

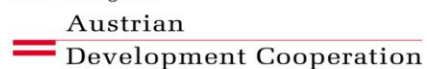
ASSESSMENT OF THE SECTORAL NEEDS & RESOURCES OF THE DISTRICTS OF SHKODRA, PUKA & LEZHA

COMMISSIONED BY SEED PROJECT (SUPPORT OF EDUCATIONAL &
EMPLOYMENT DEVELOPMENT IN ALBANIA, KOSOVO & SERBIA) OF
AUSTRIAN DEVELOPMENT COOPERATION

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List of Abbreviations

Á FAÇON:	Businesses operating in a <i>made to order</i> mode mainly in the garment industry
ADA:	Austrian Development Agency
ADC:	Austrian Development Cooperation
CARDS:	Southeast Europe Assistance Program for the EU Association and Stabilization Processes
CDC-TFF:	Community Development Centre “Today for the Future”
COSPE:	Cooperation for the Development of Emerging Countries (Italy)
ETF:	European Training Foundation
EU:	European Union
FDI:	Direct Foreign Investment
GADC:	Gender Alliance for Development Centre
GIS:	German International Development Cooperation
GoA:	Government of Albania
ICT:	Information and Communication Technologies
ILO:	International Labour Organization
INSTAT:	Institute of Statistics of Albania
IOM:	International Organization of Migration
IPA:	Instrument of Pre-Accession Assistance
IT:	Information Technologies
JICA:	Japanese International Cooperation Agency
LGU:	Local Government Unit
LLL:	Life Long Learning
MoYSW:	Ministry of Youth and Social Welfare
NGO:	Non-Governmental Organization
OSCE:	Organization for Security and Cooperation in Europe
PROTIK:	ICT resource centre in Albania
RVETC:	Regional Vocational Education Training Centre
SCD:	Swiss Development Cooperation
SEED:	Support of Educational and Employment Development in Albania, Kosovo & Serbia
SNV:	Dutch Development Organization
SOROS:	Open Society Foundation Albania
TIKA:	Turkish Cooperation and Coordination Agency
ToRs:	Terms of References
UN:	United Nations Organization
UNDP:	United Nations Development Programme
UN-Women:	United Nations Organization for Gender Equality and Women Empowerment
USAID:	United States Agency for International Development
VET:	Vocational Education and Training

I. Executive Summary

This assessment, commissioned by SEED project analyses the sectoral needs and resources of the districts of Shkodra, Puka and Lezha vis-à-vis the unemployment situation of youth and women in these districts. What is presented in the following pages is an analytical description of women and youth unemployment enriched with statistical data for each local government unit and comparisons with country level data related to unemployment, employment, business development, donor activities related to employment development at the local level and opportunities for training and re-skilling. This assessment aims to deliver an analytical tool that one side provides a detailed snapshot of the unemployment situation in the selected units of local government, while on the other side, offers policy interventions and actions at the local level that aim to address unemployment by bringing together local government, businesses and civil society organizations. Unlike other studies dealing with unemployment in Albania, this assessment provides a novel approach that is closer to women and youth suffering unemployment and offers solutions that take into consideration their employment needs and combines them with the business developments and labour market in their specific districts. Successful implementation of the actions and recommendations suggested through this assessment can be considered a successful piloting of a strategy that can be used nationally to counter unemployment.

This assessment identifies two types of unemployment for the social groups included in this study. Low skilled and long term unemployment is more characteristics for women seeking employment while university degree holding unemployment is an alarming trend among the youth in these areas for both genders. While some baseline studies for women unemployment exist regional and local data for youth unemployment do not exist. Despite the good will and efforts made at the national level of governing to strengthen employment policies and innovate the vocational training sector little has trickled at the local level. Existing studies and consulted for the purposes of this assessment look at the problem of unemployment and skilling of the work force only at the national and regional levels and offer centrally based solutions. This study calls to take into consideration the upcoming administrative reform and seeks to inform the local government in cooperation with SEED in a process that effectively identifies training needs for the unemployed and provides them at the local level. The assessment provides a detailed analysis of the businesses operating in these districts with the purpose of identifying skills and professions required by these businesses for successful and community integrated development. The assessment has also investigated the international donor activity related to women and youth employment and skilling initiatives in the regions and has outlined policy measures that could increase the quality of interventions. SEED and CDC-TFF hope to initiate a new method of analysing opportunities to counter

unemployment both through skills training and skills matching at the labour local market by centring the efforts to the unemployed women and youth.

This assessment defines the current state of unemployment for each unit of local government included. It analyses the factors that currently have and have had an impact on unemployment including migration, lack of human resource policies and lack of effective centralized policies on human development. All these factors associated with a very high level of informality in labour market relationships have built into a problem that requires a multitasked solution involving: central leadership on issues related to employment; donor coordination supporting government initiatives at the local level; active involvement of the local government and effective engagement of the unemployed in the three districts under consideration. The final sections of the assessment propose multi-tasked and multi-actor coordinated solutions presented in the form of recommendations and actions to be taken. We believe that the selected local government units for the SEED project represent a good base to “pilot” the actions proposed in order to develop lessons and policies that could be applied in Albania and region-wide.

This assessment also proves that policies not grounded in solid research are bound not to succeed. Employment related policies and solutions demand detailed data and statistics in order to customize them for each specific region. National statistics provided by INSTAT need to be further broken at the region and district level in order to understand unemployment and its trends. Cooperation with local government and involvement of active businesses in the employment solutions might be the key for successful and sustained employment. As this study also looks at the employment related activities that have taken place in the past it outlines that ad-hoc solutions to unemployment are bound to fail. Instead the proposals made take into consideration the achievements and trainings that have taken place in the past and focus on the customized needs of specific groups including re-skilling and retraining for categories that could increase their employment in the new sectors of economy including IT and *façon* businesses. Local based solutions cannot succeed without effective national strategies that should be developed hand in hand with the proposed local actions.

This assessment, by focusing on the needs and resources at the local level, provides a novel way to counter unemployment among youth and women that incorporates local based solutions centred at the unemployed and considering local government and civil society as joint actors that cooperate with businesses to develop jobs and trainings. This assessment can be easily translated into solution packages that can be tailored for each local government unit incorporating at least two key professions that are in demand together with the business sector these professions can be utilized as well as the training curriculum for the skilling and re-skilling required. The package can also include measures against informality. By defining the sectoral needs and the available resources through the “problematika” (issue centred approach to unemployment) surrounding the unemployed solutions proposed

are easily transferable to other units of local government. In order to be fully successful the approach related to this assessment requires close cooperation with central government bodies and central thinking and priority on issues related to human capacity and human resource development in Albania. As this current government has put the issue of employment in the centre of its social policies the time is right to move forward in the process of developing local employment policy packages.

This assessment was carried out by a group of experts including key actors from the Ministry of Social Welfare and Youth, local government experts dealing with employment and VET under the organization of SEED project managed by CDC-TFF. The assessment in itself goes to tell that cooperation of the civil society and international donor with central and local government can be the key to provide effective unemployment solutions. The combination of the skills in this team, including experience dealing with employment, women and youth issues as well as statistical research helped in identifying and documenting characteristics of unemployment among women and youth that were not captured by national statistical data and studies carried at the national level. Further on, direct contact with businesses and business associations and interviews with them helped in the process of understanding the local labour market and the staffing needs of the businesses operating in these districts. Cooperation with VET institutions brought forward the necessity of innovating the VET curricula in such a way that they become more versatile and directly geared towards skills required in the businesses operating in these districts. Developing of team approaches to understand and deal with unemployment seems to be another contribution of this study.

This assessment also shows that studies required for a better understanding of the nature of unemployment and solutions around it centred in the local needs and resources need not be either costly or timely. Provided that there is effective cooperation among central and local government actors, CDC-TFF can carry a nation-wide study that would not cost more than 60,000 Euro given the fact that there is a lot of in-house expertise and knowledge.

II. Introduction

A. The road less travelled

Tackling issues related to unemployment, while addressing societal problems of women and youth at the local levels of government, is considered innovative in countries like Albania where transition to more democratic and representative levels of governing has been prolonged. The less travelled path towards market economy has not landed itself to such job opportunities that

could convincingly compete with the government-based jobs. Foreign direct investment and market economy reforms have not been at the levels that could impact positively economy and employment.

The latest political developments in Albania including the formation of a new left-wing government and acceleration of the process towards EU joining have created new opportunities to reconsider and make better public policies to address the issue of women and youth unemployment. The SEED program, under which this assessment is being run, is in the forefront of the move to find solutions closer to people. Engagement related to unemployment at the local level of government provides an excellent opportunity for customised solutions and innovation. If successful these solutions based in public private partnership concepts can be adapted nationally. We are of the opinion that the new territorial reform that Albania is planning to implement will provide even greater opportunities to deal with unemployment locally. Creation of single units of local governments with clear scopes and duties will provide in the long run effective structures to deal with unemployment including the categories in the focus of this assessment.

B. The façade of short sightedness in employment policies

Similarly with other countries in Southeast Europe the public sector of Albania represents the sole biggest employer with 16.5% of the working force¹. It is also the sole financial contributor to the supporting scheme for the unemployed, 18.5% of the employed people. We have noticed that public sector

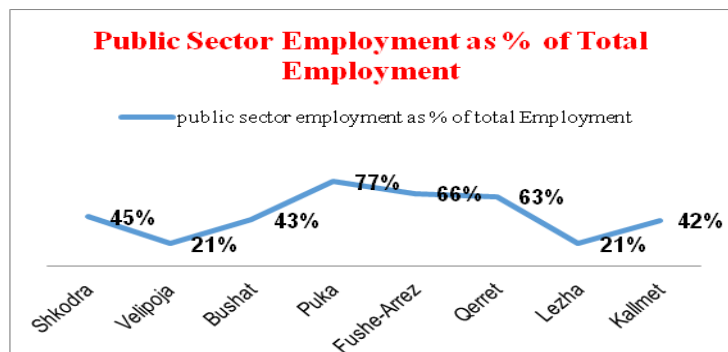


Figure 1: Public Sector Employment vs. Total Employment

employment, in slight decline in the last two years, represents 77% of the total of employed in Puka falling down to 20.7% in in Lezha. This range is above the countrywide percentage for public sector employment: 16.5% of the total. These data and the fact that Albania topped ranking of countries profiting from remittances have not created the best policy conditions to produce effective counter-unemployment strategies. Southeast Europe evidence indicates that the higher the financial remittance return the less effective the policies combatting informality and unemployment. As indicated in the ToRs for this assessment and other data

¹According to the Labour Market 2013 survey published recently by INSTAT 163,900 individuals are employed in the public administration i.e. 16.5% of the total of employment in Albania. There are also 183,890 unemployed people, representing over 18% of the active labour force.

sources the financial crises of the last 4 years shrank employment and remittances in Albania².

Faced with this double decline the former government decided to look among other things at higher education as a way to deter unemployment and also as an opportunity to give young Albanians better chances for their future. The doubling and tripling of the number of university students, as illustrated below with the registration rate at the University of Shkodra, combined with the unlimited opening of private universities did not result in better working opportunities for young people.

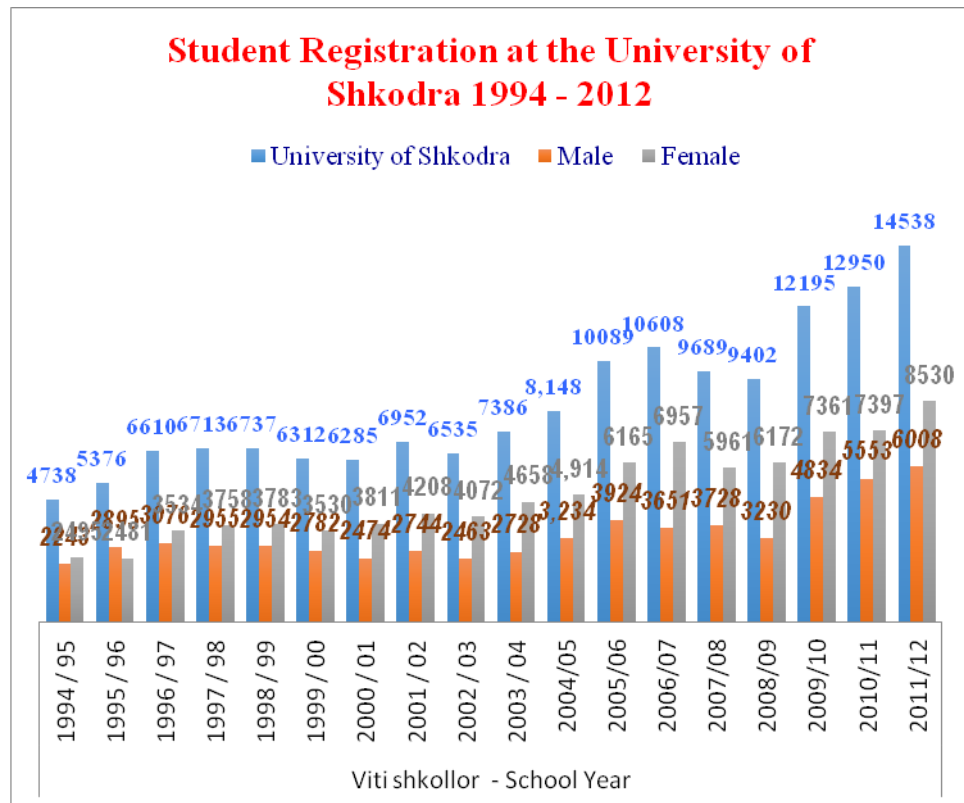


Figure 2: Student Enrolment at University of Shkodra 1994 - 12

Instead, the situation that this government faces is that of unemployment characterized by university diploma holders with no job perspective related to their field of graduation. This makes unemployment even more severe in Albania.

Under the communist system Albanians used to say that *they pretended to work while government pretended to pay them*. Currently, and until the initiated reforms in higher education start to yield results it can be easily stated that *people pretend to study while government pretends to lower unemployment*. Unemployment in Albania is real at a rate of 15.6% and policymakers and politicians cannot hide after the façade of the increased

² According to a study of IOM and INSTAT in Albania over 134 000 have returned in the last 4 years in Albania. More information in: <http://www.gazetaexpress.com/lajme-al/shtohet-kthimi-i-emigranteve-neshqiperi-mbi-134-mije-persona-ne-4-vite-48425/>

university entrances or remittance income through migration. In northern Albania in the “*qarks*”³ of Shkodra and Lezha the rate of unemployment is up to 40% demanding immediate intervention and actions.

C. Why this assessment?

The new government of Albania, established after the elections of June 2013, has given prime importance to the issue of employment including the setting up of a Fund for Employment Acceleration. As stated in the ToRs of this assessment youth unemployment continues to be a challenge in Albania. The challenge becomes bigger when female unemployment is added to the picture. In order to come up with effective changes and long-term practical solutions focussing on the demand side of unemployment this assessment is undertaken. Its final goal is to support young people and women towards sustained employment by creating effective job opportunities for youth and women based on practical training and qualifications required in the labour microcosms of the respective municipalities and communes included in this study. We also believe in addressing informality in unemployment by providing simple trainings mainly to women who contribute as non-paying family workers in the small businesses they operate. We will propose at least two of the most relevant professions as well as ways to train young people and women into those professions including revising of the VET curricula for these professions of choice. Level of local government engagement will also be analysed together with the role of the job-search and job-matching platform that operate at the regional/local level.

D. Why SEED involvement?

Volkshilfe Solidarität, financed by Austrian Development Cooperation has created the program named **Support of Educational and Employment Development in Albania, Kosovo and Serbia (SEED)** in order to develop the basis for professional training and life skills of women and young people. The implementing partner in Albania is Community Development Centre “Today for the Future” (CDC-TFF) that is working closely with the Ministry of Social Welfare and Youth (MoYSW) to implement this program in Albania. CDC-TFF plans to involve local institutions of government and private stakeholders in the joint process that springs from the SEED base and aims to empower economically women and young people. The presence of projects and programs supported by the Austrian Government is a historical process in these three districts (Shkodra, Lezha and Puka). CDC-TFF works to develop sustainability and within this scope the development of opportunities for women – as equal partners to men – and young people gains prominence in a country like Albania where unemployment risks sustained economic and political development following a prolonged process of political

³ Regional level as it will be used in this assessment will refer to the level of government immediately after the central government. Albania is organized in 12 regions (*qarks*). Local level of government on the other hand will be used to denote the level of government that corresponds with the communes and municipalities.

democratization and orientation towards market economy. Comparisons within the regions selected for this study and within the countries selected for this study will give rise to opportunities of developing policy mechanisms that could be implemented in the whole Southeast Europe. The proposals made, based on this assessment, are expected to be replicable both at the national and regional scale.

E. Rationale of selecting Shkodra, Lezha and Puka districts

The municipalities and communes of these three districts *are rich in terms of culture, language, religion, history and the variety of experiences available to the international are enormous* according to the ToRs and also evidenced by the desktop research for this assessment. These districts, excluding Puka, are experiencing economic development that unfortunately has not translated into jobs for youth and women. In this assessment we will also consider vocational training and education. There are about 8 schools for vocational training in Shkodra (6) and Lezha (2). Career services connecting graduating students with businesses either do not exist or yield very little impact. Admission of new students in these schools is not related at all to the labour market and business needs. A similar situation exists in the tertiary education as students simply pretend to attend school without clear career goals related to tangible employment ends. Proposals of small scale and practical interventions in the existing curricula and course setup will be offered as part of this assessment.

F. Human Development versus Human Resources

This assessment also seeks to connect human development to human resource development. Transition to democracy and free market was not free for Albanians. The human costs that accompanied this process were large and unbearable at times⁴. Women in the areas included in this SEED project were directly impacted by it as they experience job loss and retreat from social life and work outside home. Youth of today, 15 – 24 years of age can be easily considered as the by-product of transition⁵. Furthermore macro socio-economic developments that took place in Albania were not accompanied with micro scale developments as the ones that we are seeking to intervene with. As a result vicious circles related to unemployment and lack of opportunities in the areas where people live have been created that prevent both human resource capacity development and human development. The unemployed in these three districts represent segments that combine lack of skills required in the current labour market combined with lack of entrepreneurship. In this assessment and through the proposal made we try to find practical and empirical responses that can translate into exits from the vicious circles

⁴For a detailed assessment of transition and internal migration as experienced in Northern Albania please refer to research done by Clarissa de Waal in *Albania Today: A Portrait of Post-communist Turbulence*, I.B.Tauris & Co Ltd, 2005

⁵ This age group grew and developed during a state of perpetual socio-economic transition during which situations continuously changed and nothing was defined.

opening up opportunities for permanent employment. Connecting the training and learning experiences with the labour market will remain a challenge that we hope to address through policy proposals and actions that seek to connect learning with jobs and labour market.

III. Methodology, Resources and Research Gaps

A. Structure of the assessment

In order to effectively analyse the private sector potential (demand side) for absorbing youth and women as labour force and the ability of these two societal groups to be effectively engaged (supply side) we believe that the figure below best summarizes the task in hand. This type of structure allows for an effective assessment not only of the two factors mentioned above, but to also provide an understanding of the national / local government involvement while considering different employment platforms that could have a positive impact on increasing employment of women and young people. Furthermore the figure also brings up front the issue of gaps that exist in the policies and practices of employment in Albania. This structure of the assessment allows us to focus in differences and similarities in the three districts of key factors such as:

1. tendencies of labour market (demands and offers),
2. role and capacities of local governments to deliver services related to qualification and employability,
3. types of private businesses and their capacities to absorb labour force and their demands and general perception on qualification needed,
4. role and engagement of other state and non-profit organizations and agencies operating in similar fields and
5. cross cutting issues, needs and capacities of beneficiaries for being integrated by provision of the structure.

B. Unemployment Problematika

The term '*problematika*' borrowed as a concept from Slavonic languages best captures the concept of identifying conditions or developments or occurrences that can be traced to a particular cause. In the case of this assessment it is employment opportunities that we are trying to identify for unemployed women and young people in three specific districts of Albania. The employment *problematika* in this case is made up of three main series of elements that can be subdivided into more specific items.

1. The centre of the picture corresponds to the core objectives of the project:
 - a. Identifying a consistent quantity of unemployed youth and women, so as their employability (self or business based) could have a significant employment impact on both economic life of the regions and personal life, as well as, maybe, on private sector development in Albania with elements of social business;

- b. of professional qualification or to start up small initiatives/businesses.

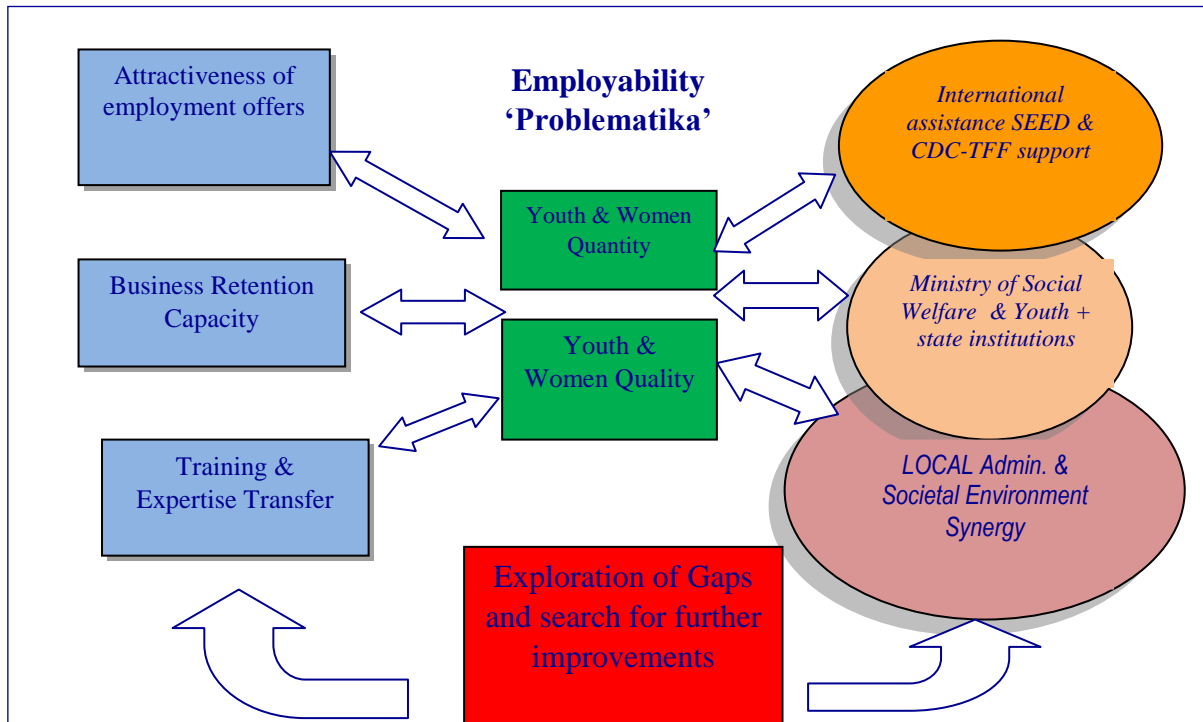


Figure 3: Employability Problematika

- c. But, in order to make this impact a positive one, contributing to the district's progress towards economic revival, the quality of the people that seek employment (level of education and experience in selected fields) is obviously of a paramount importance. As it is often the case, qualities and education of the unemployed people do not match the employability needs of the businesses. What qualifications and skills are required by private sector? The question that rises is what and where changes should take place in the formal channels of education.
2. The left side of the picture shows three derived goals of prime concern for youth and women employability:
 - a. One is related to attractiveness: how to organize locally raised strategy and offers to potential youth and women seeking employment in such a way that a consistent number of unemployed and those seeking employment create a potential that can be transformed into effective working force. This is related to the tendencies of labour market. What are the main fields of economy that are blooming and / or developing basically according to actual economic tendencies and profile? What are the main fields of economy that are prospective for future development according to regional economic, natural and institutional resources and potentials? How does the private sector view the labour market? What kind of qualifications and skills are needed to respond to the actual economic development and/or will be needed for the perspective?

- b. Another is related to the concern for long term job retention of people employed recently and those already in a job: how to proceed with them, so as they have a long-term perspective on their employment in their position? What could/should be designed and implemented to this aim? What is the current level of compatibility of youth and women individual capacities to enter in the actual labour market?
 - c. The last one is relating to expertise transfer: having qualified people seeking jobs in significant quantity is a success in itself, but a better success would be that by their employment they have an impact that is multiplied through the transfer of their “expertise” (or qualification gained at professional schools or the Shkodra regional labour training centre) to other people around them, like other women or young people.
3. The right side of the picture is relating to action: What do all stakeholders have already implemented to achieve objectives and goals as regards actual activities in various fields of desirable intervention to increase opportunities for employability? What could and should be done to get better results produced, considering the central objectives and the derived goals? And on this right side, we have to consider three circles of stakeholders, who have something to state and actually do (who should be regarded as accountable for) in order to achieve these objectives and goals at the highest possible level of performance:
- a. The first circle is that of CDC-TFF management staff. The snapshot question is: what are the already designed and developed products, the actions already carried out at various levels and their actual achievements in the form of results? The critical question that follows is: what kind of possible (creative but realistic as well) improvements and new types of actions could be invented, promoted then put at work in order to improve employment opportunities and schemes?
 - b. The second circle, more extended, is relating to the Government of Albania and its core administration dealing with employment – Ministry of Youth and Social Welfare: what decisions have been already taken? What strategy has been developed and its implementation strongly supported, so as to help producing the expected achievements (the central and left-side blocks of this picture)? And what the GoA could/should do, more ahead, in order to effectively tackle issues related to unemployment?
 - c. The third and last circle relates to the wider local environment: local government administration, which requires a better coordination between its various branches and levels, the private sector, which could also provide support and benefit from the potential group of women and youth seeking employment, and the civil society. With and additional

question: what level of synergy has been promoted and supported between these various counterparts and expected beneficiaries, in such a way that formal decisions do not remain at purely formal level, but result into an effective and efficient environment. This aiming at facilitating employment and jobs for those completing trainings preferably in positions foreseen to be the most relevant for them and the society around them.

4. Finally, the last elements of the picture, coming as a cross-cutting concern for this assignment in line with its terms of reference is: how to assess the gaps between expectations and achievements? How could these gaps covered for regional employability (and its other stakeholders) to do better in the near future?

C. Research and resources

The assessment was preceded by extensive desktop research and review of several policy documents related to unemployment and vocational training and education in Albania. Discussion and analysis of data and activities related to the municipalities and communes considered in this assessment were observed closely in order to synthesize existing information and statistics regarding resources of economic sectors. This activity produced a comprehensive and summarized overview of the current state of geographical spots and local capacities and resources of labour markets, which helped with the focus groups discussions and analysis. In such regards, methodology aimed to interlink and combine sources of information. It foresaw a top-down approach (literature and field research) combined with a bottom-up approach (interviews and focus group discussions). In this regard, the purpose of the interviews and focus group discussions was to provide a full profile in terms of geographic positioning, group characteristics, type of economic activity and skills gaps, capacities and assets, available in these regions leading to job opportunities for women and young people. The data gathered were filtered and analysed according to the objectives of the assessment. Based on analysis the report has produced findings and recommendations, but could not identify any job-matching platforms operating or present in these three districts.

1. The research completed was instrumental in detailing the *employment problematika* and the sectoral database. In developing the section related to the “quantity of the unemployed” data produced by the local employment offices were compared with data provided by INSTAT and online information mainly available in the webpages of the Shkodra *qark* and of the municipalities of Shkodra, Lezha and Puka and municipalities of Bushat and Kallmet⁶. While data at the national

⁶Extensive statistical information (not the most updated) is available in the following links: <http://www.qarkushkoder.gov.al/sq> for detailed information on all the LGUs of Shkodra qark; <http://new.bashkiashkoder.gov.al> for detailed information on Shkodra municipality; <http://www.lezha.org> for detailed information on Lezha municipality; <http://www.bashkiapuke.gov.al> on Puka municipality; <http://komunabushat.al/al/> for information on Bushat commune and <http://www.komunakallmet.gov.al> for information on Kallmet commune.

level are extensive regarding the qualities of the unemployed people at the local level the process of qualitative analysis is quite challenging and was based on interviews with local employment offices staff; information exchange with employment directorate at the Ministry of Social Welfare and Youth and Municipalities; analysis of different assessments compiled by Regional Development Programme Northern Albania (RDP Northern Albania)⁷, baseline studies⁸; and statistical data produced by UN related organizations like UN Women and UNDP.

2. Quality data related to youth unemployment was limited and contain little information related to the new identified group of unemployed: undergraduate and graduate diploma holders. Another piece of recommendation deriving from the gap of analytical data related to youth unemployment would be to produce detailed data for the age group 15 – 24 broken into two categories 15 – 18 and 19 – 24 and correlated with education data.
3. The assessment of “attractiveness” and the analysis of the demand and supply side of unemployment relied heavily on the information provided on-line in the webpages of the municipalities and communes of the Shkodra and Lezha *qarks*. Data collected were processed following a second check with municipality and commune labour office representatives. National data and *qark*-based data were abstracted in the INSTAT publications Labour Market 2013 and Business Register 2013⁹.
4. Understanding and measuring business retention capacities for the purpose of correlating it with the qualities of the unemployed identified in the 9 LGUs included in this assessment required detailed analysis of data accessed through chambers of commerce and the National Registration Centre that maintains all the data related to businesses in Albania. These public sources of information allowed us to identify stable and new businesses alike. Data processed through the interviews with chambers of commerce and labour office representatives, web pages of the LGUs and studies undertaken by Civil Society organizations, working with women, allowed us to create a data subset for women owners and in executive positions. Youth related data could not be developed.
5. The section of the sectoral database dealing with expertise transfer was put together by analysing statistical information about registered

⁷ Detailed information can be found at www.rdpnorthernalbania.org

⁸ Detailed information can be found at website of Gender Alliance for Development Center: www.gadc.org.al, “Gender baseline study in Puka” compiled by Agropuka with the support of Swedish Cooperative Center, “Economic Empowerment of women in Shkodra and Lezha” compiled by Institute for Democracy and Mediation, financed by RDP Northern Albania through Austrian Development Cooperation.

⁹The INSTAT Labour Market and Business Register publications can be downloaded respectively in this link: <http://www.instat.gov.al/en/themes/labour-market/publications/books/2014/labour-market-2013.aspx> and in this link: <http://www.instat.gov.al/en/themes/statistical-business-register/publications/books/2014/business-register,-2013.aspx>

students in vocational schools and in the Shkodra vocational training centre provided by direct interviews with the responsible educational staff at the local levels of government. The qualitative analysis and identification of gaps resulted from research produced by the European Training Foundation (ETF), the European authority dealing with VET in Southeast Europe. ETF work has had little trickle effect and their activity has neither been tested empirically nor locally enhanced or replicated. The recommendations are for macro implementation and promote a central government approach to solving issues related to VET.

6. Donor support for employment section of the analysis was put together mainly through data compiled by the former Department of Strategies and Donor Coordination of the Government of Albania. On line information and reports available on the web pages of the donor institutions as well as information related to projects available in the webpages of the LGUs was used. Data transparency related to international projects and donor driven employment activity is important for scholars and policy makers dealing with unemployment.
7. In trying to identify gaps in the central government approach towards unemployment and in the policies related to women and youth unemployment critical assessment of the government strategies performed by ETF and Soros funded analysis was considered. Data collected in the nine LGUs was also considered.
8. In developing the part of the assessment related to local environment data related to job provision through job matching platforms we considered specific activity that these platforms had in these areas. No local initiatives or representative offices of the national job matching platforms were functioning in the three districts assessed. More importantly the role played by the local government as an active and interested actor in this process was also analysed.

D. Identification of research bias

The assessment has a very clear scope and goals. As such the research completed has sought analyses of data that are closely related to the LGUs included in the assessment. Community assessments, focus groups and questionnaires were a function of the assessment related to unemployment and VET. The sectoral database developed is at best a piece of work in action, but it helped identify several gaps in approaches related to unemployment and VET while trying to assess local opportunities. It is expected and recommended integration in the database of new available information.

E. Results expected from the assessment:

1. Analysis of private sectors potential for absorbing labour force (especially women and youth);
2. Assessing the level of skills/capacities and willingness of potential labour force (women and youth) to be engaged in labour and/or business opportunities;
3. Analysis of role and level of engagement of local authorities in employability services;
4. Identifying job-matching platforms that may be relevant and willing to extend their activity in the LGU's assessed.

III. Assessment of Core Objectives

A. Quantity of unemployed people in the regions of Shkodra, Lezha and Puka

Working definition for the term *unemployed* - A person is unemployed if he or she desires employment but cannot find a job. The unemployment rate is then obtained by expressing the number of unemployed persons as a percentage of the total number of people willing and able to work (the so-called labour force). The way unemployment is defined and used in this assessment is a more of a social construct and less of an economy based calculation functioning for statistical purposes.



Figure 4: Albania Unemployment for 2014

1. As far as the definition is concerned, there is a difference of opinion as to whether or not a person who desires work but who makes no effort to find work should be classified as unemployed. According to the *strict definition* only those people who take active steps to find employment, but fail to do so, are regarded as unemployed. The *expanded definition*, on the other hand, includes everyone who desires employment, irrespective of whether or not they actively tried to obtain a job. In this assessment we consider both levels of the definition.
2. Issue of finding the exact statistics of unemployed divided by gender and age. Aggregation of data at the levels following *qark* level does not take place. Data processing at levels below *qark* as we have tried to do in this assessment will better the statistical situation and provide better snapshots of unemployment closer to where unemployment is happening. In the calculations of unemployment we have also considered rural population that is not entitled to land ownership as per law 7501 of 1991.

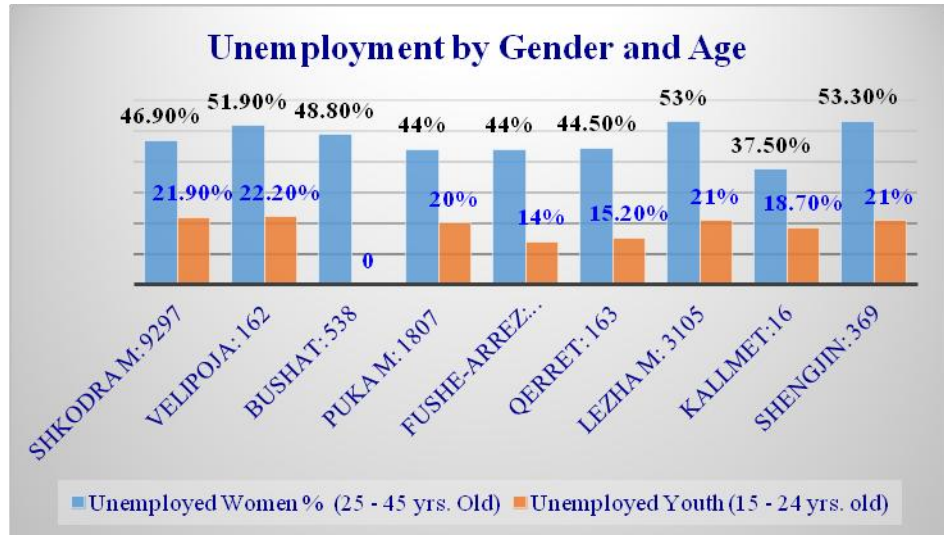


Figure 5: Municipal and Communal Unemployment by Gender and Age

- It has been impossible to detect or calculate the level of informality contained in the data. If we refer to the *vicious circle of unemployment* below, adapted from ETF studies related to youth unemployment in the region, we can assume that the unemployed will utilize at the maximum all the side benefits associated with this status. As data related to labour at the municipal and communal level tends to be weak it is also impossible to calculate for the number of people who are unemployed but have not registered.



Figure 6: The Vicious Circle of Unemployment

- Issue of informality: A survey done by ILO of Albanian street vendors demonstrates the extent of informal employment and reach in certain sectors. The survey found that around 80% of all vendors work without a licence, and 90% neither pay state nor municipality taxes. Hence, almost the whole trade of street vending in Albania appears to be

informal¹⁰. One can safely reach at a similar conclusion for other forms of unregulated businesses.

5. Issue of unpaid family work for female and young family members. National data indicate that almost 39% of the total of the employed people are contributing non-salaried family members. This number for female members of the family represents almost half (45.3%) of all female employees. Statistically these individuals are not defined as unemployed.

B. Quality of unemployed people

1. Quality towards what? While studying statistical data and analysing information collected through interviews we came to identify a very striking characteristic for unemployment in Northern Albania: old and new unemployment. We identified unemployed women as a product of transition that Albania went through in the last decade of the 20th century. The changes in the economic structure changed the labour market and the labour behaviour. Transition was followed by an irregular and strategically unplanned economy that resulted in the lowering of the labour demand for women and their withdrawal into the housework situation resulting in the high number of unpaid labourers in Albania. Segmentation of the labour market and informality has created quite a significant skill gap for women. They are now positioned in unpaid or low-paying jobs that do not generate the need for skill improvements or requalification. Short-term solutions that were experimented in the areas were related to reskilling of women to organize guest-housing activities and other artisan businesses.
2. Tertiary education enrolment has doubled during the last decade as a result of the liberalization of higher education and introduction of private tertiary education. It is common knowledge that the relationship between the field of study and the first job gained after graduation is very loose. In fact only 27% of college graduates in the US have a job related to their major according to Washington Post (May 20, 2013). Significant numbers of students in the US and UK are underemployed. UNDP regional office in Bratislava indicates that women outnumber men in universities in Southeast Europe. Working females have higher university degrees than men but they only represent 44% of the workforce for the Southeast Europe region while over 50% of the youth with university degrees are unemployed in Albania. Gender based data does not exist and the assumption made by UNDP is that higher education reforms are increasing the existing gender inequality in economic and career terms.

¹⁰ For the details of this study “A comparative Overview of Informal Employment in Albania, Bosnia and Herzegovina, Moldova and Montenegro” please refer to this link:
http://www.ilo.org/wcmsp5/groups/public/@europe/@ro-geneva/@sro-budapest/documents/publication/wcms_167170.pdf

3. The paradox of having a diploma and no skills related to the job market. Research connecting female tertiary education attainment to the job market lags quite behind and does not consider increasing numbers of tertiary education enrolment dominated by female students in levels over 50%. The danger of a new form of underdevelopment resulting from hasty policies that increased the participation in higher education without considering the labour market is looming. This situation is not captured by social science research. Instead media and development organizations have started to notice and discuss about it. Female students represented 56% of the student body in the academic year 2011 – 12 in Albania (INSTAT, 2013). Graduate enrolment and private university enrolment data indicate that the female students comprise over 40% of the students with a positive increasing trend (World Bank, 2012).
4. This development is an alarming trend of the new and young unemployment in Albania. According to INSTAT the unemployment of women holding university degrees represents 23.7% of the national unemployment female number. The discrepancy observed in the comparison of national unemployment and the one in the *qarks* of Shkodra and Lezha needs further investigation (data related to the communes do not exist). We strongly recommend a further assessment of unemployment for this category marking the urgency of the social crisis contained within. It is becoming quite apparent that the policy of increasing the university enrolment without an economy to back it up with employment opportunities has created categories of youth that consider themselves with university qualifications while in reality they are not fit for the labour market and its feeble offerings.

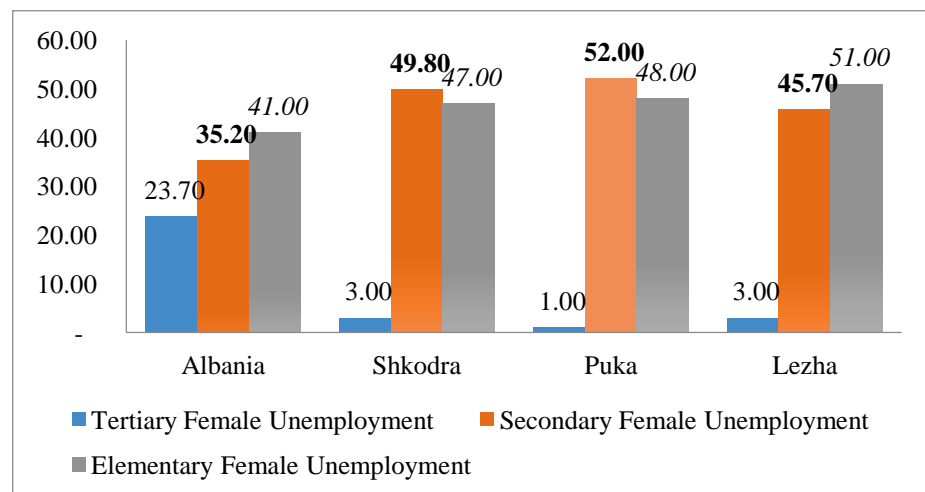


Figure 7: Percentage of Female Unemployment to the Total Female Unemployment by Education

There are also two other factors that make further investigation of the university diploma holders necessary. Culturally, there exists a division of labour in Albania – inherited by the communist past – based on the possession of university degrees and qualifications. Individuals holding

such degrees prefer to remain unemployed or at home rather than get a job that is not in line with their university qualification. In the communist system division of labour was based on education as completion of university studies carried a professional title. As a second factor, since Albania has adapted the Bologna Convention of Higher Education university degrees are not automatically related to professions. Mentality around university education has yet to address this important change that has taken place in higher education and that is already valid if a person with a university degree migrates internally or abroad. Students do not hesitate to take manual or low qualifying jobs outside their hometown or village. Some remain in these positions until they find better options in the labour market profiting from the status of the student and the associated benefits with this status including scholarships awarded by the local government.

5. Paradox of communist division of labour applied in a market oriented society. It has become very clear in this assessment that public sector jobs, available, are still based on the former communist system. We expect a major change in the way public sector jobs will be offered following the implementation of the recently approved law on public administration. The territorial division reform might result in job reductions as well resulting in more unemployment in the LGUs included in this assessment. We are also of the opinion that most of the public sector jobs in the communes of the *qark* of Shkodra and Lezha are a form of assistance that governments of Albania offer to political supporters. Lack of data regarding the qualities of both working and unemployed labour force demands for a deep study and well-thought intervention. The working rationale is that we are dealing with a combination of low skilled, unskilled, and unqualified labour force that when combined with elements of hidden/unpaid employment cannot be captured by official statistics and mechanisms. There also seems to be tacit and silent consent on this situation that we believe to be quite dangerous for the future of these regions and Albania.
6. When discussing quality of unemployed people the impact of migration should also be taken into consideration. Emigration and its effects can be best analysed with the “wild card” analogy. Communes and municipalities in this assessment have been hit by both internal and external emigration waves. While emigration to the neighbouring countries has been positive regarding remittance income and qualifications gained while abroad, it has been negative in the sense of skills lost and defragmentation of labour force. Internal emigration – moving from villages to towns –was accompanied by disappearance of “big” state employing companies particularly in Shkodra and Lezha municipalities; birth of small trade family businesses and erosion of skills particularly among female labour force. As thoroughly studied

by DE Waal and Çaro¹¹ migration towards towns “created” women side-lined by market opportunities. In the cultural sense, emigration is also considered as the easiest solution when one is not successful with education and when opportunities seem to be exhausted.

¹¹For details regarding Erka Çaro’s work on internal migration please see “*From the village to the city: the adjustment process of internal migrants in Albania*” in this link:
<http://dissertations.ub.rug.nl/faculties/rw/2011/e.car0/?pLanguage=en&pFullItemRecord=ON>

IV. Prime Concerns for Employability of the Unemployed

A. Attractiveness of employment offers

In order to come up with an effective assessment for the continuous employment of the unemployed people we initially studied the quantities and the qualities of the unemployed while explaining the reasons for the unemployment view that we got in the 9 LGUs included in this project. The assessment of the demand side of the unemployment picture will now be followed by an analysis of the supply side. By correlating different data sources we have found out the current form of economic development observed in the *qarks* of Shkodra and Lezha can be served by the actual unemployed labour force provided that more training courses become available. The second key condition is related to changes in the mentality of both employees and employers regarding the relationship that they create with each other.

1. We looked at data related to economic development in the regions selected for this project while trying to address expectations related to employment. Given the “cradle to grave” system of security that existed during the communist system including employment – although meagre – for all and the fact that Albania is part of Europe, people are aware of all the benefits that come with regular employment. When job seekers compare this self-created expectation to the labour market offer the business relationship established is one of distrust resulting in an important barrier to economic development¹². In this assessment by looking at the attractiveness of the employment offers, business retention capacities and opportunities for training and expertise transfer we offer an expanded view of the employability situation, the offer to the unemployed combined with the training opportunities available and the ones that need to be developed.
2. Labour market tendencies at the *qark* level. According to the Business Register 2013 published by INSTAT the following data is available. There are 5945 active enterprises in the *qark* of Shkodra as of end of 2013 of which 1452 are active for a period of nine years or more. During the last year 547 new enterprises were created; 158 of all active enterprises are joint venture and 93 are foreign owned. The number of small businesses with less than 5 employees dominates with 90.4% of the total. Only 1.3% of businesses in this *qark* have more than 50 employees. There is also clear domination of trade and service industries occupying almost 85% of the total (42.3% are trade related and 16.9% are hotel and food services related). Majority of working individuals, 71.7% are in enterprises related to services: 15.9% are in trade and 6.5% in hotel and food services. The rest of employees, 28.3% are in enterprises producing goods: 20.6% are in

¹². As suggested by the ETF report, “Activating the unemployed” (see page 16).

industries and 6.6% construction. Another datum that correlates with the quality and quantity of unemployed people is the fact that 70% of all enterprises are situated in municipalities.

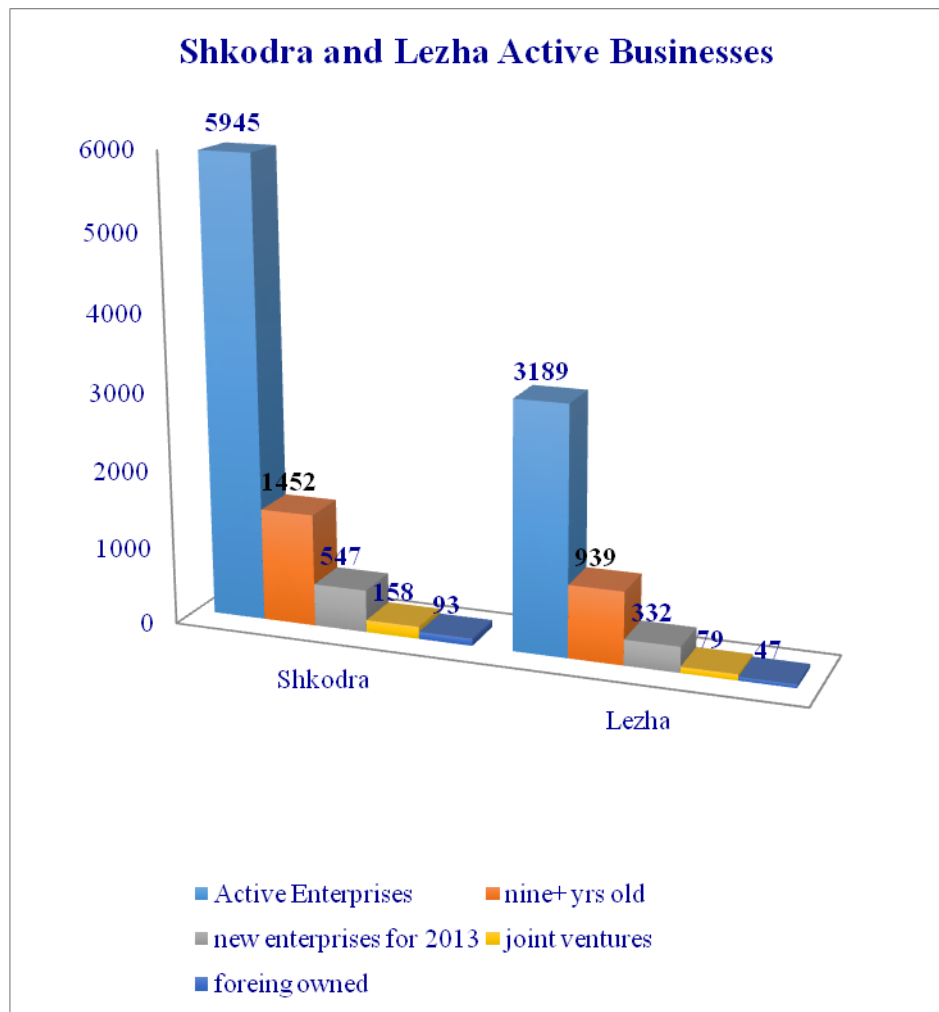


Figure 8: *Qark active business data*

- There are 3189 active enterprises as of 2013 in the *qark* of Lezha; 939 enterprises have been active for over 9 years. The Business Register notes that 332 enterprises were created during 2013. Joint venture and foreign owned companies are few – 79 – compared to the total number of active companies; 47 of them are foreign owned. As in Shkodra, it is the small business that dominates the field of active enterprises comprising 90.2% of the total. Again only 1.2% of the companies are medium or larger with over 50 employees; 80.7% of all businesses are in the service industries of which 39.3 are trade related and 15.5% are hotel and food services related. 29.8% of all employed people are in enterprises producing goods: 18.6% are in industries and 9.7% in construction. The majority of the employed people, 71.7%, are in enterprises related to services of whom 16% are in trade and 5,7% in hotel and food services. Majority of businesses, a slightly smaller number compared to Shkodra, 67.1%, are situated in municipalities, Lezha primarily.

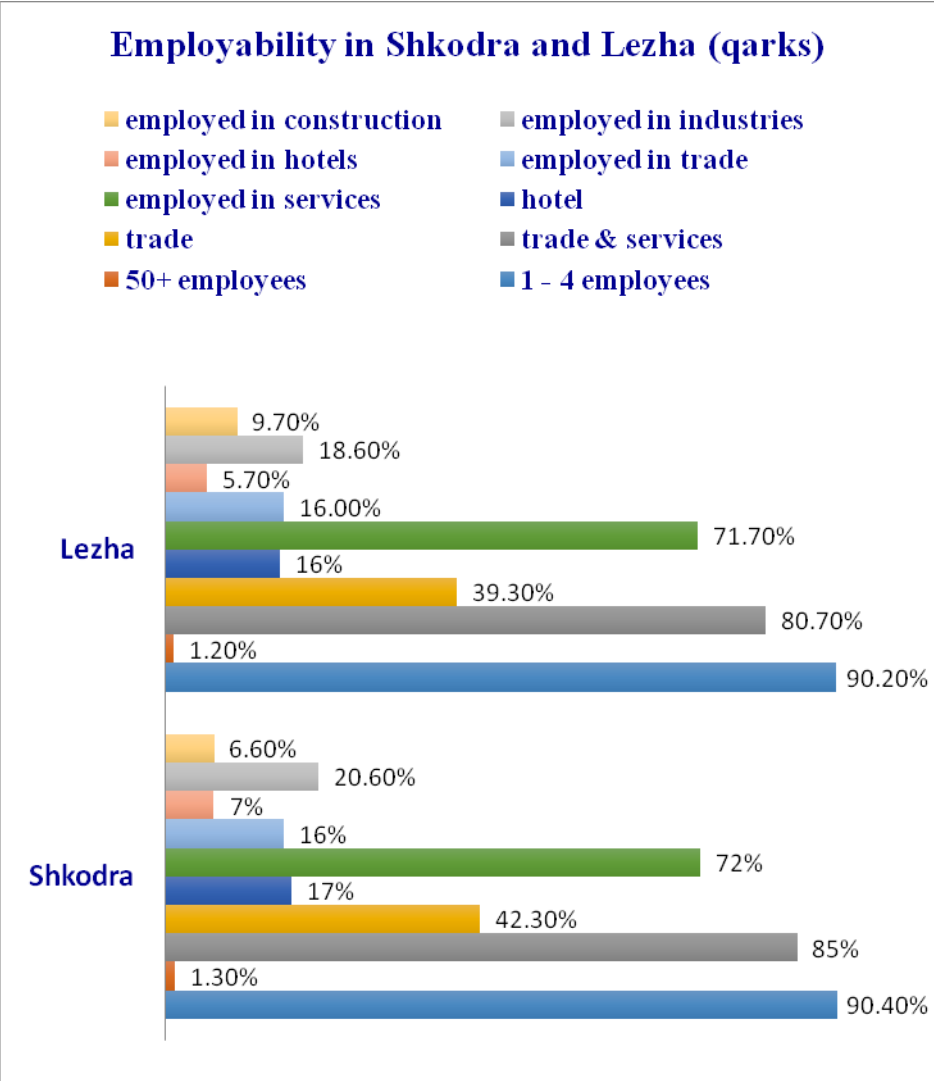


Figure 9: Employability in Shkodra and Lezha per business structure

B. Labour market tendencies at the municipal / communal level

Careful observation of the data from INSTAT’s 2013 Business Register for the *qarks* of Shkodra and Lezha confirm our initial findings related to the quantities and quality of the unemployment observed in these two *qarks*. Small, family oriented businesses with unpaid family workers dominate the business scene in both *qarks*. Industrial production with activities involving large numbers of workers is not part of the business scene in these two *qarks* where foreign investment is also very low. In the absence of production and industrial companies, those, related to hotel and construction, dominate the business scene, but they are not big employers in either of the *qarks*. This observation confirms the finding that small business dominates posing a real challenge in the process of job creation and activation of the unemployed. *Qark* data also confirm that despite minimal growth in the economy of the country, the *qarks* are in a phase of constriction and conservation. Some scholars are of the opinion that times

of business constriction are optimal for training or retraining opportunities¹³.

LGU	Tendencies of the labour market
Shkodra	Public administration jobs for women + women run private businesses although no data for the municipality; industrial and trades development + tourism and services
Velipoja	Agro-tourism as a function of tourism; hotel and housing construction; restaurants; development of natural habitats; hotel services. Fishing. Forestry. Guest housing services.
Bushat	Agriculture and live stock; food processing industries; waste processing and management
Puka	Sustained tourism, trade,
Fushë-Arrëz	Agricultural production + small tourism potential + mining being developed
Qerret	Agriculture and live-stock + bee keeping
Lezha	Business park development? Small and medium enterprises supported on tourism intake; family trades developments and artisan based businesses; 81% of business service oriented: trade 42%
Kallmet	Olive oil, wine, tourism - catholic churches, road reconstruction to reach historic sites
Shëngjin	Hotel and restaurants (16% of the <i>qark</i> economy) fishing, tourism, agriculture, aquaculture

Table 1: Local tendencies of the labour market

1. It is important to stress that the data received are limited as a consequence of the very few sources of information available. Data we have collected indicate better employment opportunities in the private sector for the districts of Lezha and Shkodra. In the district of Puka the public sector is the main employer – an indication that business development has not reached this part of Albania despite its potential. In this regard we would recommend injection of foreign direct investment for Puka to both the government and donor community.

¹³For details on the relationship between times of economic crisis and increases in the enrolment in training and universities see Bridget Terry Long’s paper “*Financial Crisis and College Enrollment: How Have Students and Their Families Responded?*” that is available in this link: <http://www.nber.org/chapters/c12862.pdf>

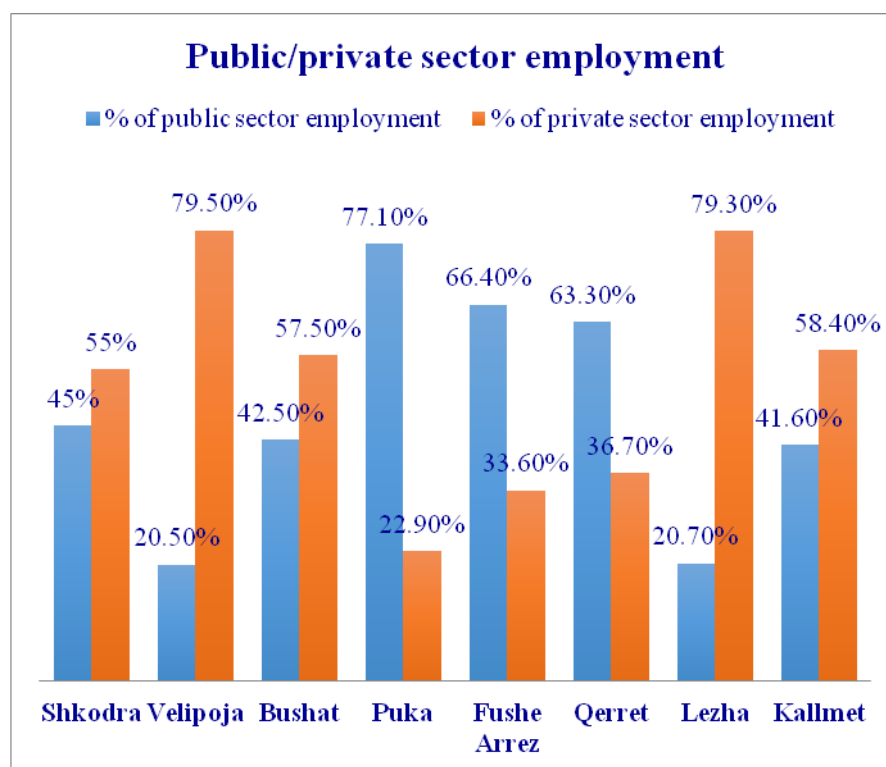


Figure 10: Public/Private Sector Employment – data for Shëngjin were not available.

2. Market / economic tendencies and business profiles at the municipal / communal level. Economic and business development in LGU's assessed here do not seem to fall or follow a pre-determined plan. Despite efforts made to create development plans and strategies, business growth is not driven. Domination of small business and lack of venture capitalism combined with public sector dependency do not create an environment for business growth. This business and economic situation on its first sight does not seem to offer job opportunities for the unemployed. Economic and business potential combined with natural resources and adaptive labour force could be the formula for economic growth.
3. The data in the table below summarizes information about the three districts based on the tendencies for business development in the areas of services, industry and production, *à façon* production and agriculture related one. The data has been produced on information collected through the Business Register 2013 and through research done by the CDC-TTF staff based on direct surveys and interviews with labour offices in these districts. Besides the dominance of services related industries there is a clear incline in services related to *à façon* industries that are present in the three districts. These types of industries provide a quick and somewhat effective response to unemployment of those with little qualifications. Growth could be also induced in agricultural enterprises and in particular in those related to the production of poultry and honey. The areas are rich in resources related to these two activities and have created a tradition in developing production that needs to be elevated at the next level.

	Shkodra District	Puka District	Lezha District
Industries: Services Enterprises	<p><u>Shkodra town</u>: Trade: 2087 shops and trade + 6 hotels + 2 handicraft + 33 bakeries + 8 press/printing</p> <p><u>Velipoja</u>: 450 trade units tourism, hotels, restaurants + 1400 seasonal businesses</p> <p><u>Bushat</u>: development of waste processing and recycling business</p>	<p><u>Puka town</u>: 112 shops and trade centres,</p> <p><u>Fushë-Arrëz</u>: 103 trade units (shops) 10 big + 93 small; 7 producing units; 4 hotels (60 rooms)</p> <p><u>Qerret</u>: 11 trade units</p>	<p><u>Lezha town</u>: 187 service units; 440 trade units, 2 transport and communication</p> <p><u>Kallmet</u>: agro-tourism, restaurants</p> <p><u>Shëngjin</u>: 143 most of which are trade units</p>
Industries: Production Enterprises	<p><u>Shkodra</u>: 123 construction + 32 metal and construction materials + 33 wood processing</p> <p><u>Velipoja</u>: 15 production units</p> <p><u>Bushat</u>: develop agricultural and dairy processing industries</p>	<p><u>Puka</u>: 2 construction + 4 production enterprises</p> <p><u>Fushë-Arrëz</u>: mining and timber</p> <p><u>Qerret</u>: none</p>	<p><u>Lezha</u>: 22 construction and 209 industrial production</p> <p><u>Kallmet</u>: wine production: Kallmenti Ltd.; olive oil production; honey production;</p> <p><u>Shëngjin</u>: 48 unit fishing fleet; no data on construction</p>
À façon Enterprises	<p>23 enterprises in Shkodra</p> <p>No activity in Velipoja or Bushat</p>	No activity in this district	Number of enterprises of Lezha included in the total
Agriculture Enterprises	<p><u>Shkodra</u>: 5 medicinal plant; 5 sugar production + 4 meat processing +8 dairy</p> <p><u>Velipoja</u>: agricultural crops (wheat, corn, potato, beans, vineyard) and live stock (over 10,000 cattle and over 20,000 birds)</p> <p><u>Bushat</u>: agricultural crops and live stock (over 18,000 cattle, 66400 birds and 1246 bee hives)</p>	<p><u>Puka</u>: support for local production + investment for technical and financial support for farmers</p> <p><u>Fushë-Arrëz</u>: farming and live stock: 912 agricultural units and medicinal plant collection.</p> <p><u>Qerret</u>: farming + about 300) live stock and 5100 birds and 612 bee-hives</p>	<p><u>Lezha</u>: none</p> <p><u>Kallmet</u>: development of a new dairy station; vineyard and fruit groves and olive groves developed through subventions.</p> <p><u>Shëngjin</u>: no data</p>

Table 2: Snapshot of the local tendencies for business development

C. Job Retention vs. Seasonal / Temporary / Part-time Employment

In trying to understand the trend and longevity of unemployment we assessed the number of businesses that have been active for a period longer than 5 years. Following interviews and discussions with chambers of commerce and analysing data from the National Registration Centre that serves the business community in Albania we were able to identify that most of the businesses were in the construction and trade sectors. In these

two sectors of economic development businesses with 5+ years of existence dominated with over 60% to 80% of the number of businesses. We also looked at the management structure of the companies associated with the chambers of commerce and identified that women are at the executive level of the companies at an average rate of about 8% while business ownership by women is almost 25%.

1. The business situation we are faced with is one that requires a duality of actions for the same goal: lowering unemployment. The LGUs in this assessment need to work hard to create competitive advantages for their working force and for their territories in the form of “cheaper” labour force compared to other regions that is better trained and willing to take jobs. On the other hand the local governments should create opportunities in the form of cutting back the tax burden for the companies that enter into their territories and utilize the skills of the unemployed. Seaside communes should consider reduction of taxes related to tourism for example. There is also an on-going project to streamline processes and fees into a one-stop-shop form of organization of work at the municipal level that would certainly help in this respect.
2. What needs to be done to create job-retention?
 - a. Developing credit schemes for small loans that would foster the development of small businesses e.g. in agriculture, tourism, catering or generally trade – sectors in which skills of returning migrants that have acquired some expertise abroad are utilized.
 - b. Cutting red tape and simplifying procedures for setting up a small business or obtaining a trade or other professional license to help foster business development and of course the more general aim of *building infrastructure* (energy, transport, telecommunications).
 - c. Language training courses: to perfect English and Italian in order to increase potential for seasonal migration jobs and for tourism in their own district. This is crucial for the migration experience to lead to the accumulation of economic and social capital.
 - d. Job training courses for example the training of skilled agriculture or aquaculture workers, providing expertise for the development of new crops / fishing methods, or assisting cleaning or caring workers to develop cooperatives through which to organize their employment in businesses related to services and tourism.
 - e. Re-training courses allowing for the utilisation of previously acquired skills.
 - f. Funds/training for trade unions and other civil society associations to set up help desks for seasonal jobs including the provision of information on the workers’ rights and obligations,

as well as free legal aid for those who are faced with abusive employment situations.

D. Expertise /Skill Transfer

1. VET situation the *qarks* of Shkodra and Lezha as per ETF review. ETF in cooperation with GIZ have developed a detailed baseline survey of public VETs in Albania¹⁴. The survey is very thorough. There are some relevant findings related to this assessment.
 - a. Shkodra *qark* has the highest number of public VET providers among the 12 *qarks* of Albania based on the *qark* population. There are 8 VET providers: about 1 per 26918 people. In Lezha the situation is different. There are only two public VET providers: 1 per 67013 people.
 - b. Regarding performance three of the VET providers (“Kolë Margjini” School, “Arben Broci” School, and VTC Shkodra) are ranked as medium performers while the rest of them are low performers except for “Z. Buliqi” school that is ranked as a poor performer. In Lezha, “Kolin Gjoka” school is ranked as a medium performer.
 - c. Teaching staff in these schools is not up-to-date with the latest technologies and requirements of the labour market. Furthermore, practical-skills training does not take place and it has been reduced to demonstration in the best cases according to the ETF baseline study.
 - d. Country-wise VET providers suffer from lack of suitable training facilities, equipment and tools.
 - e. VET does not seem to be inclusive and competitive. Only 18% of the students are female while the average grade is 6.1 out of 10 (5 is the lowest passing grade).
 - f. Changes in the management of the VET structures has created instability and according to the VET study few directors *have the motivation, education, qualification, experience and real potential to manage a VET provider efficiently and effectively.*
 - g. ETF baseline and other studies indicate that the orientation of the schools as pools for university students in the technical fields creates problems with employability. Students graduating in areas related to Economics, ICT, and Business Office Administration and Economics Agriculture have the highest potential to be unemployable. Almost one in three students in the VET full time providers is registered in an unemployable field of studies.
 - h. Detailed recommendations for fusion of VET providers and all the other areas where problems are noticed follow. It is important to stress that the ETF recommendations are part of a

¹⁴For the full baseline survey please follow this link: http://www.sociale.gov.al/files/documents_files/ALB-Report-Survey-Public-VET-Provider_20_06_14_FINAL.pdf

larger scale of activities that require major involvement and commitment from the national actors dealing with VET.

- i. ETF in cooperation with ILO, under IPA program, has also developed a document “Skills 2020 Albania”. As part of the National Strategy for Development and Integration 2014-2020 process, the Ministry of Welfare and Youth wanted to merge the two strategies drafted earlier in 2013 - the National Strategy for Vocational Education and Training (VET) and Lifelong Learning (LLL) and the National Inter-sectoral Strategy for Employment 2013-2020 - into one National Strategy for Employment and Skills (NESS) 2020. The ETF, under the FRAME initiative, and the ILO-IPA 2010 HRD project, together with the Ministry and relevant stakeholders, contributed to the design of such a Strategy and Action Plan, outlining clear priorities and measures to be undertaken from 2014-2020¹⁵.
 - j. This document is detailed and provides a series of recommendation related to VET development in line with the employment needs of Albania and in line with a serious address to issues of unemployment. We recommend alignment between the activities that will be undertaken in this SEED project and the recommendations of the Skills 2020 document in order to avoid parallel situations.
2. Closely related to the process of skill development through formal means of education and practise is the process of skills transfer. A government decision of mid-2013 (# 500, date May 22, 2013) creates opportunities for apprenticeship or practical training in the terminology used in the government decision. There are no examples of the implementation of this government decree in either *qarks*. Furthermore lack of a clear regulatory document that underlines the framework and sets-up modules of cooperation makes the implementation of such a document impossible. The situation becomes more problematic when part-time students and teaching is considered. According to ETF baseline study there are 5362 part-time students enrolled in VET providers for this school year. This number has quintupled since 2011. This is another area that requires closer study as proper skills transfer cannot be secured. Considering the problems in the VET system and challenges of the large-scale reform that is being prepared we have created a set of proposals that can be turned into recommendations and can be tested out on pilot bases in Shkodra, Puka and Lezha districts in the municipalities and the communes included in this assessment.

¹⁵Full access to this working document can be found in this link:
[http://www.etf.europa.eu/webatt.nsf/0/27795DDCBBD2353DAC1257D6400322D57/\\$file/FRAME%20Skills%202020%20Albania.pdf](http://www.etf.europa.eu/webatt.nsf/0/27795DDCBBD2353DAC1257D6400322D57/$file/FRAME%20Skills%202020%20Albania.pdf)

- a. Development of a new government decree transforming decision 500/2013 into a document that regulates apprenticeship with elements of skills transfer, credit based practical learning, transition from school to employment and an approved list of private providers of apprentices.
 - b. Develop partnerships and cooperation agreements with chambers of commerce and trade union associations in the process of opening up the management and leadership of VET providers. We consider that presence and voting membership of these groups in the VET provider boards will open up new paths for effective skill transfer and expertise.
 - c. ETF studies have not touched upon the issue of regulation of professions, a process that should be taken over by the respective trade unions and/or chambers of commerce. We believe that this process will create opportunities for transforming the VET providers from state supported institutions to public-private partnership institutions in which interests of businesses and communities are streamlined in a win-win situation. Examples from countries like Austria could be used to develop the best *modus operandi*.
 - d. Another area for piloting is related to recognition of skills gained abroad. We believe that the introduction of a credit based evaluation system will help in the process of transferring skilled gained abroad into professional education. The introduction of a credit-based system of evaluation would help in this respect and the model already in use by the Albanian Order of Pharmacists for the continuing education of its membership is a good example for this.
3. In a closer view of the immediate needs to address unemployment effectively while feeding the businesses with qualified staff and after a close review of the situation with unemployment and market tendencies we also offer the interventions below. These proposals have taken into consideration the market and economy developments of these 9 municipalities and communes as well as the training needs of the unemployed in these areas. The selection of the intervention follows academic division into one or two semester courses that can be used either as a part of the on-going curriculum or it can be inserted as a separate course. Course proposals can be considered as stand-alone interventions that could be used for retraining or on-the-job training purposes. Finally these proposals can be piloted in these 9 units of local government, studied in terms of their employment impact and then proposed as training alternatives for regions with similar characteristics in Albania or other countries.

LGU	VET provider intervention proposal
Shkodra town	Set up a one semester curriculum and train teachers in <i>à façon</i> related maintenance + set up a one semester course for IT maintenance of networks and cable operators.
Velipoja	Set up a one-semester curriculum for training in guest-hosting and cooking to be delivered at the commune site.
Bushat	Set up a one-year curriculum for animal husbandry and waste management and recycling to be offered at the secondary schools of the commune - one program in each.
Puka town	Set up a one-semester curriculum and train teachers in artisan small business management.
Fushë-Arrëz	Set up a one-year curriculum for woodworking and mining to be offered in the secondary schools of the commune as a graduation alternative.
Qerret	Set up a one-semester course in bee hiving and management of honey related business.
Lezha Town	Set up a one semester curriculum and train teachers in <i>à façon</i> related maintenance + set up a one semester course for electronics and IT recycling and disposal.
Kallmet	Set up a one-year curriculum for olive grove management and vineyard management to be offered at the secondary school of the commune.
Shëngjin	Set up a one-semester curriculum for training in waitressing and cooking to be delivered at the commune site.

Table 3: Proposals for VET provision interventions

V. Actions and Actors

A. Where strategies fail – unemployment thrives

Albania is a country rich not only in natural resources, but also in strategies. There is a tendency for governments in Albania to allocate human and financial resources to develop a multitude of strategies dealing with employment, youth employment, and acceleration of employment. Most of these activities are donor driven and financed and do put a lot of pressure on the ministerial staff working with these strategies. The paradoxical situation from this angle is related to the increasing unemployment despite policies and strategies related to employment. The labour market is not growing and new jobs are not easily created. The solutions for employment as evidenced in these strategies and other action plans are concentrated in the supply side while little seems to have been done on the demand side of the employment equation.

1. In order to understand and offer demand side solutions to unemployment, as expected from this assignment, national data need to be broken down into local ones – a process that is challenging and yielding very little output. A quick count in the webpage of the former department of donor coordination resulted in at least 38 strategies (20 sectoral and 18 sub-sectoral)¹⁶. Seven of these strategies deal directly or indirectly with unemployment and creation of employment opportunities for youth and women. There are also about 8 laws that deal with employment and over 20 international documents that Albania supports and implements in the field of employment.
2. In this context there is an element missing – the centrally developed concept for human resources in Albania. While revisiting these documents for the sake of this assessment it became evident, once again, that in this period of transition to a more democratic rule marred by extensive political fights and periods of instability Albanian policy makers and politicians have forgotten to think in central and national terms about human resource development. An illustrative example can be in the strategies related to tourism. One can read all the plans and strategies that Albania has developed with regards to tourism starting with eco-tourism and ending with elite tourism, but there is no clear plan related to human resources required to implement these types of strategies.

¹⁶. The National Strategy for Development and Integration 2007-2013 represented the core strategy document of Albania, which overarches the strategic priorities defined in 38 strategies (20 sectoral and 18 sub-sectoral). For more information see this link: http://ec.europa.eu/enlargement/pdf/mipd_albania_2011_2013_en.pdf

3. Centralized thinking about human resource capacity development in line with the strategy for tourism is missing. In the same vein centralized thinking about unemployment in line with the respective strategies is missing. As a result the implementation of strategies without the human force supporting it at best can be haphazard.

B. Circles of stakeholders and their positions towards unemployment

The issue of unemployment represents a give-and-take process among different stakeholders groups including the Government of Albania and its host of institutions, the local government as implementer and supporter of central made policies, donor community interested in the issues related to unemployment, business community at the local level, and the civil society operating at the local level. The figure below represents the connection of all these actors with unemployment.

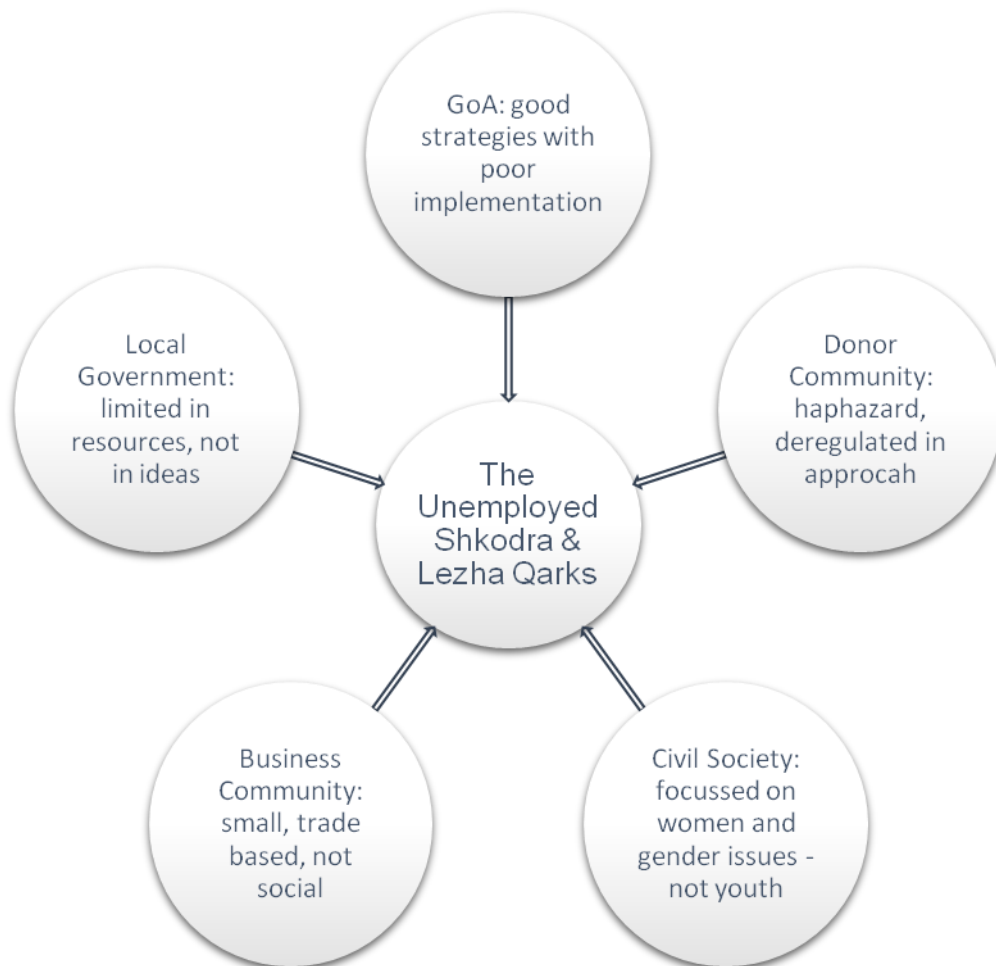


Figure 11: Stakeholders and Unemployment

1. Scholars in both these documents describe good strategies and policies related to unemployment and employment that have little executive impact or implementation. We need to recall the analogies of “pretending” related to the former communist system in describing this process of having good laws and policies in place

with very little implementation effect: *governments make good laws and they pretend to implement them.* Experience from other countries shows that the might of policy implementation increases with the lowering of informality. Good examples of this related to the LGUs under assessments are the inspections that took place during this past summer in the Velipoja beach restaurant and hotel businesses in an effort to lower informal Actions taken by the Government of Albania. The current government of Albania has put the issue of employment and the issue of addressing the emerging unemployment of the diploma university holders at the centre of the policies related to social welfare. This institution has also become responsible for vocational training and education in Albania and is trying to streamline the approaches and activities related to this section of Albanian education. In the monitoring report for the employment sectoral strategy from gender perspective, funded by Soros Foundation for Albania and performed by the “Refleksione” association¹⁷, and in the “Skills 2020” report of ETF the current government and the preceding one in cooperation with the international partners working in the area of employment and VET, (ILO, GIS, ADA, SCD, ETF), actions related to these areas have been evaluated. GoA, past or present, show a clear disconnect in processes related to policymaking and implementation.

2. Similar activities took place in Lezha. Unfortunately the examples are very sparse and in the above-mentioned documents and other ones considered there is no data related to the implementation of Albanian legislation related to employment including the labour code, the law on promotion of employment; law on labour inspectorate, etc. at the local level. Lack of professionally trained staff is also mentioned as one of the reasons for little activity at the local level.
3. The monitoring report funded by Soros confirms the data we have found regarding the employment for women. As indicated earlier as well women are less involved than men in paid labour activities. The dominate areas of work are related to health and social work, education, agriculture and fishing, and finances and insurance activities. Higher unemployment incidence among women jobseekers is among women with secondary and university education compared to men in the same categories. The report also notes the difficulties women in these categories have in finding employment. The rest of the findings in this report are insignificant for the LGUs considered in this assessment.

¹⁷. The monitoring report of the “Refleksione” could be accessed here: http://www.refleksione.org/refleksione.org/index.php?option=com_zoo&task=item&item_id=3&Itemid=212&lang=en

4. The impact and results of policies and reforms related to employment is expected to change due to the territorial reform Albania is undertaking. As a result of this reform the following territorial changes will take place: the 9 administrative units that we are assessing that fall under three districts (Shkodra, Puka and Lezha) that are centrally controlled by two *qarks* (regions) (Shkodra and Lezha) will be transformed as indicated in the figure below.

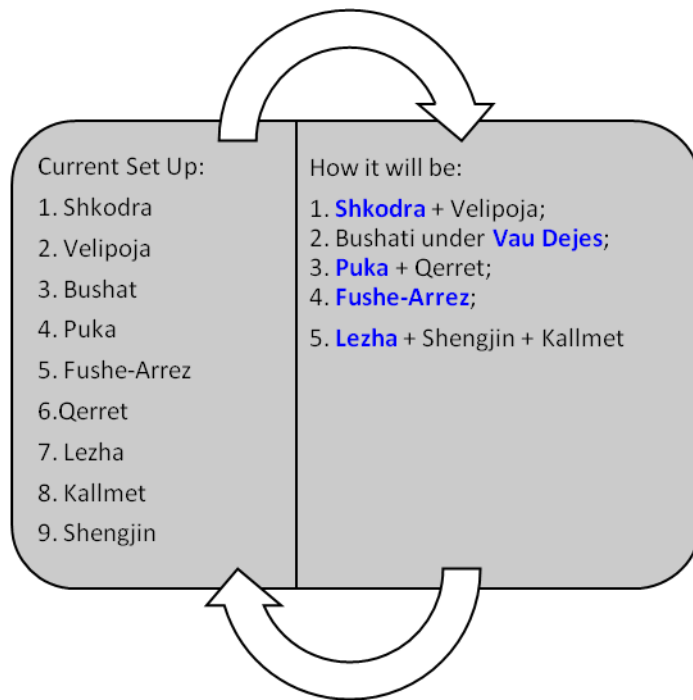


Figure 12: Effects of the territorial reform on the administrative division

5. The government of Albania has promised increased effectiveness in the functioning of the new administrative units including better resource management and fund allocation. Although the details of the policies related to this new territorial division are yet to be expected, we believe that the new territorial division creates opportunities for better management of unemployment and VET provision at the municipal level. If this were to be the case, the current SEED project would be a good platform to develop VET provision and unemployment services for the Puka and Fushë-Arrëz municipalities.
6. Youth unemployment and VET for this category comes out very strikingly in the Skills 2020 strategy. This demographic category is not clearly defined and efforts to counter unemployment need interventions that surpass a single strategy. As outlined earlier in this assessment cultural and mentality changes need to take place regarding role of education and its connection to the labour market and employment. ETF and other studies discuss a decline in job offers for youth compared to other demographic groups. In this

respect, youth has the highest level of unemployment and the lowest levels of employment and labour force participation. The majority of youth are in unpaid family labour focusing in agriculture. The volatility of this age group accelerated by the promise of migration and the get-rich-quick mentality makes it difficult to develop sustainable policies that fight unemployment while developing new skills.

7. As outlined earlier in this assessment and in line with the observations of ETF in the Vision 2020 strategies related to employment and youth should converge on the demand for a central idea and policy related to human resource development for now and for the future in line with the fields of economic activity where the tendency for growth and employment creation is higher. In this venue there is an increase in exports related to output in the form of minerals and *a façon* products made in Albania mainly in textile manufacturing, leather processing and shoe production; and fashion and clothing. Tourism is another growing sector along with agro-processing and ICT.
8. Government of Albania at the central and local level should work hard to streamline donor activity related to employment and job-creation. It should be steering processes related to donor coordination following the creation of a hot-spots map for unemployment and for other developmental issues for that matter. In this way, donor activity will follow up with EU integration and other developmental goals of Albania.

C. Donor Community Intervention

Development of the post-communist Albania cannot be understood by the ever-international presence both in terms of aid and aid related activities and in the form of direct foreign investment. The *qarks* of Shkodra and Lezha and the LGU's included in this assessment would be poorer and less developed if the international aid agencies of the Austrian, Italian, Swiss, Spanish and US governments were not present. International government organizations like UN and its related agencies together with EU programmes for development have enriched the development process and have created real opportunities for gender based development that has been visible in the area of employment as well.

1. What is the international intervention like? Since 2009 when Swiss Development Cooperation started the process of supporting the local government in the *qarks* of Shkodra and Lezha we notice a pronounced effort to move aid and related projects closer to people. Donor activity in Albania has been unstructured. Interventions at the local level have been small and not related to national goals for development. In preparing this assessment we looked at the donor activity as reported by the former Department of Strategies and Donor Coordination in

their web page that is not active any longer. We looked at the donor activity during the period 2009 – 2013 and the results are presented in the table in the following page.

	SHKODRA QARK	LEZHA QARK
International Presence & Projects	<ul style="list-style-type: none"> • Shkodra town: 158 enterprises that are joint or foreign owned; 95 of them are Italy related; cross border projects with Montenegro (3 projects); OSCE presence office and EU Info centre • Velipoja: inter-cooperation Albania with SDC support • Bushat: JICA - project on minimizing waste • <i>Fushë-Arrëz: inter-cooperation Albania</i> 	<ul style="list-style-type: none"> • Lezha Town: 79 enterprises that are joint or foreign owned; 47 of them are Italy related;
ADA Presence & activities	<p>Shkodra town:</p> <ul style="list-style-type: none"> • ADA vocational training for Roma girls; • regional development; • setting up an ITC school in Shkodra with Austrian lecturers and Austrian degrees; training of teachers in vocational schools; eco-tourism <p><i>Fushë-Arrëz: civil emergency; training of nurses;</i></p>	Regional development; eco-tourism
SDC presence & activities	<p>Shkodra town:</p> <ul style="list-style-type: none"> • eco-tourism; • territorial employment pact; • regional development project - northern Albania in cooperation with ADA <p>Bushat: COSPE</p> <p><i>SDC: Agropuka; women empowerment and health protection</i></p>	<p>Lezha town:</p> <ul style="list-style-type: none"> • eco-tourism; • regional development project - northern Albania in cooperation with ADA
USAID presence & activities	<p>Shkodra:</p> <ul style="list-style-type: none"> • local government + agricultural support; • VET support for women and girls with disabilities; • IT (Protik) support developments and other industry sectors; • agricultural loans guarantee agreement with two local banks 	<p>Lezha town:</p> <ul style="list-style-type: none"> • local governance program; • IT (protik) support development; production sectors; • agricultural loans guarantee agreement with two local banks
EU presence & activities	<p>Shkodra town:</p> <ul style="list-style-type: none"> • support to sustainable development of cultural heritage 	

	<p>sites;</p> <ul style="list-style-type: none"> • CARDS 2006 - rehabilitation of RVETC in Shkodra; • livestock program; 	
Cooperazione Italiana	<p>Shkodra town:</p> <ul style="list-style-type: none"> • reintegration of return migrants ; • VTC support for “Bardaj Bleran” centre; • “Passi Leggeri” women empowerment; • training of high school teachers; • Art Gold implemented through UNDP <p>Velipoja: fishery exploitation</p> <p>Bushat: rural development</p>	VET Training; Bee breeding in the district; reintegration of return migrants
UN related	<p>Shkodra District:</p> <ul style="list-style-type: none"> • gender empowerment; youth employment; • mountain to markets; • rural development <p><i>Puka:</i></p> <ul style="list-style-type: none"> • <i>rural development</i> 	<p>Lezha Town:</p> <ul style="list-style-type: none"> • gender empowerment; mountain to markets • ILO/SDC intervention to support youth employment in agriculture; tourism intervention with 105 young people and 5 curricula development for the 5 professions: waiters, cooks, receptionist, bartender, manager
Soros	BESA foundation for soft lines of credit	BESA foundation for soft lines of credit
Other:	<p>Shkodra town:</p> <ul style="list-style-type: none"> • Canada e-readiness; • job placement for rural women Spanish funds; • TIKA heating for the professional training centre; • Spain - livestock; • SNV Mountainous areas project; • Spain - rural development and employment; • setting up agrarian cooperatives; • Regional Extension services and a centre for Technology Transfer (livestock); • small business women empower <p>Velipoja: Spain: ecotourism; teacher training</p>	<p>Lezha Town:</p> <ul style="list-style-type: none"> • World Vision in Kurbin; job placement for rural women <p>Shëngjin:</p> <ul style="list-style-type: none"> • TIKA - clearance of beach

Table 4: Donor activities related to unemployment and VET provision

2. The data below show that the municipality of Shkodra is the epicentre for donor activity in Northern Albania. Almost all projects of cross-border nature and developmental nature have had strong participation

from this municipality. This is also related to the presence of a university at this municipality. Lezha municipality follows in this trend. Among the communes, Bushat and Kallmet have had more donor activity related to VET provision and employment. In Shkodra and Lezha we also notice the highest concentration of DFI and foreign owned companies.

3. Austrian, Dutch, Italian and Spanish governments have been involved in training and employment supporting activities in these areas. In Lezha on the other hand, UN in Albania in cooperation with SDC have developed a very specific program related to promotion of youth employment in areas of production close to agriculture, tourism, as well as training in the professions related to these two fields. USAID has offered its support mainly in agriculture related projects that have focussed on the strengthening of the agricultural products and markets. Support offered through SDC for the strengthening of the local government structures has had an indirect positive impact on issues related to employment as the communes and municipalities participating in this project have designed developmental strategies that include actions and plans related to employment.
4. What kind of financial support is needed? A direct positive response to unemployment and poverty in Albania would be foreign direct investment (FDI) possibly through large companies that could employ massive numbers of people. Foreign aid agencies set up in Albania should work towards this end by helping government train the unqualified labour force and by strengthening the rule of law and formality of procedures in Albania. These types of effort could further be sustained at the local level of intervention as it has been the case with the current projects of SDC and ADA that take place at the local level and consider the local government as their counterpart. The shrinking of the donor community makes coordination among donors and effective cooperation with the government essential. Engagement of local NGOs in the processes adds transparency, lowers costs and increases changes for successful program implementation. In the field of unemployment cooperation at all the levels under the guidance of government is the key to better changes for FDI. This, the increasing presence of FDI, should be the organizing goal for the policies related to employment and VET provision.

D. Local Government and local employment environment

In a seemingly parallel sphere (local government and development) related to central government and donor community, some promising developments have taken place. In cooperation and with the technical support provided by Swiss Development Cooperation and Austrian Development Agency strategies related to development have been created for the LGUs of Shkodra and Lezha *qarks*. There are also elements of these strategies that deal with human resource capacity development.

These elements have been taken into consideration in this assessment while designing paths to cross over barriers that women and youth have to overcome in order to be successful in their employment efforts. The barriers as outlined in the ToRs could be social, economic, gender based, geographical and information related. A primary recommendation that we can highlight is to induce central thinking in the government and policy-making bodies and in Albanian politics about the human resource development. Once there is a realisation about the kind of professions Albanians would develop vis-à-vis its economic development, solutions to questions of employment will be put in a secure path. This will also ensure that unemployment driven policies will take into consideration both demand and supply sides of the equation.

1. Small-scale businesses of 1 – 4 employees and concentration of economic activity in small cafes and retails sale units provide very few opportunities for economic growth and job creation. Informality coupled with remittances - as these areas are prime sources of migration to Italy - result in situations of long unemployment with occasional periods of work, seasonal and/or illegal, on the seaside areas of North-western Albania or on the Italian shores. Returning migrants have created some businesses but their impact is still minimal in the labour market.
2. Presence of big businesses employing over 100 people and sustainable tourism and hotel developments are not as common. Development of *à façon* initiatives employing mainly women can be considered a positive step towards sustained employment. Unfortunately this solution does not have a direct impact on youth unemployment that now is present at the graduating side of unemployment spectrum. As data indicates trainings that women have received have not served them in the labour market.
3. The situation is more severe in Puka district where tourism, infrastructure, and agricultural investments are not present. The risks of district abandonment as a result of lack of opportunities and internal migration are quite high. Skills and businesses that were developed during the second half of the last century are disappearing together with the people that leave Puka for better opportunities elsewhere. There are very few actions taken to generate business opportunities, as the geographical position of this district, away from the highway connecting Albania with Kosovo, does not favour them.
4. Faced with the situation of upcoming local elections planned for mid-2015 and the implementation of the administrative reform that would result in about 61 units of local government there is little incentive for the current local governments to do more. This is especially true for areas where the existing communes will be wiped out. We would like to caution for any activity plans that take into consideration the current local government setup and we would like to propose concentration of the activity in those areas that will remain following this reform.

LGU	<i>Key Fields of Economic Activity</i>	<i>Human Resource Capacities</i>
Shkodra town	504 trade units; 538 services units; 130 units processing and production; 31 transport units; 71 units in construction and 7 units in agriculture	14590 employed in total of who 8038 employed in the private sector and 6552 (45%) in the public sector;
Velipoja	450 trade units and 15 production units; tourism, construction, services, restaurants, bars, agriculture	585 employed in total of who 465 employed in the private sector and 120 (20.5%) in the public sector;
Bushat	5450 agriculture units; 32 production; 150 shops and trade	557 employed in total of who 320 employed in the private sector and 237 (42.5) in the public one;
Puka	112 shops and trade centres, services providers, production units (big business); 2 construction,	963 employed in total of who 743 (77.1%) public sector employees and 220 private sector;
Fushë-Arrëz	103 trade units (shops) 10 big + 93 small; 7 producing units; 912 agricultural units, 4 hotels	268 employed in total of who 90 in the private sector and 66.4% in the public sector;
Qerret	Live stock and honey (612 bee hives)	150 employed in total of who 95 (63.3%) in the public sector;
Lezha Town	860 enterprises registered; 92 during 2013 - 14; 338 of the total businesses are women owned - 39.3%; production of industrial goods, service industries, hotels and restaurants,	4436 employed of who 3515 in the private sector and 20.7% in the public sector;
Kallmet	Construction, agriculture investments,	168 employed in total of who 98 employed in the private sector and 70 (41.6%) in the public sector
Shëngjin	Tourism, construction, fishing, agriculture, services, aquaculture,	459 employed in the private sector - no data for the public sector

Table 5: Economic activity and human resources distribution

5. Thus, instead of working with 9 local government units we propose to focus activity plans in the four new units that will be created: Shkodra (including Velipoja), Puka (including Qerret); Fushë-Arrëz; and Lezha (including Kallmet and Shëngjin). This new division allows for concentration of work in the areas of Puka and Fushë-Arrëz where donor activity related to employment and government policies fighting

unemployment is rather low. On the other hand we miss the commune of Bushat, which has quite a potential in terms of the VET provision for both Shkodra and Lezha and for developing a job market around waste management and recycling as a result of the proximity to the waste landfill.

6. Snapshot of labour market at the commune / municipal level. In the table below we have put together data related to economic activity and employment in order to identify the trends for development in each municipality or commune. Retail trade and services dominate the business scene – indicating that the labour market is oriented towards the family membership. Public sector jobs dominate the poorer areas. The higher number of public sector jobs also correlates with the higher numbers of families that receive economic aid in the form of social assistance. This fact is another indicator of an inactive labour market. Big business and FDI are present in very small quantities.
7. According to the strategies analysed what are the new and upcoming jobs in the local labour market? Based on the information we received from questionnaires and interviews and investigation of different data sets we were able to create the table below in which we have summarised the current level of the unemployed in the 9 LGUs assessed, the skills required in the local labour market together with the skills developed in the VET providers in Shkodra and Lezha and the businesses that plan to increase their workforce in the upcoming year. Skills related to hospitality services and food industry including agriculture and dairy products seem to dominate.
8. There is a discrepancy between the skills that one receives in the VET school or centre and the needs of the local labour market. The labour market is more inclined towards low and manual labour. We also found out that companies do not have training programs for the new workers, instead the employees are supposed to immediately start with their respective jobs. There is also an undercurrent in the labour market related to more qualified jobs like those related to maintenance of machinery used by the *a façon* industries, construction (elevators) and IT. The demands for these categories of jobs are small, but it should be considered as a developing trend while contemplating changes in the structure of VET provision for the unemployed people.
9. How do the strategies address the issue of youth unemployment and women unemployment at the commune / municipal level? While preparing this assessment we asked questions to business owners about the communication and relationship they have with labour related institutions including the National Employment Service and Labour Inspectorate. Business owners, especially the bigger ones are aware of these institutions although they do not seem to have an on-going cooperation with them. It also seems that the effect of the national strategies related to employment is slowly trickling down to the local level. As suggested elsewhere in this assessment a more functional

relationship between the central government units dealing with employment and units implementing policies at the local level is to be established. In the new and upcoming territorial division, a better cooperation with businesses and civil society organizations dealing with employment should be envisaged.

Skills of the unemployed:	Skills required locally:
<ul style="list-style-type: none"> ⇒ Skills related to educational level (most of registered jobseeker have 9th grade education or middle general education) ⇒ Mere skills obtained by sporadic short-term jobs ⇒ Sporadic cases of computer user skills, or beginner level of foreign languages ⇒ No skills (the most percentage) 	<ul style="list-style-type: none"> ⇐ Tourism: waiter/waitress, bartender, receptionist ⇐ <i>À façon</i>: manufacturing, sewing, mechanics of repairing, ⇐ Fish processing: preservation, canning ⇐ Food processing: preservation, bottling, dairy ageing ⇐ Construction: elevator maintenance, mechanics, artisans ⇐ Mining industry in Puka: miner, technician, explosives technician ⇐ Wood processing in Puka: technicians for wood processing waste
Skills developed locally:	Businesses developed locally:
<p>VET / Professional Training Centre:</p> <ul style="list-style-type: none"> ⇒ Plumber ⇒ Electrical installation ⇒ Foreign languages ⇒ Computer languages ⇒ Sewing: Fushë-Arrëz, trained 100 women no one is employed ⇒ Cooking course: no market demands, old content <p>Other:</p> <ul style="list-style-type: none"> ⇒ Family tradition related: agriculture and livestock ⇒ Practical skills in production and processing 	<ul style="list-style-type: none"> ⇐ <i>À façon</i> industry: Shkodra, Puka ⇐ Leather industry: Shkodra, Puka ⇐ Service industry related to tourism: Shkodra, Velipoja, Shëngjin, Puka ⇐ Construction industry: Shkodra, Lezha, Shëngjin ⇐ Fish Processing: Shëngjin, Shkodra ⇐ Livestock, dairy and meat processing industry: Bushat, Qerret, Kallmet ⇐ Agro-processing: Bushat, Kallmet ⇐ Industrial processing and trade: Shkodra, Shëngjin, Lezha, Puka

Table 6: Mapping skills locally

E. Civil Society and Business Associations.

Presence of job searching platform at the level of municipalities outside Tirana is yet to be established. In a review of the headhunting and recruitment services and NGOs working in Albania we did not find one that had a local presence either in Shkodra, Lezha or any other municipality for that matter. All of their activity is based in Tirana and recruitment also takes place there.

1. There are two categories of services. The first represents local representation of bigger companies and they generally handle human resource provision and jobs for big international companies. Both companies in this category are Austrian based. The first one, Dr. P&P has incorporated also services related to VET provision and is collaborating with the Ministry of Education and chambers of commerce¹⁸.
2. We have also included the National Employment Service agency under the supervision of the Ministry for Youth and Social Welfare in this table. It is important to note that the work of this institution has been revitalised since the new government took over and the employment offices are being restored or opened anew in locations closer to job seekers.
3. The second group includes companies that have grown locally and handle human resource provision locally and for Albanian and foreign companies operating in Albania. These companies in their webpages advertise jobs and positions outside Tirana as well. We have included a newspaper in this group “Çelësi” (the key) that publishes job adverts on regular basis and is the least formal of all the job platform services. We would recommend a similar service to announce jobs in the nine LGUs included in this assessment that can be hosted by the local government web page. We also recommend the placement of hyperlinks for these services in the webpages of all the LGUs included in this assessment. The rest of the companies combine training with recruitment services but there is no concentration in youth or women employment.

International Head-hunters with Local Representation	Local Headhunting Services
<ul style="list-style-type: none"> • Dr. Pendl & Dr. Piswanger http://www.pendlpiswanger.com/cms/cms.php?pageName=4&filialeId=9 • Pedersen & Partners https://www.pedersenandpartners.com/offices/tirana/albania 	<ul style="list-style-type: none"> • “Çelësi” newspaper http://www.gazetacelesi.al/Oferta / Kerkesa Pune/2/lista_e_njofimeve.aspx • Dynamics Partner http://www.dynamicspartners.al • Ande LM http://www.ande-lm.com.al/#!kush-jemi/c1n8o • Albanian HR Solutions http://www.ahrs.al/index.php?lang=en • Head Hunter Group http://www.headhunter.al • DuaPunë https://duapune.com
<p>National Employment Service Agency http://www.puna.gov.al</p>	

Table 7: Job Providing Platforms in Albania

4. Chambers of Commerce in Shkodra, Puka and Lezha districts are active and could do more in offering training and recruiting services. As recommended earlier in this assessment while discussing VET

¹⁸For more details on this please see: <http://www.wifi-al.al/WIFI%20Albania/WIFI%20Albania%20Home%20AL>

provision these types of institutions should be actively engaged in the management of VET providers in a process of bringing VET closer to the labour market needs and closer to the upcoming jobs and industries. Institutionalization of this cooperation would increase responsibilities of each party involved and also secure a good base to fight informality.

F. Youth Employment Efforts

With the support of SDC, a new program focusing on youth employment has started its activity in Albania. The project titled “RISI” engages two NGOs, one Albanian and one Swiss in the management consortium of this project¹⁹. They have focussed their work, still in the beginning stages, in three areas for development of employment: tourism, agriculture and ICT. We recommend stronger cooperation and joint projects with this group in the areas where intervention is being planned.

G. Migration Related Efforts

One of the most important aspects of the migration-development nexus is the use of human and social capital of migrants. The government needs to set up policies and develop programs to enable the synergy between these types of capital and transnational entrepreneurship and networks of Albanian migrants.

1. Policies that encourage the incentivised return of successful migrants needs to take into consideration technicians and specialists, who, during their stay abroad, have gained skills, knowledge, professions, which are in high demand in Albania; highly qualified individuals that work in Western institutions and companies; recent graduates from Western Universities; successful entrepreneurs, who may expand their business activities even in Albania, benefiting from fiscal and legal incentives that Albanian government can and should accord to.
2. The Government of Albania also needs to foster and encourage the links and cooperation between migrants’ transnational entrepreneurs and the local ones, a cooperation that may lead to an increase in competition and comparative advantage of the local businesses in Albania.
3. Both qualitative studies and survey-based studies reveal that returnees’ transfer/remit savings accumulated while working abroad and invest them in various business activities. In addition to financial resources to start a business, they also bring experience, know-how, skills, knowledge they have gained abroad necessary to manage a business. These businesses are mainly micro-enterprises, often replicas of the companies they used to work for as immigrants.

¹⁹. For more information on this project visit this webpage: <http://risialbania.al>

VI. Policy Actions Proposals

A. Policy Proposals that CDC-TFF can Pilot

1. Address the mapping of unemployment under the new territorial reform.
2. Cost interventions for effective women and youth employment and prepare training and employment packages that could be funded by EU and other donors.
3. Initiate a process to formalize and regulate seasonal employment by utilizing regional cooperation and twinning arrangements that exists to increase seasonal employment opportunities for young people and women.
4. Set up an *Employment against Poverty* pilot program related to people receiving state aid to be funded by EU programs or other relevant donors.
5. Work with labour offices to strengthen capacities in order to enable job creation for women and youth, and to develop custom based job opportunities taking into consideration the characteristics of the new territorial setup.
6. Initiate processes to regulate professions related to restaurants and tourism and implement this regulation at the local level of government.
7. Design competitive granting schemes promoting women and youth employment similar to those created for cross-border programs in cooperation with EU and other donors.
8. Design attractive fiscal packages for small and medium business that orient themselves towards the ‘social business concept’ and employ women and young people.

B. Stakeholder Actions towards Professional Education (VET)

1. Start up local centres of expertise in cooperation with local businesses to enhance the practical side of the education by utilizing the concept of public private partnerships.
2. Revamp the curriculum and create credit-based system for evaluation and graduation in two of the eight schools.
3. Work with the national VET authority to develop flexible pathways that facilitate vertical and lateral progression of students as part of lifelong learning for their employability. A deliberate effort should be made to ensure that the available flexible pathways – identified in this assessment as professions with employment potential - provide students with skills that are relevant to the service industries and other businesses in the local labour market.
4. Work with the boards of VET public providers to propose actions in line with the envisaged cooperation with the chambers of commerce and trade / professional unions.

5. Design and streamline industry based apprenticeship schemes in cooperation with local businesses and chambers of commerce.
6. Help to review and facilitate the minimum VET trainers' qualifications including compulsory industrial attachment for VET trainers at least every three years of service at the national level.
7. Institutionalize quality assurance and accreditation system and monitoring, evaluation, reporting, and inspection in VET through the respective central government institutions.
8. Establishing a district Labour Market Information System (LMIS) for data on the actual employability of VET graduates in partnership with industries, chambers of commerce, and international partners of neighbouring countries.
9. Help with the standardizing of VET through a process that licenses, registers and accredits all VET institutions according to established quality standards;
10. Promote gender quality and youth relevance in training according to needs within the framework of the locally developed plans and policies.
11. Promote action research in VET and link information gathered and analysed from local labour market surveys and other studies and;
12. Facilitate the process of unifying and standardizing the core curricula of all VET programs to provide for acceptable levels of literacy, numeracy, skills, English language, values and attitudes.

C. Stakeholder Actions towards Professional Training

1. Cooperate with central and local authorities in the development of a credit-based curriculum for the training in service industries and other sectors.
2. Take steps to open up the schemes of professional training to university graduates with a high unemployment potential.
3. Pilot participation by students and part-time employed women to professional training courses on fee basis.
4. Work to develop a mechanism to allow gaining of credits of professional training for regular work experience abroad.

VII. Conclusions

A. Quantity and Quality of the Unemployed

1. National data indicate that there is excess of unqualified labour supply and as outlined in the ToRs for this assessment, jobs to be created for this categories have to be correlated with training programmes. Activation of this unemployment segment through new jobs and trainings and lifting of women from the informal or shadow economy should be a priority for the activities planned following this assessment.
2. In contributing towards gender equality and formalization of informal practices of employment we assess that further study of the issues related to informality and unpaid work should be considered. Lifting people out of informality and providing social security benefits for the non-salaried family members would signal a strong movement towards gender equality.
3. We believe that deeper studies of the unqualified and informal youth labour contextualized for LGUs included in this project would through light in the process of understanding youth unemployment. Statistical data related to the qualities of unemployment in the age range 15 – 24 are missing altogether. The data produced needs to be broken into two categories 15 – 18 and 19 – 24 and correlated with education data. We recommend measurements for this age group that combine employment opportunities with on-job and off-job trainings and VET.
4. Quality of unemployed people needs to match qualities that Albania is preparing to face the challenges of economic integration with EU. As outlined by different ETF studies²⁰ a strong effort, and we would like to add a solid political *will*, would be required to raise the motivation for learning and connect it with labour market needs.

B. Attractiveness, Retention and Skills Provision

1. It is our consideration and recommendation that training through VET and the centre of professional training should be of prime importance in this project intertwined with job opportunities in the labour market. Forward thinking must be considered in the process of connecting training to upcoming jobs. Three are the areas that training should focus: the first covers hospitality skills related to seaside, mountain and eco-tourism; the second covers skills related to mechanics and management of agriculture, animal husbandry and aquaculture; the third field of skills covers maintenance of different type of machinery

²⁰For more information see page 28 of the study *Activating the Unemployed: Optimizing Activation Policies in the Western Balkans and Turkey*” that can be downloaded here: http://www.etf.europa.eu/web.nsf/pages/Activation_policies_Western_Balkans_&_Turkey

used in *à façon* businesses and IT. These areas correspond to the local the tendencies of the labour marked as we have observed them in this assessment.

2. There is plenty of research and analysis available about unemployment in Albania at the national level. Imminent translation into Albanian of ETF research work and policy analysis is recommended. These documents could provide a solid base for the design of evaluation policies and transformation policies related to VET and could be used to bring together school staff, local government and local business representatives in facilitating change and reform at the district / municipality level.
3. Information exchange between VET and businesses should be formalized. Businesses should be provided with quality information about graduating classes in professional schools and technically oriented university degree programs. On the other hand employment needs of companies present in the Shkodra and Lezha *qarks* should be made available to students expecting graduation.
4. Informality in unemployment needs to be addressed by providing simple trainings mainly to women who contribute as non-paying family workers in the small businesses they operate.

C. International, National and Local Stakeholders

1. We are of the opinion that the new territorial reform that Government of Albania is planning to implement will provide even greater opportunities to deal with unemployment locally. Creation of single units of local governments, with clear scopes and duties, will provide in the long run effective structures to deal with unemployment, including the categories in the focus of this assessment. If this is coupled with the proposals brought forward here, chances of ameliorating the situation with unemployment become realistic.
2. There are two major risks that accompany this reform:
 - a. The core of this reform is territorial arrangement based on 61 government units. This reform is expected to have an impact on the approach to unemployment in a positive sense regarding the spread of training centres for the unemployed in every LGU and in a negative sense regarding on-going efforts and activities that need to be reconsidered vis-à-vis this process.
 - b. The second risk is related to economic performance of Albania. During 2014 unemployment was on the rise and economic growth while positive was very small compared to 2013. At times of economic constraint studies have shown that people manifest high level of resilience that in economic perspective takes the form of conservative measures and contraction. This might limit the intake of new workforce if economic growth continues to grow in the current rates.

3. We would recommend injection of foreign direct investment in particular for Puka to both the government and donor community. Direct foreign investment in labour intensive businesses seems to be the natural answer against unemployment as expressed in these 9 LGUs in Northern Albania.
 - a. ²¹The Government of Albania together with its international partners should do more to secure more investment. At the local level, and in the hope of such developments, training and

HOW TO NOT SOLVE YOUTH UNEMPLOYMENT IN ALBANIA according to a USA Peace Core volunteer blog notes:

Imagine 100 workers need to get to a distant island every day where their jobs are but there is only one ferry that makes one round trip per day that can hold 80 people at most. The local government soon realizes this is a problem and they get their best minds together to come up with a solution. They come up with the following solutions:

- 1 Teach ferry commuters to stretch and run in their spare time so they can beat other people to the dock in the morning by outrunning them.
- 2 Host a ferry commuter fair where boat commuters can share advice on how to get a spot on the ferry.

After applying for grants and implementing these solutions, the local government employees take plenty of photos for Facebook to show how successful they've been solving the problem. In the end, the ferry still has 80 seats for the 100 people who need them.

So how is this like the unemployment problem in Albania?

Official numbers put national unemployment at 13.25% for Albania and 66% of those have been unemployed for over a year. Youth unemployment (ages 15-24) is at about 35% (41% men, 27% women). What activities have I seen to address the youth unemployment problem in Albania?

- 1 US Embassy hosted a job fair for college students.
- 2 UN representative that came to my little town suggested youth work unpaid internships.

How is this like the ferry problem? Because there simply aren't enough jobs in Albania like there simply aren't enough seats on the ferry.

Now imagine that half of the seats on the ferry are allotted for political reasons and the other half allotted according to nepotism. Imagine how foolish those proposed solutions are to solving our ferry problem.

retraining of unemployed people and new labour force should be the keys to economic development.

- b. We again recommend, as we did earlier in this assessment, concentration of training in the learning of English and Italian

²¹. More information on blog can be obtained: <https://dudewheresmygomar.wordpress.com/2013/03/18/how-to-not-solve-youth-unemployment-in-albania/>

languages as well as IT essential skills. These two skills combined with VET and trainings in different trades and professions make a comparatively attractive offer to the international business community.

4. Another recommendation that we can highlight is to induce central thinking in the government and policy-making bodies and in Albanian politics about the human resource development. This issue cannot be implemented locally while it needs to be policy processed centrally.
5. Data transparency related to international projects and donor driven employment activity is important for scholars and policy makers dealing with unemployment. As such, information related to donors and their activity in Albania should be made again available on line as it was before September 2013.
6. We would like to propose the placements of hyperlinks in the webpages of the LGUs about job searching engines and job search databases while the webpages for the two touristic areas included in this assessment, Velipoja and Shëngjin, need to be created, as they do not exist.

D. Concluding Epilogue

1. Youth and women unemployment in Albania is real and poses a threat for the development of the country. Solutions as those described by the US Peace Core volunteer have clearly failed as indicated by the example in the box in the preceding page. Addressing of this phenomenon has become a government priority. We have noticed that the situation described by the US Peace Core volunteer has been understood, but centrality and forward thinking about human resource development in Albania is yet to be established.
2. Unemployment, in the three districts assessed, is a result of the excess in untrained and unqualified labour force. Demand and supply need to be considered while considering long-term solutions towards unemployment. CDC-TFF and its international partners can be a forward moving element in facilitating processes by applying knowledge and expertise at the local level.
3. CDC-TFF in cooperation with local government units selected for this assessment can really do a lot to change the situation locally and provide solutions that can be implemented nationally. In order to achieve this, strong and effective cooperation between all the actors involved in the fight against unemployment must be established. CDC-TFF with its long expertise in issues related to women unemployment can be the facilitator and initiate cooperation.

VIII. Appendices

A. Scope of TERMS OF REFERENCE

CONSULTANCY SERVICE TO SUPPORT CDC-TFF TO ASSESS SECTORAL NEEDS AND RESOURCES IN REGIONS OF SHKODRA, LEZHA AND PUKA, UNDER SEED PROGRAMME 2014-2016

(10 working days)

BACKGROUND INFORMATION

Beneficiary country: Albania

Contracting Authority: Community Development Centre “Today for the Future”

Programme Introduction

The three-year program "SEED" started in January 2014 to support women and young people to enter in the labour market, through education and employment mediation. SEED stands for Support of educational and employment development in Albania, Kosovo and Serbia. With the support of Volkshilfe Solidarität financed by Austrian Development Cooperation and partnered by Ministry of Social Welfare and Youth (MMSR), it is focused at creating the ground for the successful professional training and life skills of women and youth beneficiaries of the project, and in the same time at involving local institutions and other private stakeholders in a stable and joint process of women and youth empowerment.

Gender equality is in the focus of the programme intervention as a tool to facilitate the social and economic integration of women in the labour market and local societies and to raise awareness on state interventions on this theme, which is relevant in the target areas of Albania.

Programme intervention is based on designed mechanisms for improved cooperation and participation of all stakeholders active in women and youth empowerment, through use of vertical and horizontal approaches. The basis of intervention shall be ensured by appropriate studies and assessments that will create the ground for the needed and sustained employment of women and youth.

In addition, the state VET system will be incorporated in the project by providing the training to the project beneficiaries. The mediation for the employment of women and youth will be fostered by actions that aim their sustainable employability in cooperation and network with local governance, public institutions, other NGOs, private sector and relevant clusters.

The programme intervention includes know – how and expertise sharing that will enhance cooperation and interaction with Serbia and Kosovo Partners on social, economic and community development and gender equality; which will create new opportunities for continuation of joint efforts toward regional economic and social empowerment within the overall framework programme.

State of affairs in the relevant sector

According to INSTAT the unemployment rate of 2012 is 13% (females 14.8% and males 11.5%). INSTAT detailed tables show an increase of unemployment rate for 2012 compared to 2011 for age range 15 to 44 years old. This increase affects especially women.

2013 first quarterly statistics present an unemployment rate of 12.8% with 141.939 registered unemployed persons, (higher than fourth quarter of 2012) of whom 8345 have received unemployment benefits (decreased by 7.67%).

Youth unemployment is a key challenge in Albania. According to the World Bank more than 22% of the country's youth between the ages of 15 and 29 is unemployed. Around 39% of young people aged 18-24 have, at most, a lower secondary education, and the dropout rate for upper secondary education is 19.6%. Related to employment status, there are characteristic gender differences. According to Labour force survey 2007-2010, in 2010 43.3% of women worked as unpaid family worker, 37.5 percent as employees, and about 1/5 were self-employed without employees. The small group of employers practically is dominated by men.

The legal framework in Albania guarantees equal rights to women and men in all areas. This includes the right to employment, which has been specifically spelled out in the Labour Code, as well as the Law on gender equality, which requires employers to ensure non discrimination and equal opportunities for employment for men and women alike, in all sectors and all work positions. The concept of non-discrimination at work is wide, and includes the right to equal compensation for equal types of jobs; the right to social and other types of insurance, and the right to social benefits for women such as maternity leave benefits. However, women participation in the labour market is lower than men's, with a higher percentage of both inactive and unemployed women. This situation is largely a result of gender stereotypes that are prevalent in the society, which exercise pressure on women to concentrate on households and family responsibilities at the expense of their career development. The scarcity and poor quality of social services, such as child or elderly care services, healthcare, etc, put women who are caregivers in their own families, in disadvantage position in the labour market.

Registered unemployed women at the labour office receive professional training as a measure for reintegration into the labour market. NES data from 2008-2010 indicate a high interest of registered unemployed women receiving professional training (51 % up to 57 %). However, there is a need to improve the vocational training courses development, while better labour market information is urgently required to facilitate curriculum planning and keeping staff qualifications up to date. In addition, business start-up training, accesses to crediting and related dimensions has to be elaborated in the curricula of the trainings. Besides that, there is also the need for a better coordination between providers and input from social partners as well as private sector such as business associations or chambers of commerce. This would not only constitute a healthy ground for the development of attractive and effective curricula but also bringing the involved parties for sustainable employment together.

Programme Country Context

The program intervention in Albania is focused on the Northern Part of Albania and will be implemented in 9 municipalities of Northern Albania, respectively:

- Municipalities of Shkoder, Bushat and Velipoje of Shkodra District (Qark of Shkodra),
- Municipalities of Puka, Qerret and Fushe-Arrez of Puka District (Qark of Shkodra)
- Municipalities of Lezha, Shengjin and Kallmet of Lezha District (Qark of Lezha).

The selected regions are rich in terms of culture, language; religion, history and the variety of experiences available to the international traveller are enormous. Its cultural, historical and natural assets provide an abundance of opportunities for the creation of unique tourism products. But at the same time, the regions are still characterized by a harsh patriarchal culture and a widespread discrimination against women.

The regions covered by Qark of Shkodra and Lezha remain still poor areas, despite the opportunities and resources for further economic development.

The main economic activities are concentrated in the two main cities—Shkodra and Lezha—and along the coast from Velipoja near Shkodra to Cape Rodon, including the port of Shengjin, with some scattered small businesses in mountain areas with tourism potential. The mining industry in the districts of Puka and Mirëdita collapsed following the fall of communism, with a limited number of mines still operational. Closer cooperation with neighbouring Montenegro is an opportunity for Shkodra to develop into a regional centre for transport and trade, providing a connection between Montenegro and Kosovo and Macedonia. Other sectors with growth potential in the Qarks of Shkodra and Lezha are agribusiness, fishing and tourism.

Nevertheless there are some barriers to overcome, especially for women and youth:

- Social barriers – barriers for social integration of women and youth, limited public events, limited social places, etc.
- Economic barriers – high rate of unemployment, difficult market access due to geographical barriers (as case of district of Puka) vendors' barriers, limited public sector
- Gender barriers – low level of gender awareness and response, low health education, high level of gender-based violence, low level of knowledge and practice of human rights (women and children rights), familiar voting phenomenon, etc.
- Geographical barriers – lack of access to labour market and employability for women of rural, remote and mountainous areas
- Information barriers – overall lack of information for women on labour market and employment and training opportunities
- Gender issues - The main gender focus remains on gender budgeting rather than specific studies at the regional level to assess the needs of women's groups and employers. Gender input in active labour market schemes remains very broad and based on perceptions rather than mere studies trying to match women's needs with requirements in the labour market. Women and youth females are facing barriers in labour market due to social, gender, family, mentality and perception barriers besides the level of education needed for entrance to the labour market.
- Vocational training issues - NES Shkodra covers the Shkodra district along with Puka. NES offices are primarily in the role of implementers rather than policy setters. They take directives and policies as given. The overview of the problematic issues in terms of accessibility of NES is categorized by lack of information, child care responsibilities, lack of confidence in the role of NES, financial constraints, and physical access. The dissemination of information remains a problem. Women in Shkodra, Lezha and Puka identify lack of information regarding NES as one of the constraints.

There is evidence of not specific targeting of women by NES. Targeting women does not appear to be a priority for the offices.

There is no particular gender sensitive analysis, or gender sensitive measures taken to guarantee accessibility for women to provided services.

Even though NES offices provide services for the unemployed including women, the information is not disseminated to reach target groups including women.

Given the nature of women's household responsibilities and child-care duties, especially in the Albanian context, women with children face different constraints and choices than women without children, or men, especially bearing in mind urban-rural differences. NES services remain closer to city centres, thus limiting accessibility of women and youth located in remote areas. Traditional

gender schemes are also seen within NES offices. Since NES falls under social services, the majority of its employees are females, headed by male in managerial position. Although gender training appears to take place, there is an uneven distribution. Staff at NES Shkodra has received training on capacity building from various donors and international organizations and agencies, but gender training in particular has been limited.

OBJECTIVE, PURPOSE & EXPECTED RESULTS

Objectives

The Assessment of Sectoral needs and resources of three regions will aim to:

Identify employment & self-employment opportunities for women and youth to improve their current livelihood options.

Results to be achieved by the Consultant

Write a report on “Assessment of sectoral needs and resources in regions of Shkodra, Lezha and Puka”. The report must contain the following issues:

Analysis of private sectors potential for absorbing labour force (especially women and youth)

Assessing the level of skills/capacities and willingness of potential labour force (women and youth) to be engaged in labour and/or business opportunities

Analysis of role and level of engagement of local authorities in employability services

Identifying job-matching platforms that may be relevant

SCOPE OF THE WORK

Scope of Assessment

The scope of “Assessment of sectoral needs (labor market) and resources” is to support the accurate and sustained qualification of women and youth in targeted regions of Shkodra, Lezha and Puka.

The assessment will be focused in differences and similarities in the three regions of key factors such as tendencies of labour market (demands and offers), role and capacities of local respective authorities to deliver services related to qualification and employability, types of private businesses and their capacities to absorb labour force and their demands and general perception on qualification needed, role and engagement of other non-profit organizations and agencies operating in similar fields and cross cutting issues, needs and capacities of beneficiaries for being integrated by provision of professional qualification or to start up small initiatives/businesses.

A Sectoral database will be annexed to the assessment, based on the gathered and filtered information, to be used as a tool to highlight capacity building needs and realize effective training of target groups.

The assessment will be used for:

- Identification of two most relevant professions
- Identification of needs for revision/adoption of VET curricula of two selected professions.
- Drafting local action plans for Development of Small Scale Entrepreneurship in the three regions

Geographical area to be covered

The assessment covers the geographic territory of Shkodra, Lezha and Puka.

Target groups

“Assessment of sectoral needs and resources in regions of Shkodra, Lezha and Puka” will cover labour market policies applied in regions of Shkodra, Lezha and Puka and labour market situation for youth and women.

Specific activities

The proposed assignment will focus in providing consultancy during Assessment of sectoral needs and resources and dissemination according to this Terms of Reference document.

The Consultant will prepare a short methodology that conducts the assessment of sectoral needs and resources in regions of Shkodra, Lezha and Puka. Methodology must employ literature and deskwork including legal framework, meetings, data gathering and filtering.

The Consultant will write the draft and final report on “Assessment of sectoral needs and resources in regions of Shkodra, Lezha and Puka” developing all issues as described in point 2.2, and consult with CDC-TFF for comments and remarks.

Project management Responsible body

The Contracting Authority for the contract is:
Community Development Center “Today for the Future”
SEED Program
Str.Elbasanit, P.Abau, H2, Floor 6
Tirana, Albania
Represented by Ms. Fabiola Laço Egro, Executive Director

B. Sample of the Questionnaire used with Business owners (Albanian language Version)

Pyetësor për punëdhënësit

Hyrje – Qëllimi i këtij pyetësori është që të kuptojë situatën në lidhje me punësimin në qarkun e Shkodrës, Lezhës dhe Pukë. Ai zhvillohet në kuadër të një projekti që financohet nga qeveria austriake dhe është në bashkëpunim me Ministrinë e Punës.

Shpjegime për intervistuesit: Fillimisht shpjegoni që pyetësi është anonim dhe se të dhënat do të përdoren vetëm për qëllime studimore dhe për të përmirësuar situatën e punësimit në zonën e tyre.

Së dyti tregoni se ky pyetësor nuk do të marrë shumë nga koha e tyre.

Së treti, mundohuni që të regjistroni sa më saktë të gjithë informacionin që ju jepet.

Së katërti, nëse pronarët e bizneseve nuk ndjehen mire që të japin shifra ju lutem i kërkonin që t'i shprehin të dhënat me bazë përqindje.

Së pesti, sigurohuni që të dhënat financiare shprehen me lekë të reja dhe jo të vjetra.

Së fundi i falendëroni për kohën dhe të dhënat dhe i premtoni një kopje të studimit kur të publikohet.

1. Situata me biznesin

1.1. Lloji i biznesit:

1.2. Sa kohë ka që është krijuar:

mbi 10 vjet;

5 deri në 10 vjet;

3 – 5 vjet;

më pak se tre vjet

1.3. xhiro vjetore e rumbullakosur:

0 – 1,000,000 lekë;

1,000,000 – 5,000,000 lekë;

5,000,000 – 10,000,000 lekë;

10,000,000 – 20,000,000 lekë;

mbi 20,000,000 lekë

2. **Pyetje rreth të punësuarve** - Ju keni të drejtë të mos përgjigjeni për pyetjet në vijim.

2.1. Sa të punësuar kishit kur e filluat këtë aktivitet:

1 – 5;

5 – 10;

- 10 – 20;
- 20 – 40;
- 40 – 100;
- 100 – 200;
- mbi 200

2.2. Sa të punësuar keni tani?

- 1 – 5;
- 5 – 10;
- 10 – 20;
- 20 – 40;
- 40 – 100;
- 100 – 200;
- mbi 200

Me sa % është rritur numri i të punësuarve që nga fillimi e deri me tash _____%.

2.3. Sa përqind e të punësuarve janë femra? _____%.

2.4. Lloji i arsimit (numrin ose përqindjen për secilin nivel):

- i ulët - _____% ose _____ të punësuar;
- i mesëm - _____% ose _____ të punësuar;
- profesional - _____% ose _____ të punësuar;
- i lartë - _____% ose _____ të punësuar;
- pasuniversitar - _____% ose _____ të punësuar.

2.5. Lloji i punësimit (numrin ose përqindjen për secilin nivel):

- drejtues - _____% ose _____ të punësuar;
- punëtor- _____% ose _____ të punësuar;
- ndihmës - _____% ose _____ të punësuar.

3. Pyetje rreth punësimit gjatë 2014:

3.1. A ke punësuar gjatë vitit 2014? Po Jo

3.2. Nëse PO sa (shifra mund të shprehet edhe me përqindje)

- 1 – 5;
- 5 – 10;
- 10 – 20;

- 20 – 40;
- 40 – 100;
- 100 – 200;
- mbi 200

3.3 Këta të punësuar kanë qenë:

- të përkohshëm
- të përhershëm

3.4. Sa prej tyre janë meshkuj:

- 1 – 5;
- 5 – 10;
- 10 – 20;
- 20 – 40;
- 40 – 100;
- 100 – 200;
- mbi 200

3.5. Sa prej tyre janë femra:

- 1 – 5;
- 5 – 10;
- 10 – 20;
- 20 – 40;
- 40 – 100;
- 100 – 200;
- mbi 200

3.6. Lloji i arsimit për meshkujt (numrin ose përqindjen për secilin nivel):

- i ulët - ____% ose ____ të punësuar;
- i mesëm - ____% ose ____ të punësuar;
- profesional - ____% ose ____ të punësuar;
- i lartë - ____% ose ____ të punësuar;
- pasuniversitar - ____% ose ____ të punësuar.

3.7. Lloji arsimit për femrat (numrin ose përqindjen për secilin nivel):

- i ulët - ____% ose ____ të punësuar;

- i mesëm - ____% ose ____ të punësuar;
- profesional - ____% ose ____ të punësuar;
- i lartë - ____% ose ____ të punësuar;
- pasuniversitar - ____% ose ____ të punësuar.

3.8. Lloji i punësimit për femrat (numrin ose përqindjen për secilin nivel):

- drejtues - ____% ose ____ të punësuar;
- punëtor- ____% ose ____ të punësuar;
- ndihmës - ____% ose ____ të punësuar.

4. Pyetje rreth punësimit në të ardhmen e afërt:

4.1. A keni menduar për të punësuar për vitin e ardhshëm? Po Jo

4.2. Nëse po sa: _____

4.3 Të përkohshëm sa: _____

4.4 Të përhershëm sa: _____

4.5. Meshkuj sa: _____

4.6 Femra sa: _____

4.7. Lloji i arsimit (numrin ose përqindjen për secilin nivel):

- i ulët - ____% ose ____ të punësuar;
- i mesëm - ____% ose ____ të punësuar;
- profesional - ____% ose ____ të punësuar;
- i lartë - ____% ose ____ të punësuar;
- pasuniversitar - ____% ose ____ të punësuar.

4.8. Niveli i punësimit (numrin ose përqindjen për secilin nivel):

- drejtues - ____% ose ____ të punësuar;
- punëtor- ____% ose ____ të punësuar;
- ndihmës - ____% ose ____ të punësuar.

5. Pyetje rreth zyrës së punësimit:

5.1. A keni menduar të përdorni zyrën e punësimit? Po Jo

5.2. Nëse “po” në ç'formë?

5.3. Nëse “jo” cilat janë arsyet?

6. Pyetje për pritshmëritë nga qeveria vendore:

6.1. Si mund t’ju nxiste qeveria vendore për të punësuar më tepër?

6.2. Cilat janë format që mund të përdori ajo për të nxitur punësimin e grave?

6.3. A keni dijeni për paketat aktive të nxitjes së punësimit për shtresa të ndryshme të popullatës?

7. Pyetje për nevojat e personelit.

7.1. Cfarë trajnimi ka nevojë personeli juaj?

7.2. Si i keni lidhjet me kompanitë trajnuese?

7.3. Si i keni lidhjet me dhomat e tregtisë?

Ju faleminderit për kohën.

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Assessment Matrix Sectoral Needs and Unemployment in Shkodra, Puka and Lezha Districts (Database)

Unemployment in General	Qark	Shkodra: 15250 registered unemployed in 2014; currently 2650 families on social assistance of which 2156 full assistance						Lezha - 15,130 registered unemployed - 47.3 % employed in agriculture; 31% private sector; 21.7% public sector - women unemployment 7534			GAPS
	District	Shkodra: 21% unemployment rate; over 18,000 unemployed women			Puka: 3286 registered unemployed, 1450 women, 552 young people			Lezha - 3782 (1928 women)			Incompatibility of data related to unemployment - different data to different sources and measurements.
	LGU (Local Government Units)	Shkodra town	Velipoja	Bushat	Puka	Fushe-Arrez: 35% unemployment rate	Qerret: 5% unemployment rate	Lezha Town	Kallmet	Shengjin	
Quantity of unemployed	Total number of unemployed people 2014	9297 registered unemployed	162 registered unemployed	538 registered unemployed:	1807 registered unemployed:	1150 registered unemployed	163 registered unemployed	3105 registered unemployed	16 registered unemployed	369 registered unemployed	1. Issue of finding the exact statistics of unemployed divided by gender and age. Aggregation of data at the levels below the national does not take place. 2. Fighting with the definition of unemployment - including rural; employment -
	Women 37. %Unemployment according to INSTAT	46.9% - 4363 women	51.9% - 84 women	48.8% - 263 women	44% - 797 women	44% - 507 women	44.5% - 73 women	53% - 1631 women	37.5% - 6 women	53.3% - 197 women	

	Youth (15 - 24 yrs. old): national unemployment rate 23,4 acc. to INSTAT (31,1% women)	21.9% -2035 young people including women	22.2% - 36 young people including women	21.9% - 118 young people including women	20% - 365 young people including women	14% - 162 young people including women	15.2% - 25 young people including women	21% - 652 young people including women	18.7% - 3 young people including women	21% - 77 young people including women	<p>categories of population living in the village that have not profited from the land division as per law 7501 of 1991.</p> <p>3. The different types of social assistance offered.</p> <p>4. Issue of informality in the data related to unemployment - in terms of people registered as unemployed who actually work informally; in terms of people who are unemployed and not registered; in terms of informal work force;</p> <p>5 - labour data very weak - how to tackle that - connect to informality</p>
Quality of unemployed people	Women higher ed.: 23.7% of female national unemployment in 2013	3%	No data	No data	1%	No data	No data	3%	No data	No data	<p>1. Issue of internal migration as a negative impact on the economic development particularly in the regions of Puka district.</p> <p>2. Issue of a missing developed road infrastructure as a means to counter internal migration;</p>
	Women secondary: 35.2% national unemployment in 2013	49.8 % (13.2% professional)	No data	No data	52% (10% professional)	No data	No data	45.7% (15.6% professional)	No data	No data	

	Women Elementary: 41% national employment in 2013	47%	No data	No data	48%	No data	No data	51%	No data	No data	<p>3. Women are working in unpaid or low paid works in the areas in this assessment.</p> <p>4. Lack of data and lack of qualities of unemployed people - demands a serious study and intervention: the working thesis is that we are dealing with a combination of low skilled population combined with elements of hidden employment that cannot be captured by the official mechanisms;</p>
	Youth higher ed.	3,10%	No data	No data	No data	No data	No data	No data	No data	No data	
	Youth Secondary	49.8 % (13.2% professional)	No data	No data	No data	No data	No data	No data	No data	No data	
	Youth Elementary	47%	No data	No data	No data	No data	No data	No data	No data	No data	
	Women skills	No data	No data	No data	No data	No data	No data	No data	No data	No data	
	Youth skills	No data	No data	No data	No data	No data	No data	No data	No data	No data	
	Women professional training	628 enrolment according to GADC	No data	No data	No data	No data	No data	No data	No data	No data	
	Youth professional training	No data	No data	No data	No data	No data	No data	No data	No data	No data	
Demand and Supply side of Attractiveness	Qark based data	<ul style="list-style-type: none"> 5945 active enterprises end of 2013; 547 new enterprises created during 2013; 1452 enterprises that are active are 9+ years old; 158 of all active enterprises are joint venture and 93 are foreign owned; 90.4% are small businesses with 1-4 employees and only 1.3% have over 50 employees; Almost 85% of all businesses are in the service industries of which 42.3% are trade related and 16.9% are hotel and food services related; 28.3 of all employed people are in enterprises producing goods of which 20.6% are in industries and 6.6% construction 71.7% in enterprises related to services of whom 15.9% are in trade and 6.5% in hotel and food services; Almost 70% of all enterprises are situated in municipalities. 						<ul style="list-style-type: none"> 3189 active enterprises end of 2013; 332 enterprises created during 2013; 939 enterprises that are active are 9+ years old; 79 of all active enterprises are joint-venture and 47 are foreign owned; 90.2 are small business with 1 to 4 employees and only 1.2 are medium or larger with over 50 employees; 80.7% of all businesses are in the service industries of which 39.3 are trade related and 15.5 are hotel and food services related; 29.8% of all employed people are in enterprises producing goods of 			

							<p>whom 18.6% are in industries and 9.7% in construction</p> <ul style="list-style-type: none"> • 71.7% in enterprises related to services of whom 16% are in trade and 5,7% in hotel and food services; • 67.1% of all enterprises are situated in municipalities 			
LGU (Local Government Units)	Shkodra town	Velipoja	Bushat	Puka	Fushe-Arrez: 35% unemployment rate	Qerret: 5% unemployment rate	Lezha Town	Kallmet	Shengjin	
Tendencies of the labour market	Public admin jobs for women + women run private businesses although no data for the municipality; industrial and trades development + tourism and services	Agro-tourism as a function of tourism; hotel and housing construction; restaurants ; development of natural habitats; hotel services. Fishing. Forestry	Agriculture and live stock; food processing industries; waste processing and management	Sustained tourism, trade,	Agricultural production + small tourism potential + mining being developed	Agriculture and live-stock + bee keeping	Business park development? small and medium enterprises supported on tourism intake; family trades developments and artisan based businesses; 81% of business service oriented: trade 42%	Olive oil, wine, tourism - catholic churches, road reconstruction to reach historic sites	Hotel and restaurants (16% of the qark economy) fishing, tourism, agriculture, aquaculture	<ol style="list-style-type: none"> 1. Self-employment + family employment and no paid workers - in Lezha Qark 27.8% are unpaid workers of the family membership - thus unemployment is high 18.2 (13.8 national). 2. Informality in employment increases the unemployment. 3. ILO/SDC intervention to support youth employment (15 - 29

Main fields of economic activity	Trade (504 units) services (538 units) processing and production (130 units) transport (31 units) construction (71 units) agriculture (7 units)	450 trade units and 15 production units; tourism, construction, services, restaurants, bars, agriculture	Agriculture 5450 units; production 32; shops and trade 150	112 shops and trade centres, Services providers, 4 production units (big business) 2 construction,	103 trade units (shops) 10 big + 93 small; 7 producing units; 912 agricultural units, 4 hotels	Live stock and honey (612 bee hives)	860 enterprises registered; 92 during 2013 - 14; 338 of the total businesses are women owned - 39.3%; production of industrial goods, service industries, hotels and restaurants,	Construction, agriculture investments,	Tourism, construction, fishing, agriculture, services, aquaculture,	years. old) in agriculture: turkey cultivation; tomato production and processing, grain cultivation - water pump distribution; medicinal plant cultivation and gathering: input - medicinal plant drying machinery (\$ 14000 USD) - tourism intervention with 105 young people and 5 curricula development for the 5 professions: waiters, cooks, receptionist, bartender, manager. 4. The existence of a large informal sector, coupled by informal employment as well as by self employment in agriculture in circumstances of bare survival makes it difficult to establish accuracy of data regarding employment in the city of Lezha and still more difficult in the
Economic resources	Hydropower stations; electricity cable production; public enterprises. Trade and services; education; EU and donor funded projects;	Tourism and ecotourism; family based tourism; aquaculture and fishing; agriculture and livestock	Bushat landfill; land agriculture, live stock + bee hives 1246 and birds (66400)	Small artisan businesses and processing of agricultural products, hotels and mountain tourism	Development of mining and timber industries	Dairy, meat, honey production	796 (25%) of all enterprises owned by women; 84 (25.3%) new enterprises owned by women	1600 migrants - remittance source + opportunities to inject expertise gained abroad as 400 or more have returned in comparison with 2007 data	Tourism, construction, fishing, agriculture, services, aquaculture,	
Natural resources	Hydro resources for aquaculture industries; Shiroka for tourism	Beach; river delta, national forest park;	None	Natural features and mountain tourism	Minerals and mines; forests and timber; small touristic zones and archaeological site	Forests	River + favourable geographical position	Forests, pastures, water and wetlands	Two lagoons: Kuna and Vain; beach,	

Institutional resources	Development of an industrial park + university of Shkodra + international donor presence and civil society presence	Needs: study of water resources and sewage system; potable water issues; urban study of the touristic area	Active commune leadership + support from SCD	No data	Support required for farming activities	None	Active municipality leadership + donor support	Active municipality leadership + donor and business and civil society support	Port authority	commune of Shengjin. Self-employment in agriculture, especially in the rural areas, fictively increases the number of the employed people, although such employment in most cases does not contribute in any substantial way to the household income. 5. No data on part-time or seasonal employment.
Human Resource Capacities	14590 employed in total of who 8038 employed in the private sector and 6552 (45%) in the public sector;	585 employed in total of who 465 employed in the private sector and 120 (20.5%) in the public sector;	557 employed in total of who 320 employed in the private sector and 237 (42.5) in the public one;	963 employed in total of who 743 (77.1%) public sector employees and 220 private sector;	268 employed in total of who 90 in the private sector and 66.4% in the public sector;	150 employed in total of who 95 (63.3%) in the public sector;	4436 employed of who 3515 in the private sector and 20.7% in the public sector;	168 employed in total of who 98 employed in the private sector and 70 (41.6%) in the public sector	459 employed in the private sector - no data for the public sector	
Industries - Services	6 VIP businesses in the Chamber of Commerce + 11 trade (2087 shops and trade + 6 hotels + 2 handicraft + 33 bakeries + 8 press publication)	450 trade units Tourism, Hotels, Restaurants + 1400 seasonal businesses	Development of businesses related to the processing of waste	112 shops and trade centres,	103 trade units (shops) 10 big + 93 small; 7 producing units; 4 hotels 4 hotels (60 rooms)	11 trade units	187 services enterprises; 440 trade units, 2 transport and communication	Agro-tourism, restaurants	143 most of which are trade units	

Industries - production	12 + 9 construction (123 construction + 32 metal and construction materials + 33 wood processing)	15 production units	Develop agricultural and dairy processing industries	2 construction enterprises + 4 production ones	Mining and timber	None	22 construction enterprises and 209 industrial production	Wine production: Kallmenti ltd.; olive oil production; honey production;	48 unit fishing fleet; construction but no data		
À façon industries	23	None	None	None	None	None	Total included in the services enterprises	None	None		
Agriculture	3 + 2 medicinal plant (5 sugar production + 4 meat processing +8 dairy)	Agricultural crops (wheat, corn, potato, beans, vineyard) and live stock (over 10,000 cattle and over 20,000 birds),	Agricultural crops and live stock (over 18,000 cattle, 66400 birds and 1246 bee hives)	Support for local production + investment for technical and financial support for farmers	Farming and livestock: 912 agricultural units and medicinal plant collection.	Farming + about 300) live stock and 5100 birds and 612 bee-hives	None	Development of a new dairy station; vineyard and fruit groves and olive groves developed through subventions.	No data		
Skills required to excel in each LGU	À façon machinery maintenance; waitressing; tour operation and administration	Cooking and guest-hosting (waitressing); tour operating; plumbing, masonry, electrician	Waste processing and recycling; food processing dairy and meet	Artisan business administration and setup; waitressing and cooking;	Waitressing and cooking; mining; timber and wood working;	ANYTHING	À façon related maintenance skills; tour operation and administration;	Guest housing; business administration; eco-tourism operation	Cooking and guest hosting (waitressing); tour operation; plumbing, masonry, electrician		
Business Retention Capacities	# of big businesses 5 yrs. or longer	45 businesses	No data	15 businesses	17 businesses	18 businesses	No data	35 businesses	No data	45 businesses	1. Foreign direct per capita investment contributes to stronger growth of

	Industries - Services	80% (trade 53.4%)	No data	7% (trade 50%)	35% (trade 50%)	0%	No data	86.6% (trade 46.6%)	No data	65% (trade 49%)	<p>formal businesses.</p> <p>2. Long process of transition and political instability.</p> <p>3. Connection of businesses to political forces that control government.</p> <p>4. Lack of implementation of policies and strategies.</p> <p>5. Lack of cash injections in the Albanian economy.</p> <p>6. Lack of clear economic and employment goals.</p>
	Industries - production	76% (construction 19.2%)	No data	97% (construction 40%)	47% (construction 50%)	20%	No data	85% (construction 55%)	No data	89% (construction 48%)	
	Agriculture	76%	No data	20%	6%	0%	No data	0% (instead 5.7% aquaculture)	No data	0% (instead 15% aquaculture)	
	Women skill compatibility	12.5% executive level; 1595 (26.3%) of all enterprises owned by women; 150 (27.4%) new enterprises created are owned by women	No data	13.3% executive level	33.3% executive level	5.6% executive level	No data	3.7% executive level; 796 (25%) of all enterprises owned by women; 84 (25.3%) new enterprises owned by women	No data	7.1 executive level	
	Youth skill compatibility	No data	No data	No data	No data	No data	No data	No data	No data	No data	
Expertise Transfer	# of professional schools	6 schools	1 high school	1 professional agricultural school - IPA funded and modernized facility	1 high school: 45 women expected to graduate	1 high school: 34 women expected to graduate	1 high school	2 professional (1 private)	1 - agriculture	1 high school	<p>1. Impacted by informality and semi-informality that characterizes business and small-scale industrial development in Albania it is almost impossible to detect the direct positive impact that migration and return migration has played in the areas included in this assessment. Kallmet presents a positive development of</p>
	# Of professional training centres	1 centre for professional formation	None	None	None	None	None	None	None	None	
	% Women in professional schools	18% - the national rate as no data for Shkodra	None	None	None	None	None	None	51,2 %: business; office admin, IT, teaching. English + French	None	

Women in training centres	No data	None	None	None	None	None	None	None	None	return migrant investments and the positive role that remittances have played in the construction of new houses. 2. Lack of alumni data regarding post-graduation life of students attending professional schools.
Youth in Professional schools	1828 students	None	None	None	None	None	977 students in 2013 - 2014 academic year	None	None	
Youth in training centres		None	None	None	None	None	None	None	None	
Qualified migrants that have returned								Positive impact in the introduction of the restaurant business and revival of wine, olive oil and honey production		
# Of businesses owned by migrants										

	Professional School Intervention	Set up a one semester curriculum and train teachers in à façon related maintenance + set up a one semester course for IT maintenance of networks and cable operators.	Set up a one-semester curriculum for training in guest-hosting and cooking to be delivered at the commune site.	Set up a one-year curriculum for animal husbandry and waste management and recycling to be offered at the secondary schools of the commune - one program in each.	Set up a one-semester curriculum and train teachers in artisan small business management.	Set up a one-year curriculum for woodworking and mining to be offered in the secondary schools of the commune as a graduation alternative.	Set up a one-semester course in bee hiving and management of honey related business.	Set up a one semester curriculum and train teachers in à façon related maintenance + set up a one semester course for electronics and IT recycling and disposal.	Set up a one-year curriculum for olive grove management and vineyard management to be offered at the secondary school of the commune.	Set up a one-semester curriculum for training in waitressing and cooking to be delivered at the commune site.	
International Support towards employment	International Presence and Projects	158 enterprises that are joint or foreign owned; 95 of them are Italy related; cross border projects with Montenegro (3 projects); OSCE presence office and EU Info centre	Inter-cooperation Albania with SDC support	JICA - project on minimising waste		Inter-cooperation Albania		79 enterprises that are joint or foreign owned; 47 of them are Italy related; ILO/SDC intervention to support youth employment (15 - 29 yrs. old) in agriculture: turkey cultivation; tomato production and processing, grain cultivation - water pump distribution; medicinal plant cultivation and gathering: input - medicinal plant drying machinery (\$ 14000 usd) - tourism intervention with 105 young people and 5 curricula development for the 5 professions: waiters, cooks, receptionist, bartender, manager			1. Significantly major impact the presence of ADA and SDC in developing the regions of Shkodra and Lezha and the local government units in these two regions (qarks). Most of the work done in capacity development for local

	ADA Presence and activities	ADA vocational training for Roma girls; regional development; setting up an ITC school in Shkoder with Austrian lecturers and Austrian degrees; training of teachers in vocational schools; eco-tourism			SDC Agropuka; women empowerment and health protection	Civil emergency; training of nurses;		Regional development; eco-tourism			governance and economic development. 2. Scattered data regarding impact and results. 3. Implementation aspects of these projects have not resulted in increased employment. 4. Have the National body dealing with professional training recognize and give credits to all training courses and certificates awarded in the last decade to women and youth participants in activities supported by international donors. 5. Gaps - development of
	SDC presence and activities	Eco-tourism; territorial employment pact; regional development project - northern Albania in cooperation with ADA		COSPE				Eco-tourism; regional development project - northern Albania in cooperation with ADA			

	USAID presence and activities	Local government + agricultural support; VET support for women and girls with disabilities; IT (protik) support developments and other industry sectors; agricultural loans guarantee agreement with two local banks		Activity in this area				Local governance program; IT (protik) support development; production sectors; agricultural loans guarantee agreement with two local banks			strategic plans for development has not had any direct positive impact on the increase of employment and identification of needs and strategic thinking on development has not been followed up by actions.
	EU presence and activities	Support to sustainable development of cultural heritage sites; CARDS 2006 - rehabilitation of RVETC in Shkoder; livestock program;									

	Cooperazione Italiana	Reintegration of return migrants; VTC support for Bardaj Bleran centre; "Passi Leggeri" women empowerment; training of high school teachers; Art Gold implemented through UNDP	Fishery exploitation	Rural development				VET Training; Bee breeding in the district; reintegration of return migrants			
	UN related	Gender empowerment; youth employment; mountain to markets; rural development			Rural development			Gender empowerment; mountain to markets			
	Soros	BESA foundation for soft lines of credit			BESA foundation for soft lines of credit			BESA foundation for soft lines of credit			

	Other:	Canada e-readiness; job placement for rural women Spanish funds; TIKA heating for the professional training centre; Spain - livestock; SNV Mountainous areas pg.; Spain - rural development and employment; setting up agrarian cooperatives; Regional Extension services and a centre for Technology Transfer (livestock); small business women empower	Spain: ecotourism ; teacher training					World Vision in Kurbin; job placement for rural women		TIKA - clearance of beach Shengjin	
Local Environment	Local Government Involvement	18 projects of the municipality related to the development of tourism.						Regional Council; Agriculture Directorate; Pact for employment			
	Civil Society Involvement	About 100 NGOs including OXFAM, REC, CARITAS, SOROS, etc.						Albanian Tourism Association. Lezha Farmer Association			

Private Sector Involvement							Amarilto ltd.	Migration has turned out positive effects in the development of the zone		
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