

**ALBANIA ONE UN COHERENCE FUND  
MPTF OFFICE GENERIC FINAL PROGRAMME<sup>1</sup> NARRATIVE REPORT  
REPORTING PERIOD: FROM 01.01.2012 TO 31.12.2016**

<p align="center"><b>Programme Title &amp; Project Number</b></p> <ul style="list-style-type: none"> <li>Programme Title: Outcome 4.4: All people better realize fundamental rights at work, have greater and inclusive employment opportunities, and can engage in a comprehensive social dialogue.</li> <li>Programme Number: n/a</li> <li>MPTF Office Project Reference Number:<sup>3</sup> <b>82445</b></li> </ul>	<p align="center"><b>Country, Locality(s), Priority Area(s) / Strategic Results<sup>2</sup></b></p> <p><i>(if applicable)</i> Country/Region <b>ALBANIA</b></p> <hr/> <p>Priority area/ strategic results</p> <p><i>Inclusive Social Policy</i></p>						
<p align="center"><b>Participating Organization(s)</b></p> <ul style="list-style-type: none"> <li>Organizations that have received direct funding from the MPTF Office under this programme</li> </ul> <p><i>ILO, UNDP, UNWOMEN</i></p>	<p align="center"><b>Implementing Partners</b></p> <ul style="list-style-type: none"> <li>NGOs (Women Forum Burrel; Association for the Development of Agriculture in Mountainous Districts” ADAD Malore”; Local Economic Development Agency “AULEDA”).</li> </ul>						
<p align="center"><b>Programme/Project Cost (US\$)</b></p> <p>Total approved budget as per project document: <b>427,700</b> MPTF /JP Contribution<sup>4</sup>:</p> <ul style="list-style-type: none"> <li><i>by Agency (if applicable)</i></li> </ul> <table border="0"> <tr> <td><b>ILO</b></td> <td><b>35,000.00</b></td> </tr> <tr> <td><b>UNDP</b></td> <td><b>106,000.00</b></td> </tr> <tr> <td><b>UNWOMEN</b></td> <td><b>286,700.00</b></td> </tr> </table> <p>Agency Contribution</p> <ul style="list-style-type: none"> <li><i>by Agency (if applicable)</i></li> </ul> <p>Government Contribution <i>(if applicable)</i></p>	<b>ILO</b>	<b>35,000.00</b>	<b>UNDP</b>	<b>106,000.00</b>	<b>UNWOMEN</b>	<b>286,700.00</b>	<p align="center"><b>Programme Duration</b></p> <p>Overall Duration <i>(60 months)</i> Start Date<sup>5</sup> <i>(01.01.2012)</i></p> <p>Original End Date<sup>6</sup> <i>(31.12.2016)</i></p> <p>Actual End date<sup>7</sup> <i>(31.12.2016)</i></p> <p>Have agency(ies) operationally closed the Programme in its(their) system?      <b>Yes</b> <input checked="" type="checkbox"/>      No <input type="checkbox"/></p>
<b>ILO</b>	<b>35,000.00</b>						
<b>UNDP</b>	<b>106,000.00</b>						
<b>UNWOMEN</b>	<b>286,700.00</b>						

<sup>1</sup> The term “programme” is used for programmes, joint programmes and projects.

<sup>2</sup> Strategic Results, as formulated in the Strategic UN Planning Framework (e.g. UNDAF) or project document;

<sup>3</sup> The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as “Project ID” on the project’s factsheet page on the [MPTF Office GATEWAY](#).

<sup>4</sup> The MPTF/JP Contribution is the amount transferred to the Participating UN Organizations – see [MPTF Office GATEWAY](#)

<sup>5</sup> The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](#)

<sup>6</sup> As per approval of the original project document by the relevant decision-making body/Steering Committee.

<sup>7</sup> If there has been an extension, then the revised, approved end date should be reflected here. If there has been no extension approved, then the current end date is the same as the original end date. The end date is the same as the operational closure date which is when all activities for which a Participating Organization is responsible under an approved MPTF / JP have been completed. As per the MOU, agencies are to notify the MPTF Office when a programme completes its operational activities. Please see [MPTF Office Closure Guidelines](#).

Other Contributions (donors)

*(if applicable)*

**TOTAL: 427,700**

**Programme Assessment/Review/Mid-Term Eval.**

A Mid-Term Review Report of the UN Programme of Cooperation with the Government of Albania was completed in 2014, and an external Evaluation of the Programme of Cooperation – in 2015.

Expected Financial Closure date<sup>8</sup>:

30 June 2018

**Report Submitted By**

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- Title: Country Director
- Participating Organization (Lead): UNDP
- Email address: [limya.eltayeb@undp.org](mailto:limya.eltayeb@undp.org)

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<sup>8</sup> Financial Closure requires the return of unspent balances and submission of the Certified Final Financial Statement and Report.



## FINAL PROGRAMME REPORT FORMAT

### **EXECUTIVE SUMMARY**

UN support to the national development agenda during the implementation of the Programme of Cooperation 2012-2016, inclusive of the contribution of all UN agencies—specialised and non-specialised, resident and non-resident—was aligned with national priorities. The UN supported Government efforts to pursue national priorities by building capacities at all levels and strengthening national ownership. In doing so, it helped Albania work towards its ambitions to join the European Union, achieve the Sustainable Development Goals and meet its international commitments.

Key 2012-2016 results of this active partnership under Outcome 4.4 Labour are laid out below:

- ✓ Development of NESS 2014–2020 and related action plan. Establishment and implementation of monitoring system and completion of first cycle of annual reporting.
- ✓ Development of National Action Plan for Women Entrepreneurs 2014–2020.
- ✓ Establishment and operationalization of government’s IPMG on Employment and Social Sector, aiming to improve policy coordination, oversight and monitoring of implementation of sectoral strategies.
- ✓ Gender-sensitive Occupation Safety and Health Policy 2016-2020 and Action Plan adopted by CoM in 2016, transposing 21 EU directives and regulations into the national legislation.
- ✓ Preparation of new law on VET. Revision of National List of Occupations along with elaboration of all occupational descriptions. Transferring of VET schools under NES. Harmonisation of VET functions.
- ✓ Development of *Skills Needs Analysis national survey* to inform vocational training and labour market policies. Vocational courses and on-the-job training provided to over 400 Roma and Egyptians; over 150 assisted in finding employment.
- ✓ Process mapping of licensing and inspection procedures for private vocational training providers in Albania carried out and database and online portal of public and private vocational training providers and their offers developed, leading to preliminary recommendations with regards to quality assurance of VET provisioning.
- ✓ Increased efficiency of National Labour Council as highest tripartite social dialogue forum in Albania, with 23 recommendations made by Council in 2015 compared to 15 in 2010.
- ✓ Revision of ALMM governance system. National employment staff in 36 regional employment offices trained in revised ALMM implementation procedures and scoring system. 260 jobs created through ALMM (sex-disaggregated).
- ✓ Improvement in employment services through New Employment Service Model adopted and operational in NES regional offices with a more client-oriented and effective approach. Revamping of 10 regional employment offices.
- ✓ Albania ratified the majority of ILO conventions.
- ✓ Implementation of a self-employment measure via platform [www.aftesi.info/vetepunesimi](http://www.aftesi.info/vetepunesimi)
- ✓ Initiating process on integrating MIL into education

### **I. Purpose**

Through this Outcome, all people realize fundamental rights at work, have better and more inclusive employment opportunities and higher skills and institutions can engage in a comprehensive and effective social dialogue. The UN focuses its support on the improvement of social dialogue, the economic empowerment of women, and skills development in order to enhance the employability of the labour force, targeting especially youth and vulnerable groups.



## II. Assessment of Programme Results

The following is a comprehensive assessment of the latest progress attained under Outcome 4.4 Labour.

In 2016, labour force participation rates remained below European and Western Balkan averages (71%), with women participation rates significantly lower than men's (65.7 overall, 57.6% for women and 73.8% for men)<sup>9</sup>. Despite a slight improvement in early 2016, youth participation rates are considerably lower than for the rest of the population (46% overall, with the gender gap above 15%) and data indicate that, since 2007, Albanian youth have faced increased difficulties in the labour market compared to adults. In a positive change, youth unemployment rate in the third quarter of 2016 declined to 27 percent, its lowest level since early 2013. Yet, Albania's vocational education and training (VET) and vocational skills development (VSD) system all too often fail to equip students with the requisite knowledge, competences and skills for a successful transition into the labour market. This results in an unsuitably qualified labour force, skills shortages and high youth unemployment that hamper the growth and modernisation potential of Albania's economy. Skills mismatch in the labour market and the associated inefficiencies of the country's education model emerged as a priority topic for the government and its development partners. GoA is committed to addressing jobs creation and skills development, with a focus on the employment of youth and women.

GoA's Decent Work Agenda was supported by ILO through development of an EU Sectoral Approach Document and a Sectoral Reform Contract for Employment and Skills 2016–2018, requisite for 2016 EU-IPA funding cycle in support of implementation of the National Employment and Skills Strategy (NESS) 2014–2020. A NESS monitoring system was established and implemented, and a first full cycle of annual reporting completed. Additionally, ILO's expertise enabled the establishment and operationalisation of an IPMG on Employment and Social Policies, aiming to improve coordination, oversight and monitoring of implementation of the sector's strategies. Other examples of ILO support in this sector include the finalisation, adoption and publication of the Occupational Health and Safety (OSH) Policy Document and Action Plan 2016–2020, the drafting of the new law on VET, as well as the new Labour Code and development of a methodological proposal to align labour force surveys to international labour statistics standards.

The employment promotion programmes portfolio of the National Employment Service (NES) expanded in 2016 with the support of UNDP. All of the service's operational guidelines were revised, related to the selection, implementation and monitoring of employment promotion programmes pertaining to NES and its regional and local employment offices. UNDP undertook a review of the scoring system for allocation of Active Labour Market Measures (ALMM) funding, aiming to maximise the number of unemployed jobseekers benefiting from active labour market programmes and ensure greater participation of the most disadvantaged (e.g. women single heads of households, people with disabilities, youth, orphans) by positively scoring those enterprises that seek to employ unemployed jobseekers from these groups. In March, UNDP started implementation of a self-employment incentive scheme via the platform [www.aftesi.info/vetepunesimi](http://www.aftesi.info/vetepunesimi). Over the one-month application window, 644 applications were received and reviewed, out of which 440 were deemed as complete and subject to further assessment on individual entrepreneurial skills and aptitude. By the end of December, 34 out of the 38 participants were supported by the programme through start-up grants.

The National Agency for Vocational Education, Training and Qualification (NAVETQ) was also supported by UNDP in the process of elaborating occupational descriptions through securing both inter-institutional collaboration and outreach to the private sector throughout the country. Whereas International Standard Classification of Occupations ISCO-08 sets the basis for defining all occupations, it is necessary for the descriptions to capture the realities of the Albanian labour market. Moreover, in the frame of the Skills Development for Employment Programme, MoSWY was supported in conceptualising and organising a skills fair that aimed to promote VET in the country. The fair took place from 20–22 May and aimed to i)

<sup>9</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Enlargement\\_countries\\_-\\_labour\\_market\\_statistics#Further\\_Eurostat\\_information](http://ec.europa.eu/eurostat/statistics-explained/index.php/Enlargement_countries_-_labour_market_statistics#Further_Eurostat_information)



expose young people and their parents to public VET providers and their offer, ii) organise up to eight thematic skills competitions among VET providers, iii) highlight and showcase the skills of the new generation that attend VET, iv) foster competition among providers and VET students, emphasising motivational elements such as self-confidence and commitment, and v) offer the possibility for representatives of the private sector to meet and recruit new talent. The fair brought together 32 vocational schools, ten public VET centres, private VET providers and 18,000 visitors.

Capacities of the National Labour Inspectorate and the Office of the Commissioner for Protection from Discrimination were strengthened to accurately follow up and monitor labour code legal amendments, entered into force in 2015, and their impact on women in the workplace. In this regard, UN Women, in collaboration with the national labour inspectorate, conducted a technical review of the Albanian Labour Code, capturing all changes related to legal amendments and provisions impacting women in the workplace, and developed a capacity building plan targeting labour inspectorates that was duly implemented throughout 2016. A follow up monitoring process will be conducted in 2017 to measure the impact of trainings.

Moreover, with support from the EU, UNESCO provided training and support to journalists and media organisations, as key drivers for democratic, sustainable and peaceful development in the country, in order to strengthen freedom of expression, access to information, and free, independent and pluralistic media. For example, infringements of the labour rights of journalists in south-east Europe and Turkey were discussed and challenged during a regional ToT seminar organised in December in Tirana with thirteen participants from the region. Additionally, a national consultation on Media and Information Literacy (MIL) started in the country, aiming to enable a cross-sector debate on MIL and initiate the process of creating specific policy recommendations on integrating MIL into formal, non-formal and informal education.

## **ii) Indicator Based Performance Assessment:**

The goal of the 2012–2016 Programme of Cooperation was to promote sustainable and equitable development, social inclusion and adherence to international norms and fulfilment of international obligations, in support of the integration of Albania into the EU. The following are examples of UN Albania's contribution, under the Programme, to the achievement of the country's priorities.

Indicator based performance information is available at UN Albania Annual Progress Reports 2012-2016, accessible at:

[http://www.un.org.al/publications?field\\_publication\\_type\\_value=Reports](http://www.un.org.al/publications?field_publication_type_value=Reports)

<http://mptf.undp.org/factsheet/fund/AL100>

## **iii) Evaluation, Best Practices and Lessons Learned**

In the employment sector, there is the need for maintaining close communication with government and its implementing agencies in order to develop and sustain an effective and systemic impact on policies and interventions carried out by technical assistance projects. Once close cooperation is achieved, it may enable a stronger and more efficient role of the UN in the country's reform processes currently under way.

Moreover, interventions seeking to support women's economic empowerment in Albania need to follow prior carefully thought-out plans in order, as in any business start-up or pilot, to well prepare new businesses for success and sustainability.

The lack of trade unions in the private sector and the under-development of many of the existing workers and employers' organisations calls for the UN to play a greater role in this area. Much remains to be done to improve the bipartite social dialogue and strengthen the autonomy of social partners at the local and enterprise levels.

The legislative framework for the VET reforms is still incomplete, and more capacity-building would accelerate the implementation of all the VET-related reforms. Currently, legislative action in the areas of work-based learning, quality assurance and accreditation is moving too slowly. Furthermore, the governance structures and mechanisms for the management of VET are centralised and the training supply is still not aligned with labour demand.

*Note: The certification on operational closure reflects the figures after the refund by PUNOs.*



**CERTIFICATION ON OPERATIONAL CLOSURE OF THE PROJECT 82445 - OUTCOME 4.4**

MPTF Project ID	Project Description	Country	Fund	Theme	Organization	Period	Budget
00082445	Outcome 4.4: All people better realize fundamental rights at work, have greater and inclusive employment opportunities, and can engage in a comprehensive social dialogue.	Albania	Albania One UN Coherence Fund	ALB 2012 P4 Inclusive Social Policy	ILO	01.01.2012 - 31.12.2016	33,018.29
00082445		Albania	Albania One UN Coherence Fund	ALB 2012 P4 Inclusive Social Policy	UNWOMEN	01.01.2012 - 31.12.2016	286,700.00
00082445		Albania	Albania One UN Coherence Fund	ALB 2012 P4 Inclusive Social Policy	UNDP	01.01.2012 - 31.12.2016	106,000.00
<b>TOTAL</b>							<b>425,718.29</b>

By signing, Participating UN Organization certify that the project 82445 - Outcome 4.4, has been operationally completed.

ILO  
Ms. Zhuljeta Harasani  
ILO National Coordinator

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*[Signature]*  
30/10/2016

UNWOMEN

Mr. Giuseppe Belsito  
Representative

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*[Signature]*  
30/10/16

UNDP

Ms. Limya Etayeb  
Country Director

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*[Signature]*  
30/10/16