

2014



United Nations
ALBANIA

COVERPAGE

Short title annual work plan	EMPLOYMENT		
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		
Output 4.4.1	Key State institutions and social partners are capable to develop and implement, in a fair and inclusive manner, employment policies and programmes that meet international standards		
Implementing Partner¹	MoSWY, NES, MEDTE, AIDA, MoARD, INSTAT		
Responsible Parties²	MoSWY, Workers and Employers' organizations, Kukes, Lezha and Shkodra Regional Councils		
Participating UN agencies	ILO, UNDP, UN WOMEN, IOM		
Year	2014		
Total budget	2,061,705.12		
Total Available budget	1,632,705.12		
Total Unfunded	429,000.00		
UN core / regular funds	0		
Government contribution	0		
Donor contributions			
• EC	362,500		
• SDC – Swiss	1,068,756		
In kind contributions			
Coherence Fund contribution	201,449.12		
For the Implementing Partner	Title	Name	Signature
	Deputy Minister	Genta SULA	
For the UN Agencies			
• ILO	National Coordinator	Alfred TOPI	
• UNDP	Country Director	Yesim ORUC	
• UNWOMEN	Representative	David SAUNDERS	
• IOM	Head of Office	Alma JANI	

¹ Implementing Partners, by signing the Annual Work Plan assume the responsibility for the achievement of deliverables and the appropriate use of resources provided under this agreement; appropriate responsible parties can be contracted to implement one or more activities needed for a specific deliverable.
²See above.

Narrative

During 2014 the UN will assist the Albanian Government in drafting and launching the new Strategy 2014-2020 on Employment and Skills. As a request of the new Government programme and aiming to increase the efficiency, this time it will be an inclusive strategy, putting together the employment and the vocational training and treating them within the same frame, given that they are connected by tight demand and supply threads.

After definition of the methodology, a tracer system for trainees will be implemented this year in all VET units throughout the country. The INSTAT will be assisted in reviewing the Labour Market Statistics according to the new ILO standards. This will give effect to the Labour Force Survey data, making the latter a useful/accurate tool in the hands of labour statistics users.

In December 2013, in collaboration with UN, the Ministry of Social Welfare and Youth inaugurated the first Employment Office in Tirana, which operates entirely based on the new National Employment Services model, elaborated by ILO. During 2014 the new NES service model will be implemented in the 12 regional employment offices; of course this will go along with the training of the staff. Further of it, technical assistance will be given in order to review the ALMM delivered so far.

The implementation of the Territorial Employment Pacts (TEPs) designed for the regions of Lezha, Kukes and Shkodra has started in January 2014 and is expected to be completed by September 2014. In this framework, different actors at the local level (Regional Councils, Regional Employment Boards, business associations, professional bodies, etc.) have assumed complementary and inter-connected roles and responsibilities in view of youth employment objectives. The Y-TEPs comprise a certain number of actions which combine six service lines available to the most marginalized in the remote areas of the country. The implementation of the Y-TEPs will respond to a real and diffused local need, by iterating their activities between two groups, the micro/small enterprises and the economy of proximity, where the needs for decent work and formalization are particularly prominent. Simultaneously TEP actions come in support of policies targeting the development and formalization of the agricultural sector by promoting the formalization of SMEs particularly in remote areas.

UN will continue support to MEDTE to improve policies and approaches that create a favorable environment for women led businesses including supporting the definition of a National Action Plan, information and data capture to support business development, mentoring programmes and business networks at a national and regional level. Target will be mainly women entrepreneurs in SMEs, as a sector suffering the highest percentage of informality in the country.

This year, efforts will also continue to improve women's participation and redress gender segregation in the labor market. UN Women will support the design and implementation of programs targeting girl's and women's skills development in expanding or high productivity sectors. As a direct result of these interventions will profit women excluded from the labor market or with a long rate of inactivity. This category is usually the poorest and most excluded among women.

Improving capacity of civil society to advocate for and monitor reforms and policies for women's economic empowerment is another focus of UN which will help ensure institutional space is provided to support policy dialogue on women's economic empowerment (WEE) and will support the capacity of civil society to advocate for and monitor reforms and the effectiveness of existing policies, as well as lobbying for and proposing improved policies that underpin women's economic empowerment.

UN through UNDP will support Ministry of Social Welfare and Youth, in the framework of strategizing and reorganizing vocational training, to properly analyze and consider various categories of women employability and marketable skills as well as different life circumstances they face, in developing professional education and vocational training. Support will be given to further legislative, analytical and standard-setting initiatives based on the Employment and Skills policy framework, regarding social enterprises, VET, and proper inspection of women's rights at the workplace.

Based on different studies and analyses pointing out at the low level of economic literacy of women, awareness materials already produced under the previous programming cycle will be utilized for further outreach. Several concrete activities aiming at improving the economic situation of women in the regions of Dibra, Vlora and Korça are included in the 2014 WP deliverables through increasing self-employment opportunities for particularly poor, marginalized, and vulnerable women, particularly women that are de jure or de facto heads of households. The initiatives identified following a careful analysis of all proposed areas envisage interventions in the following areas: creating and growing women economic activities in rural and semi-rural areas, delivering innovative training programs, and maximizing local resources potential.

Notwithstanding measures to manage migration flows from the country, the establishment of an effective labour mobility management system per se has not been possible. There is evidence that private employment agencies recruit Albanian workers for employment abroad. However, there is no mechanism in place to ensure that standards on ethical and fair recruitment in Albania are developed and enforced. The country misses specific policy provisions to regulate the status of foreign workers in the Albanian labour market and their protection. There is a need to mainstream labour mobility within existing labour market information systems, regulation procedures and mechanisms to promote decent work opportunities and protection for Albanian and foreign workers. Therefore an assessment of the compliance of the Private Employment Agencies regulatory framework vis-à-vis ratified international labour standards as well as an assessment of the migrant workers' rights exercise in Albania are necessary. UN will address these problems during 2014.

Annual Work Plan

Output 4.4.1

Key State institutions and social partners are capable to develop and implement, in a fair and inclusive manner, employment policies and programmes that meet international standards

	Indicator	Baseline	Target 2016	Annual Target 2014				
1	Number of ALMMs implemented	4 new ALLM piloted for long-term unemployed, young people, women or disabled	4 ALMMs implemented					
2	Number of effective and efficient Youth Employment Services established	5 YES established	12 YES at district levels	3				
3	Jobs created through Number of Active Labour Market Measures (sex-disaggregated)	300	500	50				
4	Wage data (sex-disaggregated and including for private sector) is provided in a user friendly and up to date manner for each quarter	sex-disaggregated data is available in a delayed and not user-friendly	wage data is provided in a user friendly and up to date manner for each quarter					
5	Number of migrant workers benefiting of bilateral labour/circular agreements implemented between Albania and European countries	4500 quotas available for 2011 for Albanian migrant workers to Italy; 4 bilateral agreements on labour /circular migration already in place	1500 migrant workers from Albania are employed in EU countries every year					
Code deliverable	Description deliverable	To be completed in Quarter	Responsible Party	UN Agency	Available budget in USD	Unfunded	Source of Funds	Budget description
4.4.1.a	New NES service model implemented in 12 regional employment offices including training to the staff.	Q1-Q3	MoSWY, NES	ILO	133,750		EC	Consultants, workshops, travels, on-job training, training actions, publishing of materials (electronic and hard copies)
4.4.1.b	The national Employment and Skills Strategy 2014-2020 drafted and launched	Q1	MoSWY	ILO	26,250		EC	Consultants, travels, working group meetings, consultation process, launching event, publishing of the document
4.4.1.c	A tracer system for VT centre's trainees implemented in all units according to the methodology	Q1-Q3	MoSWY, NES	ILO	74,000		EC	Consultants, Tracer system reports, Manual to be published,

	defined								licensing
4.4.1.d	Quality Assurance system for NES defined and delivered to the beneficiaries (monitoring indicators, staff performance appraisal, management by objectives)	Q1-Q3	MoSWY, NES	ILO	58,000			EC	Consultants, workshops, QA Handbook published
4.4.1.e	Technical assistance to the review of the ALMM's delivered	Q1-Q2	MoSWY, NES	ILO	58,000			EC	Consultants, workshops, Legislation review
4.4.1.f	Technical assistance to the review of the Labour Market Statistics according to the new ILO standards - Labour Force Survey data - delivered	Q1	MoSWY, INSTAT	ILO	12,500			EC	Consultants, workshops, Statistics data review
4.4.1.g	Validation and Launching of the Women's Entrepreneurship Action Plan and the study "Women Entrepreneurship in Albania".	Q2	MEDTE	UNW	12,349.91			Coherence Funds	Institutional contract Printing costs
4.4.1.h	Capacity building of the MEDTE team in charge of the National Action Plan for Women Entrepreneurship in Albania;	Q1-Q2	MEDTE, BoA MoARD, MoSWY INSTAT	UNW	20,000			Coherence Funds	Contract for Professional Services
4.4.1.i	Identification and development of a Cluster of Products led by women entrepreneurs(continued from 2013)	Q1-Q2	MoA, MEDTE, MoSWY Civil Society Woman' Business Groups	UNW	16,234.30			Coherence Funds	Contract for Professional Services
4.4.1.k	Support AIDA to outreach women entrepreneurs through specific finance programs	Q1-Q2	MEDTE AIDA	UNW	18,750			Coherence Funds	Institutional Contract
4.4.1.m	Support to MEDTE in implementing monitoring and evaluating the National Action Plan for Women Entrepreneurs in Albania.	Q1-Q2	MEDTE	UNW	30,700			Coherence Funds	Contract for Professional Services
4.4.1.n	Institutional support for the creation and capacity building of network of rural women and LAGs;	Q1-Q2	MEDTE MoARD	UNW	25, 265			Coherence Funds	Institutional Contract
4.4.1.r	Printing/launching of the Study on Women Entrepreneurship	Q1	MEDTE MoSWY	UNW	2,349.91			Coherence Funds	Institutional contract

	Support to MEDTE in implementing, monitoring and evaluating National Action Plan for Women Entrepreneurs	Q1-Q2	MEDTE AIDA	UNW	40.700		Coherence Funds	Contract for Professional Services
4.4.1.t	Public Private Partnership initiative of Burrel municipality with women's groups and businesses supported for collection and marketing of local nuts.	Q2-Q3	Municipality of Burrel, local NGO, poor women heads of households, local business	UNDP	15,000		Coherence Funds	NGO agreement, service contract
4.4.1.s	Olive processing and soap producing initiative of Vloera women initiated	Q2-Q3	Vloera region, local NGO, economically disadvantaged women	UNDP	20 100		Coherence Funds	NGO agreement, service contract, purchase of equipment
4.4.1.x	Implementation of 2 Active Labour Market Measures, targeting a total of 220 beneficiaries during 2014	Q1 - Q3	MoSWY/NES	UNDP	212,000		SDC	LoA with NES and other operational and monitoring costs
4.4.1.y	Support to entrepreneurship promotion	Q1 - Q3	MoSWY/NES	UNDP	150,000		SDC	Study visit, contract with service providers and other operational and monitoring costs
4.4.1.z	Local Capacity support for the formulation, implementation and replication of Territorial Employment Pacts for Youth	Q1 - Q3	MoSWY/NES, Regional Council of Kukes, Lezha and Shkodra	ILO	65,956		SDC	Contractual services, national consultants, travel, project staff
4.4.1.xh	Implementation of Territorial Employment Pact for Youth in Shkodra, Kukes and Lezha regions	Q1 - Q3	MoSWY	ILO	640,800		SDC	Contractual services ,grants, national and international consultants

Annex 1 Total budget per Agency

Budget totals per UN agency

UN Agency	Agreed budget for 2014			Best estimates for 2015		
	Available budget	Unfunded	Total	Available budget	Unfunded	Total
UN WOMEN	166,349.12	220,000	386,349.12		250,000.00	250,000
ILO	1,069,256.00	0	1,069,256.00			
UNDP	397,100.00	159,000	556,100.00	60,000		60,000
IOM	0	50,000	50,000.00			
TOTAL	1,632,705.12	429,000.00	2,061,705.12	60,000	250,000	310,000

Yamalo, 2014.12.15

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Code deliverable	Description deliverable	To be completed in Quarter	Responsible Party	UN Agency	Available budget in USD	Unfunded	Source of Funds	Budget description
Uf 4.4.1 a	Pilot Active Labor Market Programs for women's economic empowerment designed following international best practices and tested in two regions	Q1-Q2 2014	MoSWY	UNW	60,000	150,000		257,000
Uf 4.4.1 b	Capacity building of NES offices to promote women's employment in non-traditional sectors;	Q3-Q4 2014	MoSWY	UNW		70,000	207,000.00	277,000
Uf 4.4.1 c	Ulza women (Dibra region) supported to open a pastry shop and forest fruit processing	Q4	Local government unit,	UNDP		20,000		NGO contract, service contract, purchase of equipment

	workshop reviving old recipes and culture											
Uf 4.4.1 d	Creative artifacts cooperative of Erseka women established and marketing of products (marrying tradition with modern trends) facilitated, utilizing the diaspora originating from the area	Q3	Municipality of Erseka, women heads of household	UNDP		24,000						NGO contract, Service contract, marketing materials, travel
Uf 4.4.1 e	Vithkuq women (Korça region), supported for initiation of social business and for access to markets for processed forest fruits and medicinal herbs, and hospitality services	Q4	Local government unit, women heads of households	UNDP		20,000						NGO contract, service contract, travel.
Uf 4.4.1 f	Wool processing mini-factory for women of Hor-Vranisht valley (Vlora Region)	Q3	Local government unit, women heads of household, NGO	UNDP		22,000						NGO contract, service contract, purchase of equipment.
Uf 4.4.1 g	Roma women pottery workshop established in Shushica (Vlora region)	Q4	Local government unit, NGO, Roma women	UNDP		17,000						NGO contract, service contract, marketing materials
Uf 4.4.1 h	Women's economic literacy programme conducted in 6 regions, particularly with economic aid beneficiaries	Q3-Q4	MoSWY	UNDP		18,000						Service contracts, travel, logistics
Uf 4.4.1 m	Legislative and institutional framework enables a VET system that is responsive to women's needs and further empowers them, as well as promotes their entrepreneurship, social economy and their integration into third sector jobs	Q2-Q3	MoSWY	UNDP		25,000						Service contracts
Uf 4.4.1 n	Assessment of the situation of promotion and protection of women's rights at the workplace	Q4	MOSWY	UNDP		13,000						Institutional contract, Service contracts
Uf 4.4.1 p	Compliance of Private	Q4	MoSWY	IOM	0	25,000						Local consultancy, service contracts

Employment Agencies regulatory framework vis-à-vis ratified international labour standards assessed and recommendations provided.	Q4	MoSWY	IOM	0	25,000	Core funding	Local consultancy, service contracts
Migrants workers' rights exercise in Albania assessed and recommendations provided.	Q4	MoSWY	IOM	0	25,000	Core funding	Local consultancy, service contracts

<p>...the project activities are in compliance with the ILO standards and recommendations provided.</p>	Q4	MoSWY	IOM	0	25,000	Core funding	Local consultancy, service contracts
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