

Section I: Identification and JP Status

Youth migration: Reaping the benefits and mitigating the risks

Semester: 2-10

Country	Albania
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	Youth migration: Reaping the benefits and mitigating the risks
Report Number	
Reporting Period	2-10
Programme Duration	
Official Starting Date	
Participating UN Organizations	<ul style="list-style-type: none">* ILO* IOM* UNDP* UNICEF
Implementing Partners	<ul style="list-style-type: none">* •Council of Ministers* •Employers' and business organizations* •INSTAT* •Ministry of Culture, Tourism, Youth and Sports* •Ministry of Foreign Affairs* •Ministry of Labour Social Affairs and Equal Opportunities* •National Employment Service and its local branches* •Regional Coordination Mechanisms in Kukes and Shkodra* •Trade Unions* •Youth organizations

Budget Summary

Total Approved Budget

ILO	\$1,289,010.00
IOM	\$628,253.00
UNDP	\$789,516.00
UNICEF	\$603,221.00
Total	\$3,310,000.00

Total Amount of Transferred To Date

ILO	\$1,177,459.00
IOM	\$440,736.00
UNDP	\$670,685.00
UNICEF	\$417,315.00
Total	\$2,706,195.00

Total Budget Committed To Date

ILO	\$619,427.00
IOM	\$213,326.00
UNDP	\$416,897.00
UNICEF	\$416,774.00
Total	\$1,666,424.00

Total Budget Disbursed To Date

ILO	\$496,974.00
IOM	\$213,088.00
UNDP	\$227,447.00
UNICEF	\$309,924.00
Total	\$1,247,433.00

Donors

As you can understand, one of the Goals of the MDG-F is to generate interest and attract funding from other donors. In order to be able to report on this goal in 2010, we would require you to advise us if there has been any complementary financing provided in 2010 for each programme as per following example:

Amount in thousands of U\$

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel	Swiss Cooperation				
Cost Share	IOM		72	7	64
Counterpart	MoLSAEO		8	4	4

DEFINITIONS

1) PARALLEL FINANCING – refers to financing activities related to or complementary to the programme but whose funds are NOT channeled through Un agencies. Example: JAICA decides to finance 10 additional seminars to disseminate the objectives of the programme in additional communities.

2) COST SHARING – refers to financing that is channeled through one or more of the UN agencies executing a particular programme. Example: The Government of Italy gives UNESCO the equivalent of US \$ 200,000 to be spent on activities that expand the reach of planned activities and these funds are channeled through UNESCO.

3) COUNTERPART FUNDS - refers to funds provided by one or several government agencies (in kind or in cash) to expand the reach of the programme. These funds may or may not be channeled through a UN agency. Example: The Ministry of Water donates land to build a pilot 'village water treatment plant' The value of the contribution in kind or the amount of local currency contributed (if in cash) must be recalculated in US \$ and the resulting amount(s) is what is reported in the table above.

Direct Beneficiaries

Indirect Beneficiaries

Section II: JP Progress

1 Narrative on progress, obstacles and contingency Measures

Please provide a brief overall assessment (250 words) of the extent to which the joint programme components are progressing in relation to expected outcomes and outputs, as well as any measures taken for the sustainability of the joint programme during the reporting period. Please, provide examples if relevant. Try to describe facts avoiding interpretations or personal opinions

Progress in outcomes

Youth employment is now a high priority for the Government of Albania. The Ministry of Labour has prepared a National Action Plan for Youth Employment (NAP), linked to the National Strategy for Development and Integration (NSDI) and in line with the Sector Employment Strategy on Employment and Vocational Training (2007-2013).

There is an increased ownership of the Regional Employment Boards of the two pilot regions, both in terms of the implementation of innovative youth employment programmes and the necessary financing mechanisms.

Youth labour market programmes, aimed at reducing the risk of migration, are in place in the two pilot regions, including a massive information campaign and activation measures, facilitating the access of young people from the rural areas to employment services.

Internet and social networks are being used for the identification of young Albanian students graduating abroad. In cooperation with private enterprises, these data will allow to the creation of solid links with the national labour market. Cooperation with organizations of the Albanian Diaspora abroad has been actively pursued, in conjunction with the Ministry of Foreign Affairs.

Progress in outputs

The Programme has achieved important results by supporting the MoLSAEO in drafting a NAP on youth employment that is still to be endorsed by the Council of Ministers due to lack of adequate financial resources. MoLSAEO is currently using the NAP as a policy guidance tool in allocating the available government resources of 9.7 ml USD, while negotiating with donors the possibility of raising additional funds. The PMC has been constantly monitoring the situation and, in case of inability to fill the financial gap, is prepared to provide MoLSAEO with expert advice for the prioritization of the essential key activities envisaged in the NAP.

The capacities of MoLSAEO, INSTAT and other line ministries to analyse labour market information have been improved through the establishment of a working group on the Labour Force Survey (LFS), with a particular focus on the nexus between informal employment and youth migration. The YEM capacity building programme on labour market statistics allowed inserting in the LFS a set of variables needed for monitoring the implementation of the NAP, in view of integrating measurable targets on youth employment and migration in the NSDI.

Policy advice has been provided to the Ministry of Agriculture for a better orientation of the 10-million-dollar Programme for Agriculture and Rural Development, aimed at combating undeclared work. The measure is expected to lead to a 1.8% reduction of informal employment in agriculture.

Concerning the Employment Programmes in the regions of Shkodra and Kukes, a group of 47 enterprises have joined the work-training programmes and 29 cooperation agreements were signed for the placement of 149 beneficiaries. There are still delays in setting-up Regional Employment Funds; however a possible solution has been identified, benefiting from the ILO experience in the creation of an Employment fund for ALMPs in Albania. The fund can channel the YEM resources to the NES regional offices in the pilot

regions.

Youth Employment Services (YES) centres were established, providing youth with information and counselling services on employment. Orientation and career development sessions were set involving 240 youth in secondary schools.

The Kukes Regional Employment Board has drafted a Territorial Employment Pact (TEP), targeting around 600 young people: informal workers and contributing family workers. The overall budget is around 300,000 USD partially coming from YEM and partially from the local communities.

IOM Tirana has begun implementation of an information campaign on regular migration and the risks of irregular migration with the support of academic institutions, agencies and civil society. UNICEF achieved the target of reaching over 3,500 youth with the “how to” guides focusing on eight different issues linked to employment.

With the scope of facilitating the return of Albanians studying abroad, an on line mapping has been created with more than 300 individuals registered. Contacts have been established with the Albanian Diaspora organisations in the main countries of destination.

Measures taken for the sustainability of the joint programme

Reinforcing the capacity of national partners through the development of fundamental knowledge tools and transferring them to the Albanian implementing partners (e.g. staff development programme on labour market statistics and the blueprints for the YES centers);

Facilitating the ownership of the YEM initiatives of the national and local stakeholders through inter-institutional working groups (NAP on Youth Employment and LMIA working group), matched with capacity development programmes for the participants;

Constantly involving civil society, and in particular, the social partners, both in policy design and implementation of measures. For instance, trade unions and private sector intermediary organizations are involved directly in the implementation of pilot initiatives by utilizing the tools promoted by YEM.

Supporting, as much as possible, policy tools and measures related to Albania’s transition into EU pre-accession status. An example is the information campaign on regular migration, which has been incorporated within the present GoA’s awareness raising campaign on visa liberalisation. In addition, the YEM is constantly pursuing synergies with on-going activities/initiatives on employment either managed by national stakeholders or financed by the international donor community, such as the ILO NES reform project. Also, YEM is taking on board planned initiatives such as the new Instrument for Pre-Accession Project 2010 on Human Resources, funded by the European Commission.

Developing knowledge tools and approaches that will allow the replicability of the activities once the programme is over. For instance, in view of improving Albania’s labour market statistics framework and pursuing evidence-based policy making, Ministerial Order Nr. 1784 (Sept. 2010) institutionalised the dialogue process between MoLSAEO and INSTAT by creating a working group on the Labour Force Survey.

Are there difficulties in the implementation?

Management: 1. Activity and output management. 2. Governance/Decision Making 4.Accountability
Joint Programme design

What are the causes of these difficulties?

External to the Joint Programme

Briefly describe the current difficulties the Joint Programme is facing

Challenges related to the mandate of the WG on Labour Market Information and Analysis (Activities 1.1.1 and 1.1.3 and in Y3 workplan) may negatively affect the achievement of Output 1.1

Challenge (a): YEM partners have experienced some challenges with regard to the efforts to integrate youth employment objectives and evidence-based policy-making. This is due to the difficulties in obtaining access to the existing databases on labour market statistics. (see PMC Reports). Moreover, questions on informal employment of employers have not been inserted in the LFS, which may limit the scope of the indicators.

Background:

Thanks to the activities of the Working Groups and the capacity building programmes, INSTAT has taken on board a large share of the comments provided by the WG, with exception of the questions on informal employment of employers.

With regard to the issue of access, on several occasions, the Ministry of Labour has requested the data file (spss, stata, excel, etc) of the Labour Force Survey (LFS). INSTAT has volunteered to calculate ad-hoc indicators (upon request of MoLSAEO), but would not give MoLSAEO access the LFS dataset. MoLSAEO needs to be in a position to use the database to build/introduce/change its own variables, run policy simulations and assess impact of different policy scenarios. Operationally, it is impossible to do so without using the whole dataset, and only using the values for the indicators calculated by INSTAT. Staff of MoLSAEO have received training (through the YEM capacity development programme on LMS) to carry out this type of analysis as well as policy impact assessment but only with constant access to data files policy makers at MoLSAEO can address the nexus between informal employment and migration by looking at policy scenarios.

INSTAT has raised the issue of confidentiality. However, this is generally relevant only for private actors accessing the data files (spss, stata, excel format), not for a Ministry of the same government (institutional access). Moreover, there are international practices on data anonymisation that can be applied in this case.

Challenge (b): With regard to Output 3.2, the challenge is to take stock of the changes in the operating environment since the design phase of YEM, in view of leveraging synergies between the Brain Gain programme and the intended “Diaspora mobilisation for community development” in Albania.

Background:

During the YEM formulation phase it was difficult to put across strong elements that could constitute the basis of key and innovative interventions in this respect. This weakness is complicated by the lack of good practice examples in the the Albanian context with regard to linking emigration of Albanians and development of the country from both a human and economic perspective.

Briefly describe the current external difficulties that delay implementation

Challenge (c): Resource mobilization for the resource gap in the YE-NAP.

Background

MoLSAEO did undertake some of steps toward resource mobilization for the YE-NAP objectives, but the process has not yet yielded concrete results. Some interest was indicated by the Swiss Government, which intends on launching a 4-year programme on youth employability starting in 2012. It will take into consideration the 4 main areas of intervention identified by Albania’s National Action Plan on Youth Employment.

Challenge (d): Once again, floods in the Shkodra Region have delayed the implementation of some activities and have naturally diverted the attention of the local actors to the

local emergency.

Challenge (e): Identification of a suitable financial procedure for channeling resources at the regional level

Background

It may be recalled how Regional Employment Funds for Shkodra and Kukes were originally designed as specifically targeted budget allocations within the National Employment Fund to be established within the National Employment Service, under the auspices of the Ministry of Labour (PMC Technical Note 1). A multi-stakeholder Regional Employment Board was to be created in each region in order to identify priorities and target groups for the allocation of resources to be made via the regional allocation of the Employment Fund. As this national fund was not set up, at the beginning of 2010, YEM began talks with MoLSAEO and the Shkodra Regional Council in order to identify a suitable procedure for transferring the resources directly at the regional (qarku) level, via the existing Regional Trust Fund. The procedural manual of the trust fund was revised and adapted. Meanwhile, the Shkodra Regional Council was tasked with finalizing consultations with the Ministry of Finance. Some solutions were identified, but implementation seems to be slow due to the novelty of the process.

Explain the actions that are or will be taken to eliminate or mitigate the difficulties

Mitigation strategy (a): At the last Steering Committee, YEM partners asked DSDC to intervene and mediate the situation with INSTAT. The Government/Donor Working Group on Statistics was also asked to facilitate this ongoing dialogue with INSTAT. At the last PMC meeting, INSTAT and MoLSAEO agreed in principle on a process whereby a MoU between the two institutions could be negotiated.

Mitigation strategy (b): IOM has called upon other YEM partners to hold as soon as possible a brainstorming session (date to be announced) that would build on some of the recommendations and positive consideration that have emerged at the IOM-led event on “Partnerships between the Albanian Government and the Albanian Diaspora on transnational initiatives”.

Mitigation Strategy (c): MoLSAEO has continued the dialogue with some of the potential donors. A deadline was set for April 2011, by which MoLSAEO shall announce the future of the YE-NAP.

Mitigation strategy (d): Wherever possible, YEM partners have pushed other activities ahead (particularly in the Kukes region), but some backlog has inevitably accumulated (for instance with regard to the information campaign and

Mitigation strategy (e): In order to advance some of the activities in Shkodra and Kukes while the establishment of the Employment Fund is still pending, some direct implementation is taking place (in cooperation with the local stakeholders). These are not meant to reduce the relevance of the establishment of the Regional Employment Fund or the local empowerment, which many consider to be one of the most innovative and forward-looking elements of the programme, but simply take into consideration the delay accumulated and the need to speed up delivery at the decentralized level. At the same time, the signing of the Project Employment Fund (under the Italian-funded NES reform project) in September 2010, creates a positive precedent on which YEM can build.

2 Inter-Agency Coordination and Delivering as One

Is the joint programme still in line with the UNDAF?

Yes true
No false

If not, does the joint programme fit the national strategies?

Yes
No

What types of coordination mechanisms

The YEM Joint Programme is part of the One UN Programme in Albania and is structured the Governance Pillar. Therefore, activities are part of the standard planning and reporting cycle foreseen by the One UN Programme along with those of all other JPs active in the country.

The Programme Management Committee, which meets on a quarterly basis and is co-chaired by the UN Resident Coordinator and the Lead Government partner, provides oversight and guidance to all agencies participating in the joint programme.

The activities of the Joint programme have been structured in order to complement each other and are closely interlinked to prevent the various components of the JP from running in parallel as separate sub-programmes. Moreover, a Joint Programme office hosting all participating agencies, located with the government partner was set up facilitating coordination and fostering a sense of belonging among staff and opportunities for cross fertilization and brainstorming.

At the invitation of the Resident Coordinator the Joint Programme CTA / coordinators have been meeting to share lessons learned and experiences to improve and strengthen the work of all the JPs in the country.

Please provide the values for each category of the indicator table below

Indicators	Baseline	Current Value	Means of verification	Collection methods
Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDF-F JPs	0	3	Internal reporting system	Internal reporting / meetings
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	5	Internal reporting system	Internal reporting / meetings
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	10	Internal reporting system	Internal reporting / meetings

3 Development Effectiveness: Paris Declaration and Accra Agenda for Action

Are Government and other national implementation partners involved in the implementation of activities and the delivery of outputs?

Not Involved false

Slightly involved false
Fairly involved false
Fully involved true

In what kind of decisions and activities is the government involved?

Policy/decision making

In the design and implementation of outreach activities on regular migration; and in the design and implementation of all proposed actions under ouptu 3.2 on diaspora mobilization.

Management: budget

In the design and implementation of outreach activities on regular migration; and in the design and implementation of all proposed actions under ouptu 3.2 on diaspora mobilization.

Management: service provision

In the design and implementation of outreach activities on regular migration; and in the design and implementation of all proposed actions under ouptu 3.2 on diaspora mobilization.

Who leads and/or chair the PMC?

Ministry of Labour and Resident Coordinator

Number of meetings with PMC chair

8

Is civil society involved in the implementation of activities and the delivery of outputs?

Not involved false
Slightly involved false
Fairly involved false
Fully involved true

In what kind of decisions and activities is the civil society involved?

Policy/decision making

We coordinate the massive dissemination of info materials with students

Management: service provision

We coordinate the massive dissemination of info materials with students

Are the citizens involved in the implementation of activities and the delivery of outputs?

Not involved
Slightly involved
Fairly involved
Fully involved

In what kind of decisions and activities are the citizens involved?

Where is the joint programme management unit seated?

National Government

Current situation

As a One UN Pilot country all activities under the One UN Programme, which the YEM Joint programme is included under, are fully aligned with the priorities of the Government of Albania. While it is currently not possible to get exact figures, the majority of support through the JP should be reflected on the government budget.

The Lead Government counterpart, the Ministry of Labour, Social Affairs and Equal Opportunities, has taken a very active role in supporting the implementation of YEM. This is reflected both at senior management level, through the co-chair of the Programme Management Committee (which was offered by the Resident Coordinator in accordance with the management arrangements of the joint programme) and at the level of technical working groups responsible for specific activities (such as the National Action Plan on Youth Employment). While the commitment and willingness are constantly reiterated, limited institutional capacities have at times proven to be an obstacle to the participation of government representatives and the continuous provision of inputs.

Regional governments are also at the centre of implementation of programme activities through their support to the multi-stakeholder regional employment boards.

Social partners have been invited to participate in multiple activities of the joint programme. Unfortunately, also in this case they are confronted with institutional challenges and limited capacity, which are also reflected in functioning of the National Labour Council.

Enterprises and private sector intermediary organizations in Albania are relatively new to partnering both with government and international agencies to achieve development objectives. Through CSR and public private partnership approaches they have been progressively sensitised to what their role could be in the context of MDG 8 to work jointly on some of the YEM activities. Moreover, YEM foresees activities that contribute to the longer-term capacities of the private sector to assist labour market institutions to become more efficient.

Youth organizations were involved in consultations, design of activities, and as reference groups. Their role will progressively increase in the second year of implementation, as they will support outreach activities to young citizens of Albania.

4 Communication and Advocacy

Has the JP articulated an advocacy & communication strategy that helps advance its policy objectives and development outcomes?

Yes true
No false

Please provide a brief explanation of the objectives, key elements and target audience of this strategy

The Joint Programme follows the objectives, key elements and targets of the One UN Communication Strategy.

The key objectives of the YEM Communication Strategy are:

- Communicate internally with the YEM participating agencies (under the leadership of the RCO), to ensure that there is increased coordination of inputs and intermediary outputs and ensure their commitment to speak with one voice vis-à-vis other parties involved in the joint programme .
- Encourage the leadership and ownership of the Government of Albania in the Joint Programme.
- Forge a culture of information sharing and mutual learning among YEM participating agencies and create a common knowledge base for all YEM partners
- To spread awareness of youth employment challenges and options for safe migration among the Albanian young people.
- To increase awareness among media representatives about the Joint Programme and encourage reporting of innovative initiatives undertaken within the framework of the joint programme.
- To brand the Joint Programme internally and externally.
- To raise awareness and support among the donor community about the Joint Programme and share information about the innovative tools and methodologies applied throughout YEM implementation.
- Increase awareness of Albania's steps towards innovative employment policies and programmes targeting young people and document good practices where they arise.

What concrete gains are the advocacy and communication efforts outlined in the JP and/or national strategy contributing towards achieving?

New/adopted policy and legislation that advance MDGs and related goals

What is the number and type of partnerships that have been established amongst different sectors of society to promote the achievement of the MDGs and related goals?

Faith-based organizations 1
Social networks/coalitions
Local citizen groups
Private sector Several under development in the context of PPPs
Academic institutions Academic institutions hosting Albanian students in 7 countries
Media groups and journalist
Other

What outreach activities do the programme implement to ensure that local citizens have adequate access to information on the programme and opportunities to actively participate?

Focus groups discussions
Use of local communication mediums such radio, theatre groups, newspapers



Section III: Millenium Development Goals

Millenium Development Goals

Additional Narrative Comments

Please provide any relevant information and contributions of the programme to de MDGs, whether at national or local level

Please provide other comments you would like to communicate to the MDG-F Secretariat

Section IV: General Thematic Indicators

1 Promote and support national and local policies and programmes that increase youth employment opportunities and/or migration management

1.1 Number of laws, policies or plans supported by the Joint Programme that relate to youth employment and/or migration management

Youth Employment true
Migration false
Both false

Policies

National
Local

Laws

National 1
Local 1

Plans

National 1
Local

1.2 Please briefly provide some contextual information on the law, policy or plan and the country/municipality where it is going to be implemented

See Report on Output 1.2 National Action Plan on Youth Employment

See Report on Output 1.1 with regard to the Coordination with the Ministry of Agriculture in relation to the Programme for Agricultural and Rural Development

See Report on Output 2.2 with regard to the Territorial Employment Pact

1.3 Number of citizens and/or institutions that the law, policy or strategy directly affects

Citizens

Total 6,000
Urban
Rural

Youth

Total 60,000
Urban
Rural

Migrants

Total
Urban
Rural

National Public Institutions

Total 20

Local Public Institutions

Total 6
Urban
Rural

Private Sector Institutions

Total 100
Urban
Rural

1.4 Please indicate the area of influence of the law, policy or plan

Strengthening national institutions
Policy coordination and coherence

Statistics and/or information management systems

Comments: Please specify how indicator 1.1 addresses the selected areas of influence

1.5 Government budget allocated to youth employment opportunities and/or migrant rights and opportunities before the implementation of the Joint Programme

Youth Employment
Migration
Both

National budget

As a One UN Pilot country all activities under the One UN Programme, which the YEM Joint programme is included under, are fully aligned with the priorities of the Government of Albania. While it is currently not possible to get exact figures, the majority of support through the JP should be reflected on the government budget.

The NAP build on the allocation of resource made by the government (9.7 ml USD on a total of 17.5 ml) in light of the work done under the JP

Total Local Budget

As a One UN Pilot country all activities under the One UN Programme, which the YEM Joint programme is included under, are fully aligned with the priorities of the Government of Albania. While it is currently not possible to get exact figures, the majority of support through the JP should be reflected on the government budget.

The NAP build on the allocation of resource made by the government (9.7 ml USD on a total of 17.5 ml) in light of the work done under the JP

1.6 % variation in government budget allocated to programmes or policies on youth employment opportunities or migrants rights and opportunities from the beginning of the joint programme to present time

Youth Employment
Migration
Both

National Budget

% Overall

% Triggered by Joint Programme

Local Budget

% Overall

% Triggered by Joint Programme

2 Strengthen capacity and improve skills for increased youth and/or migrant access to job markets

2.1 Type and number of interventions supported by the joint programme which are aiming to increase skills and/or information in order to improve access to employment opportunities

Direct beneficiaries

Youth

Migrants

Both

Vocational training programmes

Total

Women

Men

% of migrants

Formal education programmes

Total

Women

Men

% of migrants

Apprenticeship programmes

Total 300

Women 150

Men 150

% of migrants

Employment resource & youth service centres

Total 680

Women 340
Men 340
% of migrants

Labour market analysis

Total
Women
Men
% of migrants

Public-Private partnerships

Total 29
Women
Men
% of migrants

Other, Specify

Total
Women
Men
% of migrants

2.2 Total number of young people and/ or migrants trained with specific skills adapted to the job market

Total No. young men
Total No. young women
Total No. of migrants
No. men under 24 years old
No. women under 24 years old
No. women
No. men over 24 years old
No. women over 24 years old
No. men

2.3 Number of jobs created for young people and/ or migrants supported by the Joint Programme

Total No. men
 Total No. women
 Total No. migrants
 No. men under 24
 No. women under 24
 No. women
 No. men over 24
 No. women over 24
 No. men

3 Strengthen national and local institutions' capacities to act in favour of youth employment and migration issues

3.1 Number of individuals and institutions with improved capacity to provide services to youth and/or migrants

For youth false
 For migrants false
 Both true

Number of institutions

National public institutions	5
Local public institutions	4
Private business	40
NGOs	4
Academic institutions	
Other:	

Private business employers

Men
 Women

Civil servants



Men
Women

Teachers/ trainers

Men
Women

Citizens

Men
Women

Other, Specify

Men
Women

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
<p>Outcome 1: Youth employment is a priority of the National Strategy for Development and Integration (NSDI)</p> <p><u>Output 1.1</u> The capacity of policy makers to address the nexus between informal employment and migration of young people enhanced</p> <p><u>Output 1.2</u> Migration, employment creation and youth policies of the NSDI aligned with labour market strategies and operationalized through Youth Employment National Action Plan (NAP)</p> <p><u>Output 1.3</u> Public-private partnerships (PPPs) for youth employment established and contributing to the implementation of the priorities of the NAP</p>	<p>Indicators:</p> <ul style="list-style-type: none"> – Number of key indicators of the youth labour market, including informal employment and migration, regularly collected and analyzed (TARGET: 15 indicators) – Number of measurable targets of the NAP included in the NSDI (TARGET: 3) – Number of local projects on youth employment financed through PPPs (TARGET: 2) <p>Baseline:</p> <ul style="list-style-type: none"> – No Labour Force Survey conducted in Albania. – The youth unemployment rate (standard) is 12.8% (14.4% men and 11% women); the relaxed youth unemployment rate is 27% (28.7% men and 25% women) – The share of young people employed informally is estimated at 70% of all young workers <p>Timeframe: 2008-2010</p>	<p>The LMIA working group identified the indicators through the 2008 LFS. Most (9) of the indicators published for the 2009 LFS. It is hoped that all 15 indicators can now be monitored with the new quarterly LFS in 2011.</p> <p>Recommendations were submitted to INSTAT to include questions in the LFS that would help monitor the indicators. Training was conducted for INSTAT staff and also for the staff of various line ministries in charge of monitoring indicators.</p> <p>The targets set in the NAP are still undergoing a vetting process in the line ministries.</p> <p>Work training programmes are being implemented for 149 programme beneficiaries in 29 private enterprises.</p>	<p>NSDI and NAP progress reports</p> <p>Reports produced by INSTAT and based on the LFS</p> <p>Cooperation agreements on youth employment signed</p>	<p>Official reports of the Government of Albania</p> <p>Annual and quarterly Progress reports</p> <p>Quarterly LFS reports</p> <p>Mid-term review and final evaluation reports</p>	<p>ILO UNDP</p> <p>MoLSAEO Council of Ministers Employers' Organization INSTAT</p>	<p>Risks</p> <ul style="list-style-type: none"> – Political and economic shocks shift the attention of policy-makers away from employment and migration issues – The private sector is reluctant to partner with the public administration <p>Assumptions</p> <ul style="list-style-type: none"> – No major institutional change occurs during the implementation of the project – The commitments taken by the inter-institutional committee at policy level are executed by central and local authorities – There is a reliable and timely flow of information and data among central and local labour market institutions, the Statistical Institute and other labour market information providers – The private sector recognize the value added that PPPs can bring to local economic development

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
<p>Outcome 2: Risks of migration are reduced through innovative employment programmes targeting disadvantaged youth in two pilot regions</p> <p>Output 2.1. Youth employment coordination mechanism established in the regions of Kukes and Shkodra and responsible for managing the Employment Fund (EF)</p> <p>Output 2.2. Labour market programmes targeting youth at risk of migration implemented through the EF in the regions of Kukes and Shkodra</p> <p>Output 2.3. Youth awareness raised on employment and safe migration</p>	<p>Indicators:</p> <ul style="list-style-type: none"> – Number of labour market programmes identified and monitored by coordination mechanism in each region (TARGET: 4 per region); – Number of young participants employed in the formal economy at the end of labour market programmes (TARGET: 200); – Number of disadvantaged youth (unemployed, underemployed and informally employed) informed on employment opportunities, rights at work and safe migration (TARGET: 3500). <p>Baseline:</p> <ul style="list-style-type: none"> – The share of youth working informally is estimated at 70% of all workers; – No data is available on youth working informally in the target regions; – The share of youth registered as unemployed is in Shkodra 39.8% and 38.3% in Kukes. – 75% of Shkodra migrants left to find a job; – In 2007, 20 people and 2 enterprises participated to employment promotion programmes in Kukes and 126 people and 6 enterprises in Shkodra; – 4,400 youth are registered in the employment offices of Kukes and 8,800 in Shkodra; – 3,000 students are enrolled in secondary schools in Kukes and 11,650 in Shkodra <p>Timeframe 2010-2011</p>	<p>Regional Employment Boards operate in Kukes and Shkodra. The Kukes region has identified 10 programmes.</p> <p>One of the programmes has been extended to the national level and it is expected (according to estimates) that over 6,000 people will have transitioned into formal employment in agriculture after the programme. However, the Government did not yet make available the demographics of the programme, so it is yet no possible to established the impact on young people only.</p> <p>Work training programmes are being implemented for 149 programme beneficiaries in 29 private enterprises.</p> <p>Youth employment services functioning in Kukes and Shkodra</p> <p>420 youth in Shkodra and 120 youth in Kukes received info-packages and counseling on employment</p> <p>240 youth from secondary schools have received information and orientation</p>	<p>Workshop reports, attendance records</p> <p>Minutes of meetings</p> <p>Local government/treasury reports and records</p> <p>Records central and local NES</p> <p>Attendance sheets and trainers' report</p> <p>Surveys and reports on youth in schools/community covered by outreach efforts</p>	<p>Annual and quarterly Progress reports</p> <p>Mid-term review and final evaluation reports</p> <p>Official Government Reports</p> <p>Collection of data through pre and post visit reports</p> <p>Annual and quarterly Progress reports</p> <p>Pre and post-intervention surveys on outreach services.</p>	<p>UNICEF ILO UNDP MCTYS NES (local Branches) IOM (Regional coordination mechanism) Social partners</p>	<p>Risks</p> <ul style="list-style-type: none"> – Institutional changes and a negative economic cycle cause a loss of interest in the activities to be undertaken; – Turnover of local policy makers and civil servants slow down Programme activities – Local institutions fail to participate in the coordination mechanism and to cooperate with the private sector – Local government and other participating institutions and organizations fail to honour the commitments taken <p>Assumptions</p> <ul style="list-style-type: none"> – No major institutional change occurs during the implementation of the programme – Local Government commits to participate in and contribute the activities of the programme – The interventions designed attract the interest of private enterprises and of young informal workers – The economic cycle remains relatively stable throughout the programme – Outreach services are accepted in schools and in the community – Youth are interested in the services and programme provided.

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
		<p>session from YES offices in Shkodra</p> <p>400 info packages provided to NES for distribution to youth in Tirana</p> <p>200 youth receiving ABSC training – targeted youth marginalized and in informal economy</p> <p>An information campaign strategy on regular migration/ risk of irregular migration and visa liberalization developed</p> <p>40,000 informative materials/packages on regular migration/visa liberalization produced for dissemination to youth in Shkodra and Kukes Dissemination through Regional and Local Employment Offices and YES centers started</p> <p>A TV spot on regular migration/risks of irregular migration produced and aired nationally</p>				

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
<p>Outcome 3: The positive impact of migration is increased through enhanced linkages between Albanian communities abroad and home communities</p> <p>Output 3.1. Increased number of Albanian young graduates returning home after studies abroad (UNDP)</p> <p>Output 3.2. Albanian communities abroad mobilized towards community development in the home country</p>	<p>Indicators</p> <ul style="list-style-type: none"> – Number of Albanian graduates returning through incentive package and regularly employed at the end of the programme (TARGET: 100 incentive package) – Number of local development initiatives supported by Albanian communities abroad (TARGET: n.a) <p>Baseline: None</p> <p>Timeframe: 2008-2010</p>	<p>Project reports on Albanian communities abroad engagement in the outreach activities of the awareness raising campaign.</p> <p>Internship schemes are being implemented for 16 recent Albanian graduates abroad in 9 private enterprises.</p>	<p>Periodic updates from the Technical Committee on Migration (as a structure within the MOLSAEO monitoring the implementation of the provisions of the National Action Plan on Migration)</p>	<p>Official reports of the Government of Albania</p> <p>Annual and quarterly Progress reports</p> <p>Mid-term and final M&E reports</p>	<p>UNDP MFA IOM</p>	<p>Risks</p> <ul style="list-style-type: none"> – Lack of involvement of Albanian communities abroad in awareness and mobilization campaigns and unwillingness to contribute to regional development initiatives. – Qualified Albanians abroad are not interested in the employment packages <p>Assumptions</p> <ul style="list-style-type: none"> – A sufficient number of young Albanians are interested in participating the programme; – Involvement of Albanian consular staff in the activities carried out abroad to successfully implement the awareness raising activities

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
<p>Outcome 1: Youth employment is a priority of the National Strategy for Development and Integration (NSDI)</p> <p><u>Output 1.1</u> The capacity of policy makers to address the nexus between informal employment and migration of young people enhanced</p> <p><u>Output 1.2</u> Migration, employment creation and youth policies of the NSDI aligned with labour market strategies and operationalized through Youth Employment National Action Plan (NAP)</p> <p><u>Output 1.3</u> Public-private partnerships (PPPs) for youth employment established and contributing to the implementation of the priorities of the NAP</p>	<p>Indicators:</p> <ul style="list-style-type: none"> – Number of key indicators of the youth labour market, including informal employment and migration, regularly collected and analyzed (TARGET: 15 indicators) – Number of measurable targets of the NAP included in the NSDI (TARGET: 3) – Number of local projects on youth employment financed through PPPs (TARGET: 2) <p>Baseline:</p> <ul style="list-style-type: none"> – No Labour Force Survey conducted in Albania. – The youth unemployment rate (standard) is 12.8% (14.4% men and 11% women); the relaxed youth unemployment rate is 27% (28.7% men and 25% women) – The share of young people employed informally is estimated at 70% of all young workers <p>Timeframe: 2008-2010</p>	<p>The LMIA working group identified the indicators through the 2008 LFS. Most (9) of the indicators published for the 2009 LFS. It is hoped that all 15 indicators can now be monitored with the new quarterly LFS in 2011.</p> <p>Recommendations were submitted to INSTAT to include questions in the LFS that would help monitor the indicators. Training was conducted for INSTAT staff and also for the staff of various line ministries in charge of monitoring indicators.</p> <p>The targets set in the NAP are still undergoing a vetting process in the line ministries.</p> <p>Work training programmes are being implemented for 149 programme beneficiaries in 29 private enterprises.</p>	<p>NSDI and NAP progress reports</p> <p>Reports produced by INSTAT and based on the LFS</p> <p>Cooperation agreements on youth employment signed</p>	<p>Official reports of the Government of Albania</p> <p>Annual and quarterly Progress reports</p> <p>Quarterly LFS reports</p> <p>Mid-term review and final evaluation reports</p>	<p>ILO UNDP</p> <p>MoLSAEO Council of Ministers Employers' Organization INSTAT</p>	<p>Risks</p> <ul style="list-style-type: none"> – Political and economic shocks shift the attention of policy-makers away from employment and migration issues – The private sector is reluctant to partner with the public administration <p>Assumptions</p> <ul style="list-style-type: none"> – No major institutional change occurs during the implementation of the project – The commitments taken by the inter-institutional committee at policy level are executed by central and local authorities – There is a reliable and timely flow of information and data among central and local labour market institutions, the Statistical Institute and other labour market information providers – The private sector recognize the value added that PPPs can bring to local economic development

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
<p>Outcome 2: Risks of migration are reduced through innovative employment programmes targeting disadvantaged youth in two pilot regions</p> <p>Output 2.1. Youth employment coordination mechanism established in the regions of Kukes and Shkodra and responsible for managing the Employment Fund (EF)</p> <p>Output 2.2. Labour market programmes targeting youth at risk of migration implemented through the EF in the regions of Kukes and Shkodra</p> <p>Output 2.3. Youth awareness raised on employment and safe migration</p>	<p>Indicators:</p> <ul style="list-style-type: none"> – Number of labour market programmes identified and monitored by coordination mechanism in each region (TARGET: 4 per region); – Number of young participants employed in the formal economy at the end of labour market programmes (TARGET: 200); – Number of disadvantaged youth (unemployed, underemployed and informally employed) informed on employment opportunities, rights at work and safe migration (TARGET: 3500). <p>Baseline:</p> <ul style="list-style-type: none"> – The share of youth working informally is estimated at 70% of all workers; – No data is available on youth working informally in the target regions; – The share of youth registered as unemployed is in Shkodra 39.8% and 38.3% in Kukes. – 75% of Shkodra migrants left to find a job; – In 2007, 20 people and 2 enterprises participated to employment promotion programmes in Kukes and 126 people and 6 enterprises in Shkodra; – 4,400 youth are registered in the employment offices of Kukes and 8,800 in Shkodra; – 3,000 students are enrolled in secondary schools in Kukes and 11,650 in Shkodra <p>Timeframe 2010-2011</p>	<p>Regional Employment Boards operate in Kukes and Shkodra. The Kukes region has identified 10 programmes.</p> <p>One of the programmes has been extended to the national level and it is expected (according to estimates) that over 6,000 people will have transitioned into formal employment in agriculture after the programme. However, the Government did not yet make available the demographics of the programme, so it is yet no possible to established the impact on young people only.</p> <p>Work training programmes are being implemented for 149 programme beneficiaries in 29 private enterprises.</p> <p>Youth employment services functioning in Kukes and Shkodra</p> <p>420 youth in Shkodra and 120 youth in Kukes received info-packages and counseling on employment</p> <p>240 youth from secondary schools have received information and orientation</p>	<p>Workshop reports, attendance records</p> <p>Minutes of meetings</p> <p>Local government/treasury reports and records</p> <p>Records central and local NES</p> <p>Attendance sheets and trainers' report</p> <p>Surveys and reports on youth in schools/community covered by outreach efforts</p>	<p>Annual and quarterly Progress reports</p> <p>Mid-term review and final evaluation reports</p> <p>Official Government Reports</p> <p>Collection of data through pre and post visit reports</p> <p>Annual and quarterly Progress reports</p> <p>Pre and post-intervention surveys on outreach services.</p>	<p>UNICEF ILO UNDP MCTYS NES (local Branches) IOM (Regional coordination mechanism) Social partners</p>	<p>Risks</p> <ul style="list-style-type: none"> – Institutional changes and a negative economic cycle cause a loss of interest in the activities to be undertaken; – Turnover of local policy makers and civil servants slow down Programme activities – Local institutions fail to participate in the coordination mechanism and to cooperate with the private sector – Local government and other participating institutions and organizations fail to honour the commitments taken <p>Assumptions</p> <ul style="list-style-type: none"> – No major institutional change occurs during the implementation of the programme – Local Government commits to participate in and contribute the activities of the programme – The interventions designed attract the interest of private enterprises and of young informal workers – The economic cycle remains relatively stable throughout the programme – Outreach services are accepted in schools and in the community – Youth are interested in the services and programme provided.

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
		<p>session from YES offices in Shkodra</p> <p>400 info packages provided to NES for distribution to youth in Tirana</p> <p>200 youth receiving ABSC training – targeted youth marginalized and in informal economy</p> <p>An information campaign strategy on regular migration/ risk of irregular migration and visa liberalization developed</p> <p>40,000 informative materials/packages on regular migration/visa liberalization produced for dissemination to youth in Shkodra and Kukes Dissemination through Regional and Local Employment Offices and YES centers started</p> <p>A TV spot on regular migration/risks of irregular migration produced and aired nationally</p>				

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
<p>Outcome 3: The positive impact of migration is increased through enhanced linkages between Albanian communities abroad and home communities</p> <p>Output 3.1. Increased number of Albanian young graduates returning home after studies abroad (UNDP)</p> <p>Output 3.2. Albanian communities abroad mobilized towards community development in the home country</p>	<p>Indicators</p> <ul style="list-style-type: none"> – Number of Albanian graduates returning through incentive package and regularly employed at the end of the programme (TARGET: 100 incentive package) – Number of local development initiatives supported by Albanian communities abroad (TARGET: n.a) <p>Baseline: None</p> <p>Timeframe: 2008-2010</p>	<p>Project reports on Albanian communities abroad engagement in the outreach activities of the awareness raising campaign.</p> <p>Internship schemes are being implemented for 16 recent Albanian graduates abroad in 9 private enterprises.</p>	<p>Periodic updates from the Technical Committee on Migration (as a structure within the MOLSAEO monitoring the implementation of the provisions of the National Action Plan on Migration)</p>	<p>Official reports of the Government of Albania</p> <p>Annual and quarterly Progress reports</p> <p>Mid-term and final M&E reports</p>	<p>UNDP MFA IOM</p>	<p>Risks</p> <ul style="list-style-type: none"> – Lack of involvement of Albanian communities abroad in awareness and mobilization campaigns and unwillingness to contribute to regional development initiatives. – Qualified Albanians abroad are not interested in the employment packages <p>Assumptions</p> <ul style="list-style-type: none"> – A sufficient number of young Albanians are interested in participating the programme; – Involvement of Albanian consular staff in the activities carried out abroad to successfully implement the awareness raising activities