitetengo ano komune

Tabela 10. Gendo e Romane, Ashkalyune thay Egipqanyune komunitetengo pe komuna

Komuna	Roma		Ashkalie		Egipqanyan		Komunaki Total populacia
	Gn	Pe shel	Gn	Pe shel	Gn	Pe shel	
Decan/Decane	33	0.1	42	0.1	393	1.0	40019
Dragash/Dragaš	3	0.0	4	0.0	3	0.0	33997
Ferizaj/Urosevac	204	0.2	3629	3.3	24	0.0	108610
Fushë Kosovë/Kosovo Polje	436	1.3	3230	9.3	282	0.8	34827
Gjakovë/Djakovica	738	0.8	613	0.6	5117	5.4	94556
Gjilan/Gnjilane	361	0.4	15	0.0	1	0.0	90178
Glogoc/Glogovac	0	0.0	0	0.0	2	0.0	58531
Gračanica/Gračanicë	745	7.0	104	1.0	3	0.0	10675
Hani i Elezit/Elez Han	0	0.0	0	0.0	0	0.0	9403
Istog/Istok	39	0.1	111	0.3	1544	3.9	39289
Junik/Junik	0	0.0	0	0.0	0	0.0	6084
Kaçanik/Kaçanik	5	0.0	1	0.0	0	0.0	33409
Kamenicë/Kamenica	240	0.7	0	0.0	0	0.0	36085
Klinë/Klina	78	0.2	85	0.2	934	2.4	38496
Kllokot/Klokot	9	0.4	0	0.0	0	0.0	2556
Lipjan/Ljipljane	342	0.6	1812	3.1	4	0.0	57605
Malishevë/Mališevo	26	0.0	5	0.0	0	0.0	54613
Mamuša/Mamushë/Mamuša	39	0.7	12	0.2	0	0.0	5507
Mitrovicë/Mitrovica	528	0.7	647	0.9	6	0.0	71909
Novobërdë/Novo Brdo	63	0.9	3	0.0	0	0.0	6729
Obiliq/Obilic	661	3.1	578	2.7	27	0.1	21549
Parteš /Partesh	0	0.0	0	0.0	0	0.0	1787
Pejë/Pec	993	1.0	143	0.1	2700	2.8	96450
Podujevë/Podujevo	74	0.1	680	0.8	2	0.0	88499
Prishtinë/Pristina	56	0.0	557	0.3	8	0.0	198897
Prizren/Prizren	2899	1.6	1350	0.8	168	0.1	177781
Rahovec/Orahovac	84	0.1	404	0.7	299	0.5	56208
Ranilug /Ranillug	0	0.0	0	0.0	0	0.0	3866
Štrpce/Shtërpçë	24	0.3	1	0.0	0	0.0	6949
Shtime/Stimlje	23	0.1	750	2.7	0	0.0	27324
Skenderaj/Srbica	0	0.0	10	0.0	1	0.0	50858
Suharekë/Suva Reka	41	0.1	493	0.8	5	0.0	59722
Viti/Vitina	12	0.0	14	0.0	0	0.0	46987
Vushtrri/Vucitrn	68	0.1	143	0.2	1	0.0	69870
Total	8824	0.5	15436	0.9	11524	0.7	1739825

Resursi: Kosovaki Agencia vash Statistike thay autoreski kalkulacia.

Aneksi B

Anketa vash fokus grupe

1. Ruyjnatumen mothaven tumaro poli

Juvli	<input type="checkbox"/>
Mursh	<input type="checkbox"/>

2. Ruyjnatumen mothaven tumare bersha: _____

3. Kova mayshukar mothavla tumaro edukaciako niveli?

a.	Nisavi skola	<input type="checkbox"/>
b.	Hari primaruni skola	<input type="checkbox"/>
c.	Hari ose agorimi mashkarutni skola	<input type="checkbox"/>
d.	Hari ose agorimi uqi skola	<input type="checkbox"/>
e.	Hari ose agorimo universiteti	<input type="checkbox"/>

4. te sine kay P3 respodisalo 3d,

General edukacia	<input type="checkbox"/>
Zanateski edukacia	<input type="checkbox"/>

5. Te sine kay P3 respodisalo 3e, specifikiinen studiripasko umal:

6. Ruyjnatumen mothaven tumare jivdipakso than:

Urbanyuno	<input type="checkbox"/>
Kvash-urbanyuno	<input type="checkbox"/>
Ruraluno	<input type="checkbox"/>

7. Ruyjnatumen mothaven kova mayshukar mothavla tumaro butyako statusi?

a.	Kerava buti pherune vahtea	<input type="checkbox"/>
b.	Kerava buti kvashe vahtea	<input type="checkbox"/>
c.	Harne vahtea butyrdo	<input type="checkbox"/>
d.	Korkoro butyardo	<input type="checkbox"/>
e.	Bizo buti	<input type="checkbox"/>

8. Te sine kay P9 respodisalo a-c, ruyjinatumen mothaven:

Butyaripaska kontrata	<input type="checkbox"/>
Bizo butyaripaski kontrata	<input type="checkbox"/>

9. Te sine kay P9 respodisalo a-c, ruyjinatumen mothaven:

Publikuno sektori	<input type="checkbox"/>
Privatuno sektori (na - BRO)	<input type="checkbox"/>
Civiluno amalipe	<input type="checkbox"/>

10. Molinatumen mothaven kobar harjinena vash vahtesko nakhavipe pe dive?

11. Ruyjinatumen mothaven kobar amala situmen kotar o tele hramime komunitetya:

Roma	
Ashkaliye	
Egipqanya	
Albanya	
Srbya	
Bosniakya	
Turkya	

Aneksi C

Fokus grupake individualune intervistake ankete questionnaire

1.	So shay mothavena amenge vash tumari personaluni eksperiencia kana rodingyen buti?
a.	Shay te mothaven amenge bajako-palo-bajako o procesi kole posluni ver kergyen kana rodingyen buti?
b.	Savi buti rodona? (Pherde/kvash vahtea, uqe/telune janipaski, kontrata/bizo kontrata; socialuno siguripe /sastipasko siguripe/ minimal / uqe pokipaski buti)
c.	Sar othavena sine yekh procesi e butyake rodipasko thay soske? (pharo, qhindo, loko, inspirativuno, demoralizipasko, thay yaver)
d.	Shay te ulaven tumari eksperiencia kana aplikingyen ose lelen e buti ose praktika pe yekh publikuni institucia? Shay mothavena soske na aplikingyen?
e.	Shay te mothaven amenge o sebepya soske na siyen pe buti?
2.	So shay mothavena amenge vash tumari personaluni eksperiencia vash te adikaren e buti?
a.	Shay te mothaven sar dikhyola yekh dive pe buti?
b.	Shay te mothaven amenge bajako-palo-bajako o akcie kola kergyen vash te adikaren e buti kola situmen?
c.	Shay te mothaven varesave diference kolen eksperientingyen ko procesi e leipasko ose adikeripasko e butyako?
d.	Tumen leparyen ... So phenena misal ...?
3.	So tumen janena vash butya thay butyako janipe kola si mangle ano tumaro umal?
a.	Shay te mothaven o janipya/atributya kola o butyake deytne rodona kotar o butyarne?
b.	Shay te listinen publikune ose na-publikune servisya kolen tumen vasingyen vash te arakhen buti?
c.	Shay te mothaven mange specifikune eksperience kolen sinetumen akale servisencia?
d.	Shay te mothaven amenge o sebepya soske luyaryen/aqhavyen e edukacia? Ulavgya mi daykho poro godinipe tumenca? Te sine kay shay kerea sine odoya decisia avdive, so kerea sine?
g.	Tumen leparyen ... So phenena misal ...?
4.	Shay te mothaven tumare preference vash te theren tumaro biznisi ose te keren buti vash yaver manusha /organizacie?
a.	Yekh amal sile bizniseski idea. Ov/oy rodela infomacie vash te implementinel akaya idea. Pe ayni vaht ov shunela kay yekh pashutni fabrika rodela praktikanten pokipea yekh buti koya na si but phangli e oleska bizniseske ideya. So kerna sine tumen te ovnay pe tumare amaleski situacia? So kerena sine te sine kay e praktika sitoy bizo pokipe?
b.	Kova maybut preferinena: tumaro biznisi ose te keren buti vash yaver manusha/organizacie? Soske?

5.	Shay te mothaven tumare planya vash te arakhen ose adikaren o butyaripe?
a.	Yekh R/A/E amal rodela buti. Oy avela ka tumende thay rodela godi vash sar te arakhel buti. Savi godi dena sine olake?
b.	Yekh R/A/E amal rodela buti. Ova vela ka tumende thay rodela godi vash sar te arakhel buti. Savi godi dena sine oleske?
c.	Tumen numay so lelen yekh telefonesko kharipe kova mothavla kay tumen alosardile vash butyaki intervista. Tumen siyen bahtale soske tumen mangena odoya buti. SO kerena sine yekhatar palo odova? Shay te mothaven amenge so phenena sine ani intervista? Shay te ulaven tumari eksperienca te sine kay siney intervistime may angle? So kerena sine yaver te sine kay alosargyona sine popale?
d.	Disave dive pali intervista, lelen telefoni kote phengyola kay lelilen pe buti. So kerena sine te finalizinen o procesi? So si o sheya kolen rodona sine kotar tumaro butyako deytuno anglo te shrden e buti? (Kontrata, lugipe e butyake divesko, respektipasko tretmani, treningo pe buti, arshlipasko vahti, thay yaver)
e.	Palo duy bersh putergyola nevo butyako than ani tumari buti kova sile maybut godornipe desat tumari aktualuni pozicia. Tumen pherena o mangipya numay na situmen pandar yekh bersh eksperienca. Tumen mangena e buti. Te sine kayo vena sine ani ayeka situacia, shay te mothaven so kerena sine, kova si gndipasko procesi thay sar gelen pe leste? Te sine kay siney pe ayeka situacie shay te mothaven amenge so kergyen?
f.	Tumen lepargyen ... So phenena misal ...?

6.	Shay te mothaven o pharipya kolenca arakhlentumen kana rodingyen buti? Adikargyen yekh?
a.	Gndinen vash e situacia kote tumen siney rodiba buti thay dikhisalo phare te arakhen yekh. MOthaven vash odova. (Edukacia, diskriminacia, dokumentacia, na theripe e shaipyengo, informacia, thay yaver)
b.	Shay te mothaven amenge vash tumari eksperienca e varesave servisenca ose programenca kolen tumen vastingyen vash te arakhen buti? (Komuna, butyaripaske agencie, BRO, zaanteske skole/treningoske centre, butyake arakhipaske programya, thay yaver). Sar shay ayeka servisya/programya te ashutinentumen te arakhen buti? Adikaren tumari buti?
c.	Yumen lepargyen ... So phenena misal ...?

7.	Shay te mothaven o servisya ose programya kola manglona vash te lokaren e Romenge, Ashkaliyenge thay Egipqanyenge te khuven pe buti?
a.	Shay te mothaven o servisya ose programya kola manglona vash te lokaren e Romenge, Ashkaliyenge thay Egipqanyenge te khuven pe buti?
b.	Tumen lepargyen ... So phenena misal ...?

8.	Shay te mothaven servisya ose programya kola musay te laqhargyon kay te ashutinen e Romane, Ashkalyune thay Egipqanyune ternen te oven may efektivune pe butyako rodipe?
a.	Sar ajukerena kay akala laqharipya ka ashutinen e Romane, Ashkalyune thay Egipqanyune ternen te oven may kompetitivune ko butyako trego?
b.	Tumen lepargyen ... So phenena misal ...?

O rodlaripaske detalya o perspektive thay eksperience e Romane, Ashkalyune thay Egipqanyune ternengo kotar o komune Gjakovë/Djakovica, Fushë Kosovë/Kosovo Polje thay Gračanica/Graçanicë vash o lenge pharipya thay shaipya vash arakhipa e shukar butyako. O arakhipya thay rekomandipya ka vastingyon vash te zorakeren o evolviripe e polyenge-senzitivune bajakya vash butyako tregoski inkluzia ko e trin komunitetengi ko trin komune kola uqhardile kotar o rodlaripe.

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