

Section I: Identification and JP Status

Youth migration: Reaping the benefits and mitigating the risks

Semester: 2-11

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	2-11
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 Education and Science * •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	\$1,309,010.00
IOM	\$628,253.00
UNDP	\$789,516.00
UNICEF	\$583,221.00
Total	\$3,310,000.00

Total Budget Committed To Date

ILO	\$1,111,914.00
IOM	\$488,827.00
UNDP	\$754,600.00
UNICEF	\$577,721.00
Total	\$2,933,062.00

Total Budget Disbursed To Date

ILO	\$898,508.00
IOM	\$439,803.00
UNDP	\$700,890.00
UNICEF	\$577,721.00
Total	\$2,616,922.00

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 for each programme as per following example:

Please use the same format as in the previous section (budget summary) to report figures (example 50,000.11) for fifty thousand US dollars and eleven cents

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel	Swiss Development Cooperation	\$0.00	\$0.00	\$0.00	\$2,000,000.00
Cost Share	IOM has established a number of complementarities between YEM and its other programmes. This has expanded the impact of YEM resources	\$72,500.00	\$7,700.00	\$64,800.00	\$0.00
Counter part	Ministry of Labour, Social Affairs and Equal Opportunities (in-kind) office costs	\$11,200.00	\$4,480.00	\$4,480.00	\$2,240.00
Counter part	Contribution of various ministries of the Government of Albania toward the National Action Plan on Youth Employment	\$10,500.00	\$0.00	\$0.00	\$0.00
Counter part	Municipality of Tirana for the Municipal Action Plan for Youth Employment	\$0.00	\$0.00	\$0.00	\$0.00
Counter part	The Ministry of Agriculture has included the requirement that beneficiaries of its PARD grant programme shall be registered as self-employed in agriculture, which build on one of YEM's service lines for formalization of employment in 2011	\$30,000.00	\$10,000.00	\$10,000.00	\$10,000.00
Counter part	Various ministries of the Government of Albania toward the National Action Plan on Youth Employment	\$10,500.00	\$0.00	\$0.00	\$0.00
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Counter part	Various ministries of the Government of Albania toward the National Action Plan on Youth Employment	\$10,500.00	\$0.00	\$0.00	\$0.00
Counter part	Municipality of Tirana for the Municipal Action Plan for Youth Employment (TBC)	\$0.00	\$0.00	\$0.00	\$0.00

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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.

Beneficiaries

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
Youth female / NAP	32,500	0	Youth/Female	National and Local Employment Action Plans
Youth male / NAP	32,500	0	Youth/Male	National and Local Employment Action Plans
Youth female / TEP	350	342	Youth/Female	Capacity Building
Youth male / TEP	650	600	Youth/Male	Capacity Building
INSTAT	1	1	National Institutions	Labor Market Statistics Reflect Yem Indicators
National Institutions	20	20	National Institutions	Enhanced Interinstitutional Coordination at Central, Regional and Local Levels.
Kukes and Shkodra Regional Councils	2	2	Local Institutions	Enhanced Interinstitutional Coordination at Central, Regional and Local Levels.
Kukes and Shkodra Regional Employment Offices	2	2	Local Institutions	Enhanced Interinstitutional Coordination at Central, Regional and Local Levels.
NGOs working for TEP implementation	0	0	Civil Society Organisations	Active Employment Policies

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
Men	20,000	20,000	Citizens/Men	Awareness Campaigns on Risk of Irregular Migration
Men from Ethnic Groups	120	120	Citizens/Men	Awareness Campaigns on Risk of Irregular Migration
Women	20,000	20,000	Citizens/Women	Awareness Campaigns on Risk of Irregular Migration
Women from Ethnic Groups	140	140	Citizens/Women	Awareness Campaigns on Risk of Irregular Migration
High Schools	24	24	Schools	Awareness Campaigns on Risk of Irregular Migration
Universities	2	2	Local Institutions	Awareness Campaigns on Risk of Irregular Migration
Disadvantaged youth	164	156	Youth/Female	On-The Job Training
Disadvantaged youth	164	157	Youth/Male	On-The Job Training
Private enterprises	37	37	Business	PPPs
Recent graduates from universities abroad	23	16	Migrant/Female	On-The Job Training
Recent graduates from universities abroad	23	17	Migrant/Male	On-The Job Training
Youth Employment Service (YES) Centers in Kukes, Shkodra, Elbasan, Durres & Fier regions	5	5	Local Institutions	Capacity Building
Employees serving at YES centers	12	12	Civil Servants/Women	Capacity Building
Employees serving at YES centers	12	12	Civil Servants/Men	Capacity Building
Girls from Shkodra & Kukes regions	150	150	Youth/Female	Life Skills Training
Boys from Shkodra & Kukes regions	150	150	Youth/Male	Life Skills Training
Girls / Secondary Schools	170	170	Youth/Female	Curriculum and Training Materials Education

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
Boys / Secondary Schools	170	170	Youth/Male	Curriculum and Training Materials Education
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Section II: JP Progress

1 Narrative on progress, obstacles and contingency Measures

Please provide a brief overall assessment (1000 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

Plases describe three main achievements that the joint programme has had in this reporting period (max 100 words)

During the reporting period, three main achievements have been:

- 1) the positive results achieved with the implementation of the decentralized programmes (such as the Territorial Employment Pact for Youth, the work-training programmes, and the YES centres) which are all being replicated through other interventions/projects/funding. This is a positive return on investment for YEM;
- 2) the concretization of the outreach programme towards the Diaspora, which has generated a lot of innovative ideas on how to enhance Albania's current Diaspora contribution to the development of Albania;
- 3) the continuous ownership of the lead government partner (MoLSAEO), which will ensure sustainability to the programme outcomes.

Progress in outcomes

Youth employment is now a high priority for the Government of Albania, which has included it in the vision for the new NSDI (2013-2020). The Ministry of Labour is implementing 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).

Regional Employment Boards in the two pilot regions have greater ownership of local processes, 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 National Action Plan on Youth Employment (2010-13) (YE-NAP) was officially adopted and represents the most important guidance tool for the implementation of youth employment policies and programmes. Already 11 m USD were pledged for its implementation (by Government and Partners). Other donors (such as SDC) are now paying additional attentions to issues of Youth Employment, allowing the Ministry of Labour to negotiate additional funds to be allocated for priorities highlighted in the YE-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 (28) needed for monitoring the implementation of the NAP, in view of integrating measurable targets on youth employment

and migration in the NSDI.

Further to the policy advice that was provided to the Ministry of Agriculture in support of formalization of workers in agriculture, the same approach was used by other government's programmes (such as MADA) and by programmes implemented through donors' funding (SNV). These measures led to a 2 % reduction of informal employment in agriculture and about 1 ml USD additional revenues for the National Institute for Social Insurance.

Concerning the Employment Programmes in the regions of Shkodra and Kukes, a group of 37 enterprises have trained 328 programme beneficiaries. 316 of these beneficiaries completed the training and were subsequently employed with regular employment contracts. The Shkodra Regional Employment Fund started delivering on two main priorities identified by the Regional Employment Board. Youth Employment Services (YES) centres were established in the target regions and, with other resources, in other regions identified by national partners. Orientation and career development sessions were organised involving around 400 youth in secondary schools.

The Kukes Regional Employment Board has almost completed the implementation of the 2011 Territorial Employment Pact for Youth (Y-TEP), targeting around 1000 young people, particularly informal workers and contributing family workers. They have also developed a draft 2012 Territorial Employment Pact, which will be financed from other resources. Two other regions of Albania intend on replicating the Kukes Y-TEP model.

The information campaign on regular migration and the risks of irregular migration was successfully carried out with the support of academic institutions, agencies and civil society, followed by an impact evaluation. Three out-of-country events were delivered in view of reaching out and mobilising the Albanian diaspora. The Regional Employment Boards also participated in the design and implementation of this initiative.

Measures taken for the sustainability of the joint programme

The programme has developed a comprehensive Sustainability Strategy, which stemmed from the Mid-Term Evaluation and was devised in collaboration with local partners. The implementation of this Strategy is also part of the Monitoring exercise.

The interventions include:

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). 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.

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 and members of the academia, 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.

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

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 LFS databases on labour market statistics. (see PMC Reports).

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. INSTAT has also included 28 new variables on youth, informality and migration in the LFS, as per the request of MoLSAEO.

Nonetheless, it remains difficult for MoLSAEO to have access to the anonymised microdata of the LFS in view of carrying out its own elaborations. For now 11 months MoLSAEO has tried to negotiate an agreement with INSTAT to obtain this type of access.

Briefly describe the current external difficulties that delay implementation

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

Background

MoLSAEO did undertake very concrete steps toward resource mobilization for the YE-NAP objectives. Some interest was indicated by the Swiss Government, which has launched a 4-year programme on youth employability starting in 2012. This programme into consideration the 4 main areas of intervention identified by Albania's National Action Plan on Youth Employment. Moreover, also the IPA 2010 project, which started in September 2011, is addressing some of the main areas of intervention identified by the YE-NAP, particularly with regard to Vocational Education and Training.

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

Mitigation strategy (a): The Programme continues to extend technical assistance to MoLSAEO and INSTAT to arrive to a constructive Memorandum of Understanding. Knowledge sharing events on Labour Market Statistics are also organized to facilitate dialogue among the partners (producers and users of labor market statistics)

Mitigation Strategy (d): MoLSAEO has used the National Action Plan on Youth Employment as a main reference in advising donors on key areas of intervention and also as an element of the new One UN programme (Pillar IV). Moreover, MoLSAEO has drafted some project proposals (which draw on the YE-NAP) and that may obtain funding through other EU instruments in the future.

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	No jointly implemented managerial practices	Joint procurement with regard to training events jointly with government (4) Joint procurement for some YEM publications (3)	Internal reporting system	Internal reporting / meetings
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	No joint analytical work in place	4 ILO-IOM on skills needs survey and migration study ILO-UNDP on informal employment and related policy advisory services ILO-UNDP on Territorial Employment Pact	Internal reporting system	Internal reporting / meetings
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	No joint mission	14	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
Management: budget
Management: service provision
Management: other, specify

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
Management: service provision

Are the citizens 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 are the citizens involved?

Management: service provision

Where is the joint programme management unit seated?

other, specify

Within the premises of a Public Vocational Education & Training Center.

Current situation

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 and at the level of technical working groups responsible for specific activities (such as the National Action Plan on Youth Employment or the Working Group on Labour Market Statistics). 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. The Region of Kukes, for instance, has pursued the implementation of the Territorial Employment Pact for Youth (Y-TEP) even throughout the complete change of Administration due to the elections. Both Regional Employment Boards (REB) have become a forum for discussion about employment and labour market issues. REBs will continue beyond the needs and the life of the project.

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 1/ Employment target 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.

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	3
Social networks/coalitions	4
Local citizen groups	6
Private sector	78
Academic institutions	5
Media groups and journalist	2
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 false
 Migration false
 Both true

Policies

National 1
 Local

Laws

National 2
 Local

Plans

National 1
 Local 2

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 and the initial work on the Municipal Plan on Youth Employment

See Report to the PMC concerning the draft Law on Social Enterprises

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

Citizens

Total 6000
Urban
Rural

Youth

Total 60000
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

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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 374
Women 187
Men 187
% of migrants 14

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	15
Local public institutions	12
Private business	87
NGOs	18
Academic institutions	4
Other:	

Private business employers

Men	68
Women	19



Civil servants

Men 27
Women 79

Teachers/ trainers

Men 32
Women 68

Citizens

Men 43
Women 45

Other, Specify

Men 80
Women 122

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: 2008-2011</p>	<p>The LMIA working group identified the indicators through the 2008 LFS. Most (13) of the indicators were initially published for the 2009. Subsequently around 70 indicators (including school-to work indicators) were published for 2009. 28 new variables were introduced in the 2011 LFS. Once a year over 70 indicators on youth employment, informality and migration will be monitored.</p> <p>Training was conducted for INSTAT and MoLSAEO staff and also for the staff of various line ministries in charge of monitoring NAP and employment indicators.</p> <p>The targets set in the NAP will be included in the mid-term budgetary planning framework</p> <p>37 private enterprises participating in the work-training programmes provided on-the-job training to 328 programme beneficiaries. 316 of these beneficiaries completed the training and were subsequently employed with regular employment contracts.</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; Progress reports from ABCCI</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 	<p>Regional Employment Boards operate in both Kukes and Shkodra. The Kukes region has identified 10 programmes (targeting 942 youth and 36 enterprises in the informal economy). The Shkodra Region has identified so far 4 programmes under two main priorities (targeting 322 youth and 80 households) .</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>37 private enterprises participating in the work-training programmes provided on-the-job training to 328 programme beneficiaries. 316 of these beneficiaries completed the training and were subsequently employed with regular employment contracts.</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>Progress reports from ABCCI</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

Expected Results (Outcomes & outputs)	Indicators Expected target Baseline Timeframe	Achievement	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks Assumptions
	<p>11,650 in Shkodra</p> <p>Timeframe 2010-2011</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 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 marginalised and in informal economy</p> <p>An information campaign strategy on regular migration/ risk of irregular migration and visa liberalisation developed</p> <p>40,000 informative materials/packages on regular migration/visa liberalization produced and disseminated for youth in Shkodra and Kukes</p> <p>A TV spot on regular migration/risks of irregular migration produced and aired nationally</p>	<p>Impact assessment of the Information Campaign.</p>			<p>services and programme provided.</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: 2008-2011</p>	<p>Three outreach events with the Albanian diaspora in Europe and USA.</p> <p>A TV spot promoting investments of the Albanian Diaspora for the Country Development produced and aired nationally and internationally</p> <p>Internship schemes are being implement</p> <p>80 recent Albanian graduates from abroad have been placed in internship schemes in the private sector</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) and subsequently through PMC Reports</p> <p>Progress Reports from ASAN (Albanian Students Abroad Network)</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 mobilisation 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

JP Output: 1.1											
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress			
		Y1	Y2	Y3				Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output The capacity of policy makers to address the nexus between informal employment and migration of young people enhanced	1.1.1 Adapt the ILO school-to-work survey methodology to collect data on informal employment and migration of young people	x			ILO	INSTAT	53,432	53,432	53,432	53,432	100%
	1.1.2 Run survey on informal employment and migration of young people	x			IOM	Research entities, local government entities, INSTAT	32,100	32,100	32,100	31,862	100%
	1.1.3 In collaboration with producers and users of labour market statistics, develop a conceptual framework and tools for the analysis of the links between informal employment and migration of youth	x	x		ILO	MoLSAEO, INSTAT	58,765	58,765	58,765	41,312	100%
	1.1.4 Conduct staff development programme for 20 participants on the use and production of statistical indicators on youth employment, informal employment and migration	x	x		ILO	MoLSAEO, INSTAT	99,456	99,456	87,456	87,456	88%
	1.1.5 Provision of policy advice on necessary reforms to tackle the informal economy	x	x		UNDP	MoLSAEO	45,261	45,261	45,261	41,261	100%
Total							289,014	289,014	277,014	255,323	

JP Output: 1.2												
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress				
		Y1	Y2	Y3				NATIONAL/LOCAL	Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output 1.2 Migration, employment creation and youth policies of the NSDI aligned with labour market strategies and operationalized through Youth Employment National Action Plan (NAP) –	1.2.1 Support the functioning of the coordination and implementation mechanism of the NAP on Youth Employment through knowledge base development and capacity building interventions so that it can define and carry out its role and responsibilities (including monitoring)		X		ILO	MoLSAEO	113,628	113,628	98,987	88,987	87%	
	1.2.2. Align national employment, youth development and migration policies with youth employment objectives	x	X		ILO	MoLSAEO	96,834	96,834	90,384	90,384	93%	
	1.2.3 Develop and implement NAP with specific priorities, outcomes, results, and human and financial resources	x	x		ILO	MoLSAEO	130,271	130,271	109,975	75,367	84%	
Total							340,733	340,733	299,346	254,738		

JP Output: 1.3												
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress				
		Y1	Y2	Y3				NATIONAL/LOCAL	Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output 1.3 Public-private partnerships (PPPs) for youth employment established and contributing to the implementation of the priorities of the NAP	1.3.1 Build capacity of labour market institutions to design a framework for the development and management of PPPs on youth employment through CSR.	x	x		ILO	MoLSAEO	67,914	67,914	57,822	49,234	85%	
	1.3.2 Build a portfolio of youth employment project to mobilize private sector's human and financial resources and give visibility to CSR approaches through role-model enterprises that successfully participated in PPPs for youth employment.	x	x		UNDP	Employers' organization	149,800	149,800	145,684	119,300	97%	
Total							217,714	217,714	203,506	168,534		

JP Output: 2.1												
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress				
		Y1	Y2	Y3				NATIONAL/LOCAL	Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output 2.1 Youth employment coordination mechanism established in the regions of Kukes and Shkodra and responsible for managing the Employment Fund (EF)	2.1.1 Assess capacity of local stakeholders (municipalities, employment offices, the social partners, labour inspectorate, youth organizations and the private sector) to address youth employment and manage the EF	x			UNICEF		24,004	24,004	24,004	24,004	100%	
	2.1.2 Establish Employment Fund to be managed by the regional coordination mechanism and financing youth employment interventions	x	x		ILO	NES	338,286	338,286	246,734	154,301	73%	
	Total						362,290	362,290	270,738	178,305		

JP Output: 2.2											
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress			
		Y1	Y2	Y3				Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output Labour market programmes targeting youth at risk of migration implemented through the EF in the regions of Kukes and Shkodra	2.2.1 Skills survey to identify emerging occupations in the two regions	x			IOM	Regional Coordination Mechanism/MoLSAEO, National Employment Services, local entities.	49,558	49,558	49,558	49,558	100%
	2.2.2 Strengthen the capacity of NES to provide career guidance	x	x		UNICEF		90,000	90,000	90,000	90,000	100%
	2.2.3 Conduct livelihood and employability skills training (ABCS model) for young informal workers	x			UNICEF		384,480	384,480	384,480	384,480	100%
	2.2.4 Conduct employment-oriented training programmes in emerging occupations (e.g. ICT and eco-tourism) that are linked to work experience	x			UNDP	NES and its local branches	306,614	306,614	306,614	306,614	100%
	2.2.5 Develop a line of services to assist enterprises to improve productivity and move to the formal economy	x			ILO	Social partners	350,424	350,424	308,359	258,035	88%
Total							1,181,076	1,181,076	1,139,011	1,088,687	

JP Output: 2.3											
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress			
		Y1	Y2	Y3				Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output 2.3 Youth awareness raised on employment and safe migration	2.3.1 Develop and disseminate information packages targeting youth on regular migration and risks of irregular migration and trafficking	x			IOM	MCTYS, employment offices, local entities	183,865	183,865	178,706	178,706	97%
	2.3.2 Develop information material on educational choices, employment opportunities and rights at work to be disseminated through outreach activities (in schools, NES offices and communities)	x			UNICEF		84,737	84,737	79,237	79,237	94%
Total							268,602	268,602	257,943	257,943	

JP Output: 3.1												
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress				
		Y1	Y2	Y3				NATIONAL/LOCAL	Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output 3.1 Increased number of Albanian young graduates returning home after studies abroad	3.1.1. Design a portfolio of profiles of Albanian students abroad and disseminate it among public administration, academia and the private sector	x			UNDP	academia, civil society	42,800	42,800	35,000	28,500	82%	
	3.1.2. Provide a package of incentives to qualified Albanians abroad to return and to work in the public administration, academia and the private sector	x			UNDP	NES, private sector	245,041	245,041	222,041	205,215	91%	
Total							287,841	287,841	257,041	233,715		

JP Output: 3.2												
Programme Outputs	Activity	YEAR			UN AGENCY	RESPONSIBLE PARTY	Received so far	Estimated Implementation Progress				
		Y1	Y2	Y3				NATIONAL/LOCAL	Total Amount Planned	Estimated Total Amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery Rate of Budget
Output 3.2 Albanian Communities abroad mobilised towards community development in the home country	3.2.1 Development of a media campaign and distribution of information packages on local community development and youth employment in Kukës and Shkodra		X		IOM	MFA	362,729	362,729	228,462	228,462	63%	
Total							362,729	362,729	228,462	228,462		