



## **DISCONNECTED! YOUTH IN DISADVANTAGED AREAS**

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**FRIEDRICH  
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STIFTUNG**

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## YOUTH IN DISADVANTAGED AREAS

Prepared by: **Cooperation & Development Institute**

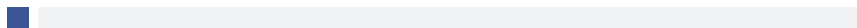
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## Executive Summary

Youngsters, as a target group, have been in the centre of public policies in Albania since 2007, initially by supporting youth employment programs. Currently, there are four strategies and action plans that deal with this phenomenon. Anyhow, these policies do not take into account the features and peculiarity of this population group. They consider youth as a homogenous group, the same education and employment measures are foreseen for youngsters that live in the heart of the "Block", in Tirana, with those who live in Dibër, Gramsh, Lazarat or Kamza towns. Geographic distance may induce to social disconnection. This disconnection affects young groups that live in peri-urban areas or near big cities.

There are many factors that condition the personal carrier and development of the young people, the area where they live on function of their own social context. Our conversations with youngsters in Cërrik and Lezha clearly represent the impact that geographical distance, labour market actors – enterprises or employment offices – exercise on youngsters' career evaluation. The cost of specialized education, updated information on workplaces, and the cost to enter in the labour market are almost prohibitive. When these factors are combined with non-perfect functioning mechanisms of the labour market's actors, then the situation of youth in rural areas becomes really hard.

Youth education and training are conditioned by the geographical proximity of their residence to other training and education institutions; their employment depends on the industrial and economic activities in their area: even career choices depends from their family advises and from the possibilities to obtain career advisory from respective services; their first job will certainly be conditioned by their family, relatives and friends. Their future career will depend on those initial choices that youngsters should make in the earlier phases of their life.



In a country like Albania, stalled in a reform process toward a genuine free market economy, but without well-functioning market mechanisms, youngsters need to find alternatives to adapt their academic or professional profile and set up their own career planning if they want to pursue their dreams and get involved in the labour market. To compensate the flaws and malfunctioning of the labour market, they are obliged to use their kinship connections: family, relatives and friends. Youngsters who come from rural and mountain areas, but even those who live in urban zones and recently moved together with their families in a big city area, require the use of social networking to succeed in life. The cost of a successful career becomes so expensive that the only attractive option available for youngsters is immigration.

Thereupon, public policies supporting youth should be designed and implemented to take into account the diversity and special profile of this group, the functioning of the labour market in Albania, and the legal reality of institutional actors in charge.

## Methodology


The methodology used by CDI/Shtetiweb to assess the phenomenon of “social disconnection” and the differentiation of youth groups during career planning and development influenced by location, served as basis to this survey documentation and field interviews in Lezha and Cërrik areas.

The assessment included the legal base and employment policies in Albania. The second part was focused on the European contemporary evaluation and definitions on career, education and employment of youth living in disadvantaged areas, and relevant policies.

The field survey, was prepared/organized in collaboration with members of the National Youth Congress. This part consisted of survey, followed by a questionnaire and two focus groups. 642 young people were interviewed in Lezha and Cërrik towns. The selected concluding method is “*purposive sampling*” or intentional identification. This method was selected due to the peculiar profile of the general population who participated in this study. To identify interviewees we used the “*snowball sampling*”. The weakness of this method rely on its relatively high potential of altered results, e.g: a) interviewees with stronger connections have a higher possibility of being selected; b) the areas near urban centers are a predominant factor due to the easiest physical approach of the interviewees and: c) the difficult task to ensure interviewees and that you will preserve the anonymity of their answers.

We emphasize that the collected opinions, during this study, will only serve for illustration. We do not pretend to give a scientific statistical representation of youth in the selected areas. These data mark the first innovative attempt to treat Albanian youth as a sub-group community with a conditioned career development caused by the malfunctioning of the labour market





and location/residence. These informations guide us on career and employment trends, youth concerns and problematics.

This working paper could be useful to policy-makers of central and local levels, as well as to different actors engaged in youth activism.

*“Disconnected! Youth in Disadvantaged Areas”* targets a certain youth group, who suffers the lack of an optimal approach toward employment, education and vocational training, mobility, information and the most important thing, informal networks on career development. We are focused in Lezha and Cërrik towns, which at the same time serve as examples regarding networking services, the enterprise’s profiles, the distance from the regional urban centers etc.

# 1. DISADVANTAGED AREAS AND DISCONNECTED YOUTH


## 1.1. Disadvantaged areas, disconnected youth

- In reference to INSTAT<sup>1</sup>, the disadvantaged areas in Albania are not homogeneous communities. The difference from one area to another is based on the political, economic, geographic, historic context. The youngsters that live in these zones represent different profiles among them, compared to their peers who live in other regional urban centers, and in Tirana.
- Disadvantaged areas are characterized by a lower socio-economic status according to indicators. These indicators include per capita incomes, demographic movement, unemployment rate, public expenditure per capita, health care check up per capita, participation rates in compulsory education, accesses to water source / its quality, etc. Consequently, supporting policies of these areas (including youth and the rest of population) contain elements or structural measures, which directly or indirectly aim to improve public services, economic activity, agriculture, social support suitable for rural areas, mountain areas and/or on disadvantaged peri-urban ones. These policies rarely are designed to support a specific population group.<sup>4</sup>

### 1.1.a) Disadvantaged rural areas

Disadvantaged Rural Areas (DRA) live a different reality, but have similar challenges. Relatively depopulated, with a high-average age of population, technologically and economically undeveloped, these areas are situated far from the urban centers and heavily affected by a low economic growing rate,

<sup>1</sup> Poverty level, depth and severity according to LSMS, INSTAT,2012



unemployment and uncertainty for the future. A report of the European Commission identifies geographical distance as one of the main factors which affects negatively the long-term unemployment, economic growth, industrial structure and qualification of the workforce<sup>2</sup>.

Another dimension of the DRA, refers to the population dynamic. During 2000-2001, entire families moved from their origin areas, mainly rural ones. Combined with return migration, this led to a rapid growth of the urbanization process: more than 50 % of the population in 2011 lived in official urban areas, from 36 % in 1989<sup>3</sup>. This massive displacement left behind many elderly people and unqualified youngsters who turn into low-paid workers.

The limited surface of farms can not keep a high level of technological investments. If we add the risk and the income uncertainty, then agriculture in family farms is one of the last options for a youngster in these areas. To get involved in a dynamic life and to obtain different services, youngsters have to get uprooted from their birthplaces and communities, and become part of the migration's vicious circle towards the urban areas.

- The industrialized countries have already passed through the phases of migration toward urban centers during the industrial revolution. In Albania, population displacements were not produced by employment demands in the cities. Worse, even the lowest demand that used to exist, disappeared as a result of the destruction or privatization of the so called "communist" factories, pushing youngsters and productive individuals to migrate to other towns or bigger cities for better life chances. This phenomenon dramatically increased the creations of informal neighborhoods and residences around regional centers (also in Tirana), but

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<sup>2</sup> Thematic Study on Policy Measures Concerning Disadvantaged Youth, A.Walther & A.Pohl, IRIS EV, Oct.2005


<sup>3</sup> Population Projections, 2011-2031, INSTAT,2012

without reflecting the economic situation or the employment demand. Displaced, unemployed, and “geographically distanced”, these internal migrants are disconnected from the social networking.

### **1.1.b) Urban citizens but “disconnected”**

- Poverty is displaced to urban areas. While the poor rural population is reduced by 0.3 %, the urban population is increased of 44.0 %. The poverty rate in rural areas is increased from 15.0 % in 2008, up to 15.5 % in 2012. In the meantime, urban poverty increased from 10.2 % to 13.3 % <sup>4</sup>.
- Disadvantaged areas are situated nearly or closely to the high urban density zones. They could be either new habitat built by migrants from rural / mountain areas or by existing villages that were absorbed by the extension of city infrastructure. In both cases, regardless of the fact that these areas administratively are located within the urban center, they present the symptoms of geographically disadvantaged areas. And the main reason is the lack of economic activities.
- The industrial “desertification phenomenon” of the secondary urban centers had direct consequences on local youth. Before 1990, in the centralized economy, projects were planned and built all over the country- including rural areas and a few mountain ones - at least one production unit (according to the profile area, e.g., mining industry, sawmills, et.). Those production units constituted the backbone of the local economy, and at the same time, the biggest incoming source. After the implementation of the free economy market, these units either were destroyed or privatized. The impact on local employments was catastrophic. Without any possible alternative, the labour market in these secondary

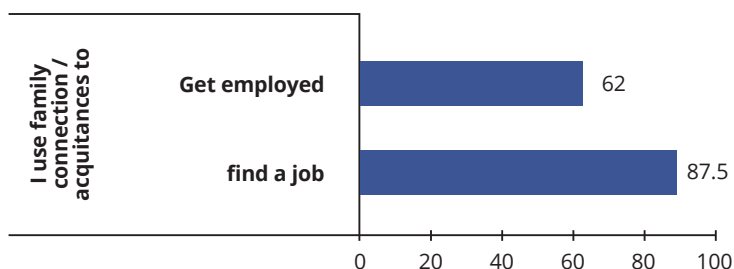
<sup>4</sup> Albania: Trends in Poverty 2002-2005-2008-2012, INSTAT, April 2015



urban centers simply vanished. The immediate result chain was the migration wave. In Cërrik, e.g., the urban center was built *ex-nihilo* around the petroleum refinery.

- The refinery was a valuable source of jobs and fully supported by the state. It converted into the focal point of social relations in this small town. Its closure left not too many choices for the future young residents, except unemployment, migration or delays of their studies, so they could postpone as much as possible the entering in the labour market. At the moment, the labour market of Cërrik depends by the employers in Elbasan and it is determined by kinship realtions.
- After 1990, a lot of children were displaced from their birth-places and followed their parents in this new migration adventure. Nowadays, as young adults they try to built their career in such a context that does not favourise them. The enterprises generally hire new employees through informal contacts: in this category it is not important who are you, but who you know. Things can complicate if these youngsters aim a successful career but geographically are far away, especially if they have not studied in the right schools or if they do not know the proper people. It is not important if you live near or far from Tirana, in order to have a good professional start, you need to have the right contacts.

Chart 1: **Informal employment network**




Source: *Youth employment market in Albania, CDI 2015*<sup>5</sup>

- Anyhow, the peri-urban and small towns may obtain benefits of employment if they are situated nearby the main urban centers, but it requires an optimal and modern connecting infrastructure. In the case of Lezha, the closure of old factories was compensated, somehow, by emerging tourism and facon industry. The construction of new roads along the seaside, made travelling quite usual for Lezha's inhabitants and a normal activity in their daily work. To live in Lezha, Shëngjin or in Tale is now a part of the everyday routine.

## 1.2. The impact of social disconnection on youth career

Longer the distance from your home to the urban centre, less possibilities you will have to benefit from the economic development or supporting policies. Distanced communities share at least one of the following features: low income level, low employment rate, low education and workmanship level, lack of career opportunity for women, a poor industrial landscape and deplorable services. This situation is more evident in rural and mountain areas.

<sup>5</sup> Youth Employment Trends in Albania: What is the market Looking For?, CDI & FES, Tirana, 2015 <http://cdinsitutute.eu/web/wp-content/uploads/2016/05/t-150427-text-engl.pdf>



Policy-makers have facilitate rural and regional development policies addressing them to territory, rather than on specific target groups: thereby the territory is considered as an area of homogeneous population. To lead more efficient development policies based in territory, should be designed and tak into consideration specific issues of different age-groups in these areas.

### **1.2.a) Designing youth public policies**

- The actual targeting of public policy supporting employment is focused on special groups, e.g Roma or women. The employment of youngsters is seen under the point of view of education policies, focused in well-functiong of the labour market, in offer and demand: i.e vocational training and dual system. The employment of youngsters in disadvantages areas should take into account the peculiarities of this age-group, its specific personal and career development.
- Employment still remains a fundamental component of supporting youth policies. The number and complexity factors that define the future of youngsters in disadvantaged areas and the fact of ignoring their desire to “enter in life”, will lead them to a short-term development scenario.
- From the conceptual point of view, the analysis on disadvantaged youth can use a structural or individual approach as follows:
- *‘young people are disadvantaged because they are unemployed’*; this approach coincides with a structural policy that incites job demand in a certain area and encourages its economic activity. Meanwhile, this policy puts youngsters in the same situation as other groups which live in the same area. This approach explains the high unemployment rate among youth and the lack of the labour market to provide them

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sufficient workplaces. In this approach, in a short-term period, the best solution for the local youngsters is to immigrate to a more dynamic economic area;

- *'young people are unemployed because they are disadvantaged'*; this approach explains youth unemployment and the individual deficit to adapt to the labour market demands; lack of workmanship and/or qualifications, lack of a desire to work, etc. In this case, public policies aim to provide professional development to youth and adaptation to the labour market needs. This approach is not relevant in areas where there are no employment offers available, nor chances for training or appropriate education, either career choices. A considerable part of supporting policies for youth in disadvantaged areas are based exactly on that point of view: youth must have a better professional preparation so that can find a job near the places they live. Although, more than 50 % of the population in Albania lives in rural areas, where the demand for employment is very low, if not non-existent.



Some of the categories presented graphically:

| Diagnosis / Public Policies                                    | Individualization (focused on the labor market needs)   | Structural (focus on approach and opportunities offered by the labor market) |
|--|---|--|
| Individualization (lack of adaptation to labor market demands) | VET measures<br>Orientation and Career Counseling   | Approach, support to education, VET and employment                           |
| Structural (Lack of opportunities)                             | Leave the home area / immigrate<br>Connection through employment/ voluntarism network, re-training etc. | Job-creation, financial support, subsidies for self-employment               |

This division is useful to understand the designing and functioning reasons of youth employment policies. The problems stand on the fact, that their basic hypothesis is the optimal functioning of the labour market where a youngster, despite his living area or lack of contacts, could get employed without any problem. Youth employment policies in Albania are mainly designed for the youngsters that live in DURANA or the Tirana- Durrës corridor where the majority of population and economic activities are concentrated.

### 1.2.b) Youth challenges in disadvantaged areas

Youth in disadvantaged areas faces different structural challenges that could not be overcome with the above-mentioned policies, which aim only the individual's improvement. Some of these challenges are as follows:

- **less opportunities to formal and non-formal education:** long-distance from the urban centre offers less specialized schools, universities, as well as youth NGOs focused

on youth development. To follow their career plans, youngsters in these areas have to spend more time and money to attend the education they prefer or to get involved in the activities that are not present in their area.

- *few or none employment opportunities*: the labour market in disadvantaged areas is conditioned by a low economic activity, distinguished by the highest number of micro companies and non-functioning market mechanisms (functioning among informal channels). These structural data are translated into high youth unemployment rate. Another negative result is the depreciation of workmanships and other qualifications preferable by the youngsters: disconnected from the opportunities to find a proper job, suitable to their skills and abilities, they are forced and obliged to accept the very first job that is offered for them;
- *few leisure time activities*: smaller / poorer (economically) the area, poorer is the art and cultural life. After 1990, in the remote areas there are even less or almost none cultural activities such as theatre, cinema, concerts, etc, mainly due to the interruption public financial support public and the to degraded or private infrastructure;
- *problematic transport that affects the mobility*: the movement difficulty prevents the youth to attend school and different trainings normally, consider employment chances, leisure activities or other hobbies;
- *lack of information about youth activities, opportunities and other initiatives*: the geographical distance, lack of informal networks and a low-quality of internet causes distortion and loss of information on interesting youth activities and other possibilities that exist outside their area;
- *frequent cosumption of alcohol and smoking consists among*

<sup>6</sup> Companies with 1-4 employees make up 89 % out of the overall registered companies in Albania.

*the main concerns* due to lack of other opportunities: the local coffee bar is often the only public place where youngsters can meet;

- *isolated and conservative environment* prevents the development of the youngsters. The population of these areas generally respects and follow the traditional rules that determine how a youngster should perceive life and sometimes his professional career.

All those factors, and others, impact every moment of their personal development that a youngster, who lives far from urban areas, undertakes to develop his/her career. Furthermore, since it is not a distinct target for structural policies, youngsters in disadvantaged areas quite often are not aware of the support measures or public policies that the government undertakes in their benefit.

### **1.3. Education and economic development define youth's future**

Access to the secondary and higher education is unequal among urban and rural areas. This difference is more noticeable in the remote mountain areas where poverty rate is extremely high. In 2009 the urban-rural difference index was of 54 points PVVN<sup>7</sup> or nearly 1.5 years of education. In mathematics and science differences were tight, but not less concerning: respectively 43 and 39 points or approximately one year of education. The urban-rural difference reflects also the changes in access to better schools and quality standard.<sup>8</sup>


- The difference is quite obvious, too, on the distribution way of the education subvention funds. Most of these subventions (about 70 %) were given to the higher education students, while only 5 % was spent on the students of general

<sup>7</sup> Programme for International Student Assessment.

<sup>8</sup> Quality of Education and Possibilities to Develop Skills in Albania, World Bank, June 2014.

secondary education. Only a very small part of these funds arrive in poor mountain areas.

- School infrastructure conditions are improved during the last years but it is still problematic in rural areas, especially in mountain ones. The insufficient number of teachers and the small number of pupils affect the teaching process in mixed classes in remote and rural areas.
- The economic structure—industry and service, will define the employment mean in absolute and relative levels. According to INSTA, the lack of industrial enterprises and services, is the main factor that points the manpower to areas and sectors with low added value. This argumentation explains the fact that in mountain areas, due to the lack of alternative opportunities and disconnectivity, the agriculture remains the only possibility to work in production activities.
- For the youngsters, the differentiation in education enhances furthermore to the differentiation of employment chances. In the disadvantaged areas, the number of the companies, integrated in active policies on employment support is insignificant. The employment programs are concentrated only in a few big companies or sectors that exploit the cheap manpower as a competitive advantage (mainly in call-centers and factories), that are geographically located in urban axis.
- The seventh actual employment programs to stimulate the employment, consist on subvention of the employment and training through work and practice. The same mechanisms / measures are used to target big groups of beneficiaries, without taking into consideration the diversity of needs within the groups based on geographical factors. This is the main reason why we continue to enhance program differentiations based on specific target group against their integration in a general category.



Referring to the selected areas, Elbasan (where Cërrik Municipality is included) even in appearance it seems as if it is an industrial city, but the agricultural sector has always dominated by employing 63 % of the manpower able to work. While in Lezha district, the sector of services dominates. The exploding tourism development in Shëngjin and Tale areas has affected the employment rate towards services (only Tirana, Durrës and Lezha districts are dominated by the industrial and service sector).

#### **1.4. Self-employment as an alternative**

The above-mentioned factors support the hypothesis that mainly in rural areas the lack of businessmen, educational and cultural institutions, etc, as well the remote distance, condition the success of youth supporting policies. The alternative of the business and employment opening in rural areas are conditioned due the disconnection, problems in receiving information and a low ability to design a solid business plan. As a result, youth employment in these areas is often limited within the volunteer contribution, among neighbours or kinsmen, during the intensive work seasons which usually coincide with the agricultural calendar. Due to low income of the manpower, hard environment conditions, limited employment chances, lack of social services, migration and commitment in non-agricultural employment, really represent an attractive alternative.

- One of the policies that supports individual initiatives is the Self-employment program. In 2016 there were more than 400 youngsters that applied to the Self-employment program, implemented by the Ministry of Social Welfare and Youth<sup>9</sup>. According to the program data, Tirana had the bigger number of applications, 247 in total, followed by Durrës with 33 and Shkodra with 28 etc.

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<sup>9</sup> Applicants receive assistance and counseling to run their own business.

There are also seven programs under implementation that support active employment with a promotion fund of 490 million lekë (ALL). These programs are:

- (i) Promotion programme for specific employment groups;
- (ii) Formation programme through work;
- (iii) Promotion employment programme for graduated youngsters (bachelor or master degree) up to 30 years old;
- (iv) Promotion employment programme of women household with children in charge, as well as single young mothers;
- (v) Promotion programme for disable persons;
- (vi) Professional internship up to 6 months only for recently graduated students (within 24 months); and
- (vii) Promotion programme for orphans' employment.

As it can be observed above: (i) Employment and Skill National Strategy (ESNS) and the Action Plan do not differentiate based on geographical area or 'disconnection'; and (ii) urban areas dominate on beneficiaries' number.

## **1.5. Employment challenges**

One of the main problems we faced during the interviews with employers was their lack of information regarding youth employment possibilities. Even there exists financial incentives e.g. as tax exemption, direct assistance in case of youngsters' employment; these measures are not properly known. On the other hand, employers could involve closer on the youngsters' employment, if this is easier for them. Those persons who were asked, did not consider as a problematic issue, nor the employment either the disconnected relations with recently graduated youngsters. 51.4 % of the interviewed employers declared that

there is no cost for the interruption act of the employment contract. Only 17.3 % mentioned the factor of cost.<sup>10</sup>

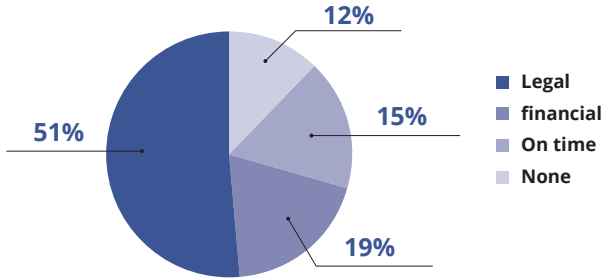


Chart 2. Interruption costs of the employment contract (in %):

Source: *Youth Employment Trends in Albania: What is the Market Looking For?*, CDI & FES Tirana, 2015<sup>11</sup>

This advantage in employment/ interruption should be extended to the professional development of employed youngsters. They should be considered as an investment and not as simple low-cost manpower.

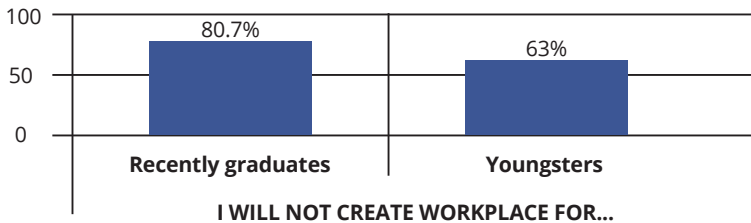


Chart 3. Employers search for workforce, not qualification

Source: *Youth Employment Trends in Albania: What is the Market Looking for?*, CDI & FES Tirana, 2015.<sup>12</sup>

<sup>10</sup> <http://cdinstitute.eu/web/wp-content/uploads/2016/05/t-150427-text-engl-pdf>

<sup>11</sup> Idem

<sup>12</sup> Idem

Employment Offices should “facilitate” employment practice, especially to employers of disadvantaged areas, as well as to support their own efforts to employ youngsters


## **1.6. The phenomenon of the workmanship depreciation**

Taking into consideration their profile, the labour market and the migration phenomenon, the youngsters from disadvantaged areas need to assess and communicate clearly their workmanship and acquire job experience. According to this study, for the employers, the youngsters’ qualifications and diplomas do not have any important value during their employment process. The youngsters are generally considered as unqualified and they are employed to cover the unqualified workplaces despite the fact that the enterprise might need the workmanship of the respective person.

These workplaces of low qualification rate and wages – that are provided by many employment supporting programs – are very helpful for the youngsters in a short-term perspective, but it could not definitely work to a significant career or wage increasing. A career that offers advance possibilities, workmanship improvements and better wages, should push youngsters to be able to communicate their workmanship and experience obtained before in previous jobs. Many of these workplaces, e.g. in call centers, facon or in HO-RECA, do not issue a certificate for employees’ workmanship. This fact makes youngsters not to value their former work experiences while searching for a job, or even during internal migration towards urban centers.

In the focus group of Lezha, one youngster declared that he did not have any work contract while working as waiter and it was unthinkable to present a certification for his workmanship. But in IT sectors or in health service the certificates and formal credentials are indispensable to the candidates. If the retail companies, those in services, etc, could set up a system of certification system on basic skills of the position covered by youngsters (*low-skill, entry-level jobs*)






and create knowledge and attribution mechanisms, which would help all youngsters – and not only the disadvantaged ones – to communicate their workmanship and experience in the work market, wherever they would choose to be.

### **1.7. The role of public enterprises public company in the first employment of youngsters**

If all youngsters need assistance during the first process of job-seeking, the disadvantaged youngsters are much more in need of it. They have less financial sources, choices and chances, possibilities, and are also limited by mobility, know very few people who could help them, and have few or not all any mentors. Due to these reasons, specific measures have to be designed and implemented to assist those youngsters in putting the foot at the very first doorstep of the labour market. The innovative instruments that fill the institutional context, like Facebook groups that share job position, data, information by sms to the. free workplaces, financial support of urban transport tickets, etc, might soften, in a way, the problems that these youngsters will face during their first attempt of find their first job.

The employment measures for youngsters from the disadvantaged areas have to be based on an opening and advantaging workplaces adapted to them. These measures must overcome the market short-term logic and that of financial profit. Public companies are the most suitable economic institutions for this goal. This period coincides with a generation shift in these companies: e.g., more than the half of the employees in the Water - Canalization enterprises will have to retire in the next five years. These companies- have the advantage of being active all over the territory and not only in high density urban areas - could offer the first employment to youngsters, mainly in rural areas.

In OSHEE, 47 % of the employees are over 51 years old and 11 % over 60 years old. This company foresees to open about 1.500



workplaces in the next five years for professions as: electricians, engineers, etc. In Water – Canalization public companies (5.800 employees in total), 35 % of the employees are over 55 years old, 63 % of the plumbers and 58 % of the mechanics are almost 55 years old<sup>13</sup>. The same argumentation could be used for the health care sector, etc.

Albanian public companies, assisted by proper public policies, might design and implement functioning labour markets for youngsters, at least to some specific professions and in some selected areas. These companies can offer the first work experience to those youngsters, who possess required qualifications but do not have financial means to move towards the industrial areas or to approach to informal employment networks.

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**13** Manpower Analysis of the Water-Canalization companies, Cooperation & Development Institute & Austrian Development Cooperation, Tirana, 2015.

## II. LEGISLATION, POLICIES AND INSTITUTIONS ON YOUTH EMPLOYMENT


### II.1. Youth employment policies: 2005-2015

Policy documents on employment in Albania begun drafting after 2000. In the field of youth employment this process has begun in 2007. Until now there are four strategies available that embrace issues on youth employment, while two of them completed on 2013, two others are still on implementation process:

1. National Youth Strategy 2007-2013,
2. National Youth Employment Action Plan 2010-2013,
3. National Employment and Skills Strategy 2014-2020 and Action Plan approved by DCM Nr.818, date 26 november 2014, and
4. National Youth Action Plan 2015-2020 approved by DCM Nr.383, date 6 may 2015.

Some of the objectives of these strategic documents are:

1. National Youth Strategy 2007-2013 had defined as its main objective to *“increase the possibilities on information and employment of youngsters”* and *“encourage and promote youth business, and create possibilities for self-employment”*. These objectives would be concreted through setting-up youth information offices in all districts of the country, create a database/webpage on employment information, fiscal flexibilities on businesses that will employ youngsters, creating long-term lines of credit at lower interest rates, and tax exclusion for any young business for a 5 year period. This objective was focused mainly on improving the information concerning the labour market.




This strategy takes for granted the fact that exists a demand from the employers and also a qualified offer by young job-seekers. Treated on a neo-liberal point of view, the strategy aims to resolve the problem of discrepancy between actors in the labour market, and the dysfunction of the market itself.

2. The National Youth Employment Action Plan 2010-2013 was designed 5 years later, aiming to identify the lack of vocational education, the discrepancy between academic preparation and labour market demands, the inability of the private sector at creating jobs, and also the causes of high unemployment rates among youngsters. These are structural factors. Although they do not treat specifically target groups of youngsters in disadvantaged areas, they focused on specific issues of the labour market in Albania. Under these conditions, this plan is based on four priorities: (i) Enhancing the management of the labour market (for youngsters); (ii) Support labour market perspectives in order to increase their skills and so get employed; (iii) Encourage the role of the private sector at creating decent workplaces for youngsters; (iv) Encourage the involvement of youngsters in need in the labour market through oriented measures of the market.

The innovation of this document is the recognition of existing weakness in institutions focused on youth labour market, under the perspective of offer and demand.

3. The National Employment and Skills Strategy 2014-2020 is not a specific strategy in the youth employment field, but among its objectives, dedicates a chapter on strategic objective on youth employment “...*Offers qualitative professional education and preparation to youngsters and adults*”. The National Employment and Skills Strategy and Action Plan 2014-2020 supports this strategic objective. The strategy emphasizes the dual system, focusing on vocational preparation, softening and simplifying the transition from schools to work.



In this document are not observed stratifications or adapted analysis addressed to sub-groups of youth e.g. youth in rural areas. In its entirety, Albanian youth is considered uniforme and homogeneous, the same way it is considered also the labour market. This approach does not tell the regional and local differences, and the territorial development profile between urban/rural areas, classic urban and sensitive urban areas (where predominate displaced people from other towns/areas). The cities of Tirana and Grmash receive the same treatment.

1. The National Youth Action Plan 2015-2020 identifies as a strategic objective the encouragement of youth employment. This plan is focused on 6 objectives: Improvement of the legal framework and support of youth enterprise programme; Increase the professional and managerial qualification for youngsters; Promotion and enhancing of youth employment motivation programmes; strengthening of information sources on employment; Mobility; Youth Card.

Including the mobility into the strategic documents, finally, creates a possibility to traet specific issues on youth employment in disadvantaged areas.

Though the improvement of the youth employment , this situation has been a main objective of the strategic documents, effective during the period 2005-2015, the implementation of these documents has resulted problematic, especially due to the lack of a regional/local approach from its concept until its implementation. Beside, these documents indicate an overlap in fields of competences between some institutions related to employment and employment policies, education and vocational preparation, youth, economic development and fiscal policies. This overlap has also been a feature of former strategic documents and creates problems in evaluation and responsibility according to the field of competence. This fact is extremely important in the coordination and collaboration process between public institutions, in or-

der to organize activities, fulfil objectives and arrange determined results.

As for the strategies, which term of implementation has expired (2007-2013 and 2010-2013), there are no documents available on impact evaluation. This derives as a consequence of the lack of mechanisms and functional means which ensure the implementation phases, monitoring, evaluation and responsibilities according to the standards of the European Union.<sup>14</sup>

## **II.2. Some of the results of employment policies: December 2016**

In 2015 the unemployment rate among youngsters resulted to be 33.2% from 32.5% in 2014 (INSTAT, Labour Market 2014 and 2015). This rate could be as the double of unemployment among 15-64 years old (INSTAT, Labour Market 2015). Meanwhile, the Ministry of Social Welfare and Youth has prepared the first progress report of the National Employment and Skills Strategy on Employment and Action Plan 2014-2020.<sup>15</sup>

Some of the achievements are as follows:

- 21 reorganized Employment Offices, infrastructure modernization, reconception and informatization, according to the new employment services;
- The information system of National Employment Service has improved. The official webpage [www.puna.gov.al](http://www.puna.gov.al) is now functioning.

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<sup>14</sup> This phenomenon does not specify employment policies, but characterizes the cycle of Albanian policy-making in general. For more than 500 policy papers that can actually be found on the Repository of Public Policies on ShtetiWeb, less than a dozen are monitoring documents, on [www.shtetiweb.org](http://www.shtetiweb.org)

<sup>15</sup> The Progress Report of National Employment and Skills Strategy 2014-2020, MSWY 2016 ( Ministry of Social Welfare and Youth of Albania)

- The new programme is addressed to disabled persons, women and girls under 18 years old, and encourages the employment of orphans between 16-30 years old.

Unemployed job-seekers participating in these programmes are 5,211 (in total number), out of whose 58 % are women.

Persons who benefited from the programme:

- 40 disabled persons, mainly of 40 years old and of secondary education.
- 469 recently graduated students are completing professional internships in 94 subject mostly institutions of public administration, education, health services, banks, etc.;
- A new programme on youth employment in collaboration with universities has been implemented throughout 2016 from which benefited 31 unemployed job-seekers from this category.
- 394 job-seekers were involved in these programmes from the income support scheme or 9 % of overall participants.
- 896 long-term unemployed are involved in these programmes or 19% of overall participants;
- In reference to other target groups, 152 Roma job-seekers are also involved, 26 returnee emigrants and 2 orphan job-seekers.

NESS (National Employment and Skills Strategy) and Action Plan do not differentiate on basis of geographical area or “disconnection”.

The direct employment of youngsters is carried out through two main pillars: (i) encouragement employment programmes and, “ii” employment service programmes. The law “On Encouraging Employment” of 1995, amended in 2006, has defined the disadvantaged or special group in a very broad meaning.<sup>16</sup> These pro-

**16** “Special” disadvantaged groups in the labour market is defined the category of job-seekers as : (i) orphans; (ii) sole household; (iii) disabled people; (iv) persons over 55 years old; (v) persons from Roma and Egyptian community; (vi) persons who are serving their sentence in prison; (vii) persons who benefit from income support programmes ; (viii) long-term unemployed job-seekers; (ix) youngsters up to 29 years old; and (xii) victims of trafficking or violence.

grammes target separately youth as a specific group, but also general programmes can include youth as their target group.

The specific programmes to encourage youth employment were approved after 2006 and their implementation started after 2009. The first approved programme is that of professional internships for unemployed job-seekers, graduated in Albania or abroad<sup>17</sup>. Though approved in 2006, its implementation started in 2009. The data of the beneficiaries of this programme are resumed in Table Nr.1.

**Table Nr.1 – Beneficiaries of professional internship programmes for job-seekers according to DCM Nr/873, date 27/12/2006, in 2007-2015**

|     | <i>Programme of professional internships according to DCM Nr. 873, date 27/12/2006, "On financial measures, criteria and procedures of implementation programmes of professional internships for unemployed job-seekers graduated in Albania or abroad, changed on DCM Nr.187, date 02.04.2014</i> | 2009 | 2010 | 2011 | 2012 | 2013 | 2014      | 2015      |
|-----|--|------|------|------|------|------|-----------|-----------|
| 1   | Total budget in million lekë (ALL) for all programmes  |      | 100  | 100  | 90   | 90   | 271       | 450       |
| 2   | Employers in the programme on national scale (individuals)   | n.a  | 81   | 43   | 39   | 31   | 94        | 145       |
| 3   | Job-seekers in the programme on national scale (individuals)   | 353  | 515  | 132  | 94   | 80   | 420       | 848       |
|     | Employment Office in Tirana  |      |      |      |      |      | 70        | 79        |
|     | Employment Office in Durrës  |      |      |      |      |      | 33        | 120       |
|     | Employment Office in Shkodër   |      |      |      |      |      | 30        | 76        |
| 3.1 | Job-seekers in the programme, Leazha area (individuals)  |      |      | 37   |      |      | 20 (4,7%) | 45 (5,3%) |
| 3.2 | Job-seekers in the programme, Elbasan (Çërrik included), ( individuals)  |      |      | -    |      |      | 31 (7,4%) | 45 (5,3%) |

Source. National Employment Service, 2016

<sup>17</sup> On DCM Nr. 873, date 27/12/2006



For Lezha and Elbasan areas (Cërrik included), this DCM started its implementation mainly in 2014 and 2015.

The second approved programme on formation through work and employment of young unemployed job seekers, graduated of higher education on “Bachelor” or “Master” levels up to 30 years old. Even if it was approved in 2012, its implementation results effective/functional in 2014. The data of beneficiaries of this programme are presented in Table Nr.2.

**Table Nr.2. - Beneficiaries from the encouraging employment programme for unemployed job-seekers according to the DCM Nr.199, on 11.01.2012 (16-30 years old), changed on DCM Nr. 67, date 01.01.2016**

|     | DCM Nr.199, on 11.01.2012 “On financial measure, criteria and procedures of encouraging implementation programmes on professional internships for young unemployed job seekers (16-30 years old), changed on DCM Nr.67, date 07.01.2016 | 2012 | 2013 | 2014 | 2015 |
|-----|---|------|------|------|------|
| 1   | Total budget in million lekë (ALL) for all programmes   | 90   | 90   | 271  | 450  |
| 2   | Employers in the programme at national level  | 0    | 0    | 21   | 33   |
| 3   | Job-seekers in the programme at national level  | 0    | 0    | 117  | 260  |
| 3.1 | Job-seekers in the programme in Lezha   | 0    | 0    | 0    | 0    |
| 3.2 | Job-seekers in the Programme in Elbasan (Cërrik included)   | 0    | 0    | 0    | 0    |

*Source. National Employment Service, 2016*

As above-mentioned, it is noticed that the targeting of employment programmes is undertaken at a national level. The above statistics show the inequality in benefit from areas situated far from the main urban centres. The limited number of the beneficiaries and sometimes their deficiency in areas with social issues as e.g. the case of Cërrik, or other small towns in the country, illustrates this fact. As a consequence, it creates a disproportion between developed urban poles and rural areas with minimalist economy.

Improvement of supporting youth employment policies: (i) designing National Youth Employment Plans every year, with a regional and local approach; (ii) monitoring and evaluating each year<sup>18</sup> strategic documents, completed with the publication of monitoring reports/ and evaluation; and (iii) monitoring and evaluating the regional and local aspect of the impact, implementation and respective problematics.

### **II.3. Legal and regulatory context on youth employment: 2005-2015**

The legal Albanian frame guaranties the right of youth employment, including in this category the general term of the “citizen”. The sub-legal frame ensures special support measures to encourage employment in youth category.

The Albanian legislation on labour, employment and vocational formation is developed after 1990. As for the legal frame, sub-legal and current policies that guarantee the right on employment and education and professional formation for youngsters and adults, among most importants it is worth mentioning: (i) the Constitution of the Republic of Albania<sup>19</sup>; (ii) the Labour Code of the Republic of Albania<sup>20</sup>; and (iii) Law. Nr.7995, date 20.09.1995 “On employment encouragement”<sup>21</sup>. The changes effectuated in 2006 in the law “On employment ecouragement” having improved some issues related to a clearly definition of employment policies and those that are related to youth in particular.

**18** A yearly update programme facilitates the harmonization with EU documents in this sector.

**19** Article 49: “everyone has the right to earn his life means through legal work, which he personally has chosen or accepted. He is free to choose his own profession, work place and professional system of qualification. Employees have the right to access to Social Security”.

**20** approved with Law Nr. 7961, date 12.07.1995, changed with Law Nr. 8085, date 13.03.1996, changed by Law Nr.9125, date 29.07.2000, and by the Law Nr. 136/2015. The article regulates the terms of age to employ youngsters.

**21** changed by the Law Nr. 8444, date 21.01.1999, changed by the Law Nr.8862, date,07.03.2002, changed by the Law Nr. 9570, date 03.07.2006. This law regulates the designing and implemetaion of active policies to support full productive employment freely chosen.

The implementation of encouraging programmes/ measures on youth employment in particular, and adults in general, **are regulated through seven ( 7) sub-legal acts:**

- DCM Nr. 873, date 27/12/2006 "On financial measure, criteria and implementation procedures for professional internship programmes for unemployed job-seekers graduated in Albania or abroad", changed on DCM Nr. 187, date 02.04.2014.
- DCM Nr.199, date 11.01.2012 "On financial measure, criteria and implementation procedures of encouraging employment of young unemployed job-seekers (16-30 years old), changed on DCM Nr.67, date 07.01.2016.
- DCM Nr.27, date 11.01.2012 "On encouraging employment programme for women of special groups" changed on DCM Nr. 189, date 02.04.2014.
- DCM Nr.48, date 16.01.2008 "Programmes of encouraging employment of job seekers in difficulties", changed on DCM Nr.192, date 02.04.2014.
- DCM Nr.47, date 16.01.2008 "Programme of encouraging employment of job-seekers through formation at work", changed on DCM Nr. 193, date 02.04.2014 and on DCM Nr.65, date 27.01.2016.
- DCM Nr.248, date 30.04.2014 "On encouraging employment programmes for disabled persons", changed on DCM Nr. 460, date 09.07.2014.
- DCM Nr.248, date 30.04.2014 "On encouraging employment programmes for youngster that obtained the status of orphan.

More than a geographical division of job-seekers, legal and sub-legal acts cover determinate groups of job seekers characterized by peculiar socio-economic features.

Mainly, the legal context to support employment emphasizes the improvement of individuals' abilities to get an approach at the labour market. Here it is worth to mention:

- ***Law on Job-Seekers nr. 146/2015, date 17.12.2015.*** This law specifies the registration and unregistration of job seekers. Article 4 defines that the Employment Office should assess and register every person that is in age of working, is skilled and ready to work, declares that he is not working or self-employed, and personally presents himself at the Employment Office aiming to find a job. The Employment Office verifies at the Tax Directorate the employment status of the person or his self-employment, and decides to give the status of job-seeker within one month from the presenting date.

The geographical distance of the job seeker is not mentioned by the Employment Office, a factor that penalises job seekers from rural areas. Also, the verification at the Tax Directorate leaves outside the schemes of public employment support, the majority of the residents that work/or used to work in agriculture.

- ***Law on education and vocational formation:*** Law Nr. 8872, date 29.03.2002, "Education and vocational formation in the Republic of Albania", changes by the Law Nr. 10434, date 23.06.2011, and by the Law. Nr.63, date 26.04.2014 gives special importance to employment counseling.<sup>22</sup>

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<sup>22</sup> Of special importance, related to youth employment, is the Article Nr.15 "Counseling and career orientation in education and vocational formation", which states: Counseling and career orientation are integral parts of all the programmes offered by educative institutions and vocational formation. Counseling and career orientation aim to provide help for all the nationals while choosing their education, profession, formation, reformation and professional reability, suitable to their physical and mental interests and possibilities. The Minister in charge of social issues defines the way to offer counseling and career orientation by the institution of EVF (Education and Vocation Formation).

- **Law Nr.152/2013, date 30.05.2013, "On Civil Servant"**, changed by the Law Nr.178/2014, date 18.12.2014. This law regulates employment in general, where youth is targeted as a high potential in public administration and other institutions included in this law.

The law regulates acceptance requests, designation to the civil service, parallel transfers, promotion, etc., but does not treat employment issues in public enterprises e.g. Water Supply and Canalization Enterprise etc. Meanwhile, these employers offer the biggest opportunities for youngsters living in distant areas of the cities.

The legislation<sup>23</sup> on youth employment is improving, broadening and getting more favored after 2012, especially during 2014 and 2016, increasing from the quantitative point of view, the number of programmes of encouraging youth employment.

#### **I.4. Institutional Context: 2005-2015**

During the period of 2005-2013, the Ministry of Labour, Social Affairs and Equal Opportunities was designing and implementing youth employment policies through the National Employment Service that had under its competence a system of 36 Employment Offices (12 in Regions and 24 in different cities of the country).

From 2013, the current Ministry of Social Welfare and Youth (MSWY) has under its institutional direction the youth employment issue (throughout the design and implementation of employment policies) via National Employment Service. Also, the Ministry covers the support and involvement of youth in all the

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<sup>23</sup> there are also other laws that treat the issue of youth employment, as: Law Nr. 108/2014, date 31/07/2014, regulates the employment process both for employees who are entitled of the status of police employees, and those who have assistant functions in the State Police;

fields of social and public activities managed by the National Youth Service and the Directorate for the Coordination of Youth Policies. As it can be noted, the perspective of employment is filled and extended in order to include a broader problematic concerning youth career and its development.

The Directorate for the Coordination of Youth Policies and the National Youth Service are two institutional organisms within the MSWY, and are following and monitoring youth involvement issues in all the fields of social and public life. In reference to the implementation of the programmes and employment services, a specific role plays the National Employment Service through its collaboration with the National Youth Service, as well as with other institutions of public or local government, etc.

## **II.5. Territorial coverage managed by the Employment Offices**


There are 36 Employment Offices operating in all the country. They have the same functions as the Employment Offices in the EU do. These functions are defined in accordance to the law and include: (i) employment services:<sup>24</sup> promotion and implementation of the programmes that provide the creation of new jobs and vocational formation; (ii) the payment of unemployment incomings<sup>25</sup>.

Since January 2014 become functional the new model of *employment services on 3 levels*: (i) the area of information and self-service, (ii) the area of main services, and (iii) the area of specialized counseling to assist persons from vulnerable groups. Until May 2016, due to new mechanism, 8 Regional Employment Offices<sup>26</sup>

<sup>24</sup> këshillim dhe orientimi për punë dhe profesion. Information, employment intermediation, counseling and employment and profession orientation.

<sup>25</sup> a level base of 11.000 ( eleven thousand) lekë per month. ( DCM Nr.233, date 19.04.2006, changed on DCM Nr.192, date 09.03.2016.

<sup>26</sup> The Regional Offices are offices that function on Prefecture or Region Centres (in total 12) and Local Offices that function in 24 cities, ex-district centres.



are functioning (out of 12 in total) in Tirana, Durrës, Elbasan, Korçë, Fier, Vlorë, Gjirokastër dhe Berat. Offices in Shkodër, Lezhë, Kukës dhe Dibër are programmed to relocate in new premises during 2016-2017. At a local level, 6 Offices are functioning (out of 24 in total) in Kavaja, Kruja, Skrapar, Librazhd, Devolland Kurbin, and all the rest of the offices at a national scale actually are in a programming process<sup>27</sup>.

Relocating the Employment Offices, in new functional premises and promote it to the media, has increased the number of job seekers who present there. From the average of 100 persons per day at the Employment Offices at a national scale, was achieved that 500-1,000 persons presented per day at the offices of big cities as Tirana, Durrës, Elbasan etc

This created another problem, the overload of counselors that work in those offices, a fact that complicates offering services in accordance with the standards. A counselor, in the Employment Office, covers an average of 600-700 unemployed job seekers. Therefore, offering individual services based on standards and intensity, it is a problem that urges for solution. From the other side, was improved the possibility to get informed on real time via the informatic system available online. Also, this system has facilitated dhe harmonization and information exchange with other important institutions, as Civil Status Offices, General Directorate of Taxes, Fond of Social Helath Care, State Social Service, etc. Employment Offices have managed to increase the number of employment offers collected and intermediated by them. From 18,673 vacant job positions announced in 2010, in 2015 the number of vacant job positions was doubled in 35,345<sup>28</sup>. Table Nr.3 reflects these data of youth employment.

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<sup>27</sup> The opening of Offices at local level should be carried out on political decision-making between the Ministry and the General Director of NES, in collaboration with local Directors in order to ensure new public spaces or reconstruction of existing offices.

<sup>28</sup> National Employment Service, 2016

The legislation regulates the employment/recruiting into the armed forces of the Republic of Albania; and Law Nr.1022, date 04.02.2010 "Protection from Discrimination."


**Table 3: Employed of all age-groups and youngsters of 15-29 years old during 2007-2015**

|   | 2007               | 2008               | 2009               | 2010               | 2011               | 2012               | 2013               | 2014               | 2015               |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Total employed<br>Job-seekers   | 10,261             | 12,611             | 11,907             | 1,231              | 12,749             | 12,965             | 12,241             | 16,490             | 18,762             |
| Young employees<br>(15-24 years old until<br>2009 and 15-29 years<br>old 2010-2015) | 2,471<br>or<br>24% | 3,460<br>or<br>27% | 3,520<br>or<br>30% | 5,585<br>or<br>45% | 6,131<br>or<br>48% | 5,793<br>or<br>45% | 5,279<br>or<br>43% | 7,648<br>or<br>46% | 8,817<br>or<br>47% |
| Employed from<br>EO- Lezhë<br>(all age-groups)                                      |                    |                    | 326                | 329                | 345                | 360                | 146                | 367                | 463                |
| Të punësuar të rinj<br>Lezhë  |                    |                    |                    |                    | 116                | 159                | 60                 | 113                | 157                |
| Employed fro<br>EO-Elbasan<br>(all age-groups)                                      |                    |                    | 604                | 580                | 529                | 409                | 487                | 372                | 1101               |
| Young employees<br>Elbasan (individuals)  |                    |                    |                    |                    | 157                | 100                | 130                | 152                | 418                |

The new territorial organization of the local government it is not reflected in the organization of Employment Offices. The persons living in the new municipalities that yet do not dispose employment offices, can receive information and assistance services for employment near the premises of the territorial offices where they live. e.g. a resident in Cërrik can go to Elbasan; a resident of Mollas or Gjinar can also go to Elbasan.

Taking into consideration the impact that has the territorial coverage of support services, it is necessary the extension of the network of Employment Offices/ Employment Agencies in other cities that do not dispose certain services, as for example Cërrik or other cities in Albania. The extension should be completed through closer coordination and collaboration





with public institutions involved generally in youth issues and particularly in youth employment.

## **II.6. The need of employment policies suitable to “disconnected” youth**


Regarding the implication of employers in active employment policies, their number is very low. 554 business subjects <sup>29</sup> have benefited in 2016. Only some big companies or companies which are working in high potential sectors are active to generate employment, even without relying on public programmes. This fact complicates the decomposition of the results in measuring the impact according to demographic sub-groups, competences, diplomas and geographical distribution.

The concentration of employers changes in variation of the geographical areas. Durana (Tirana and Durrës) disposes in a very disoriented way the highest number of high potential employment enterprises. This additional factor impacts in confusing the results of active employment programmes. Nevertheless, a field overview confirms the need of a better consistency between regional supporting needs, economic activity and employment policies that define the offers of supporting programmes in this disadvantaged area.

As a consequence, active programmes and supporting services addressed to youth are not giving the expected results as long as they did not take into consideration local features of labour market and its dynamics, as well as the informality scale. Though there are seven programmes of employment encouragement, designed according to good practices of the EU, altogether consist in employment subvention and training through work and internship.

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<sup>29</sup> National Employment Service



The same mechanisms/measures were used to target large groups or sub-groups defined by demographic, geographical or socio-economic factors etc. not taking into consideration the diversity of need within and between different groups. For this reason, the differentiation of programmes based on specific target groups, should be the future step undertaken while designing or reviewing respective policies or action plans. From this point of view, job seekers and the organization representing them, should have a more active role in defining different supporting programmes of youth employment.

Despite differentiation of objectives in function of sub-groups, the review of policies and action plans, a unification of data collection system should be foreseen, in order to provide a better evaluation. This should be based on smaller geographical units than regional- the territorial reform provides data collection of 61 administrative units. In areas of special problematic- where geographical distance, demographic composition, socio-economic stratification is bigger, the scale of data collection should be more detailed. This will enable specific recommendations of how to improve special programmes.

## III. A COMPARATIVE EVALUATION OF LEZHA AND CËRRIK AREAS

### III.1. Lezha : youth employment

According to LSMS in 2012<sup>30</sup>, the region of Lezha marks a poverty rate of 17.5%, depth of poverty 4.3% and severity of 1.7 %, these are effectively high indicators compared to national rates. At the end of 2015, in Lezha were registered 2,696 persons as unemployed job-seekers.

**Table Nr.4. Data on job demands registered at the Employment Office of Lezhë in youngsters category of 15-29 years old 2005-2015**

|                                    | 2005                | 2010              | 2011              | 2012                | 2013                | 2014                | 2015              |
|------------------------------------|---------------------|-------------------|-------------------|---------------------|---------------------|---------------------|-------------------|
| Unemployed Job-seekers             | 3,100               | 3,194             | 3,508             | 3,840               | 3,782               | 3,600               | 2,696             |
| Young registered job-seekers in EO | 1,152<br>ose<br>37% | 815<br>ose<br>25% | 868<br>ose<br>25% | 1,029<br>ose<br>27% | 1,019<br>ose<br>27% | 1,013<br>ose<br>28% | 630<br>ose<br>23% |

The number of unemployed job-seekers has significantly decreased in 2015, a tendency that is still maintained from 2012, as a result of the approval and demands of Law Nr. 146/2015, date 17.12.2015. The law specifies the register and unregister process of the job-seeker. Among the standardized demands are included: (i) unemployed job-seekers should present at the Employment Offices once a month instead of once in three months; and (ii) online verification with tax system etc.

Economic sectors and enterprises that offer more opportunities in Lezha's area belong to the industry sector (food industry, textile and footwear industry), accommodation sector and food service, tourism, trade and construction. The enterprises, in accordance to the economic activity (sector) in Lezha, are 934 in trade sector or 44%, 327 in accommodation sector (tourism) or

<sup>30</sup> Albania: Trends in Poverty 2002-2012

15%, 194 in industry sector, 142 in transportation, 90 in construction etc.

In Lezha, at the end of 2014 were registered 2,129 enterprises<sup>31</sup>. Out of those, 1,947 have 1-4 employees and only 24 have over 50 employees. According to the business database in the new Municipality of Lezha, 2,816 businesses are registered<sup>32</sup>, out of those 19% in rural areas of the municipality (area B and C)<sup>33</sup>. In some rural administrative units, the unemployment among youngsters reaches the double of the average, e.g. in Zejmen: 39,3%, in Kolsh: 34,78% or in Kallmet:28,57%<sup>34</sup>.

Areas with agricultural and cattle raising tradition are affected in the last decades by a massive depopulation, especially the rural areas. Farmers are relatively older, from 50-60 years old, and only a few youngsters want to work in agriculture<sup>35</sup>.

The Facon Industry (e.g. elaboration of leather or clothing) is very important as regards the number of persons it employes, its growth trend and exportation to other countries. In Albania, generally, a classic facon is offered instead of a closed cycle or full services. In a near future the industry will realize an integrated offer (design, configuration and product), to increase the value of services of information technology.

The highest unemployment rate in rural areas of the Municipality is registered as below:

| Unemployed job seekers | Unemployed job seekers age 15-29 (%) |
|------------------------|--------------------------------------|
| District Lezhë         | 18,94                                |
| Urban Area             | 16,78                                |
| Rural Area             | 26,96                                |


**31** Instat- Register of Enterprises

**32** the difference with 2014 it is explained with the incorporation of the former municipality of Shëngjin to the New Municipality

**33** Municipality of Lezhë, November 2016

**34** idem

**35** Territorial Strategy, Municipality Lezhë, January 2016



Offers in vacant job positions in Lezha in the last years have increased from 374 in 2010, to 1,051 in 2015 ( out of those, 611 are new job positions and 440 substitutions).

The increased offers are as a result of institutional demand due to constant visits in the enterprises. During 2015, the Employment Offices in Lezha has realized 1,086 contacts with enterprises, where 400 were established during new visits.

In this sense the area of Lezha offers:

- VET (Vocational Education and Training) at the professional High-School “Kolin Gjoka” in : (i) technology information ( 101 students in 2015); (ii) economy (182 students full-time attendance and 87 students part-time); (iii) office administration ( 68 students), and : (iv) foreign languages (34 students);
- free vocational formation courses at the Regional Directorate of Public Vocational Formation in Tirana, Shkodër and Durrës (in 2015 were addressed to attend these courses 139 coursans, 90% of whose were up to 29 years old);
- 4 private centres of professional vocation in hairdressing, tailoring, computer and foreign languages.

VET in Lezha has given its positive contribution in respect of professional growth of employee power. Meanwhile, still there is a lack of *tracer studies* that tracks the groups after they finish VET programmes on District/Region level. These evaluations are necessary and should be systematically conducted and scheduled.

### III.2. Talking to youngsters in Lezha

Youth is located far from Tirana, where are concentrated different social activities or employment opportunities. Education remains very important and it is carried out in public schools, because education in private institutions, for economic reasons is not affordable.

Employment, for the majority of the youngsters, remains in the construction sector, or in fish elaboration, where work conditions are very hard and far from the requested standards, and salaries are very low.

Also, youth is engaged in seasonal work. The most demanded position is the call-center, but this truly affects the continuity of their studies, given the fact that occupies most of their free time. Vacant positions in the Employment Offices offer very low salaries and are not sufficient to cover their needs and expenses. Free time is often passed in café and/or gambling points, a phenomenon which tends to convert into a serious social issue.

As a consequence, youth is attracted by migration. Information sources toward migration are taken in the social networks and sometimes lead to desinformation. Information may be received at the German Embassy, but this kind of procedure take a long time and does not suit to persons who want to find a job as soon as possible, and in most of cases live far from Tirana.

Public companies should be encouraged to become part of the dual system. They should, as well encourage and support youth enterprises, build community centres and regulate youth employment, including working hours, payment and conditions. The support of part-time activities in schools should fit to the working hours.

### III.3. Cërrik: youth employment

LSMS of 2012 has not provided specific data about Cërrik because this area is treated as a part of the Elbasan Prefecture, and presents a poverty level of 10,7 %, a depth of 2,3 % and a severity of 0,8 %. <sup>36</sup> This situation hides under a high average the problem of satellite areas close to urban regional centres.

In 1990, the petroleum refinery stopped existing, forcing a great part of the youth back then to leave town. The remaining population has very low incoming resources deriving from pensions, economic support and remittances. Actually 459 families receive economic support, but the number of demands continues to increase. This small town has almost 7 thousand inhabitants. <sup>37</sup>

Cërrik area does not have an Employment Office and the services can be attended at the Regional Directorate of Employment of Elbasan. According to the data obtained from the Municipality of Cërrik, unemployed persons registered at the Employment Office in Elbasan, are characterized as below:

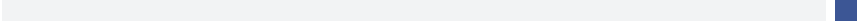
- (i) Municipality of Cërrik 1,119; (ii) Administrative Unit (AU) Shalës 7; (iii) AU Mollas 8; (iv) AU Klos 15; and (v) AU Gostimë 16.

The number of registered unemployed in rural areas reflects the impossibility to get registered at the Employment Office, than the activity status itself.

In Cërrik at the end of 2014 (according to INSTAT, Register of Enterprises) result as registered 480 enterprises. 452 have 1-4 employees or 94% and only 2 of them have more than 50 employees. The weight of enterprises as for their economic activity is of 200 ( 42%) in the trade sector, 71 in transportation sector, 63 in accommodation (tourism and hospitality, though in total they do concentrate in restaurants/café/bar), 59 in industry etc.

<sup>36</sup> Albania: Trends in Poverty 2002-2012

<sup>37</sup> Local Government, Reporter.al



The structure of the enterprises and the sectorial orientation: 94% with 1-4 employees, converts into a “mission impossible” for a youngster to find a job in this area, except in tourism/hospitality sector.

Cërrik area offers vocational education at the Professional High School “Mihal Shahini” with respective profiles: 1) farming and 2) agriculture. Unemployed job-seekers in Cërrik, after being registered in the Employment Office in Elbasan, could attend for free vocational formation course at the Regional Directorate of Public Vocational Formation in Elbasan. The distance to the Employment Office discourages a great part of citizens and youngsters from Cërrik. Further more, with the change effectuated to the law, on including the monthly registering, to the unemployed persons in Cërrik is added a considerate monthly cost to provide their participation in the training courses and services of the Employment Office.

Supporting the opening of vocational education schools in this area is identified from the community as a vital need, along with the regeneration of cultural and sport activities for children and youngsters in this area.

The Strategy of Employment and Skills 2014-2020 has selected as a strategic priority the coverage of employment services to the rural areas, but the implementation in practice, still has not occurred. Likewise, there is not any study on the available criteria, or any operational plan to the opening of employment offices in accordance with the standards of the EU. This lack is more noticeable when considered the coverage of employment services in rural/mountain areas. Although it exists a strategic orientation of coverage on employment services of rural areas, still misses a concrete evaluation to complete the action plan.



### III.4. Talking to youngsters in Cërrik

Youngsters in Cërrik state that general education will not help them to find a job in the future. While, despite education, the only job a youngster could get in Cërrik, is as a waiter.

There is no future in Cërrik. Only 1 out of 22 youngsters sees himself living in this city in the next five years. All of them want to leave for Tirana or immigrate abroad. Almost all of them have relatives abroad, mainly in Greece and Italy. They all know personally at least 10 fellow citizens that have immigrated abroad. Also, it is worthing a mention that in the rural areas live mostly elder people.

In Cërrik there are no Employment Offices- this function is covered by the Employment Office in Elbasan (15 km far from Cërrik). At this point it is necessary to have in situ career counselors and information on legal migration. In Cërrik there are no bookshops or a youth centre. These urgent needs could be accomplished with just a few investments.

As above-mentioned, it is observed the need of: (i) a study on criteria and an operational plan for opening an Employment Offices according to the standards of the EU, and (ii) a concrete and completed action plan on the coverage of employment services in rural/mountain areas.

## IV. SURVEY IN LEZHA AND CËRRIK

A field survey was prepared and organized in collaboration with the National Youth Congress. This part is composed from a survey and two focus groups: one in each area. In total 642 youngsters were interviewed in Lezha and in Cërrik. The consulting method is “*purposive sampling*” or intentional identification. This method was chosen because of the special profile of the general population in the study. For identification of the interviewees was used the “*snowball sampling*”.

The collected opinions during this study serve as an illustration and do not pretend to give statistical presentation of youth in selected areas. These data put together a first and innovative effort to consider Albanian youth as a community of sub-groups conditioned by their career advancement due to the malfunctioning of the labour market, the residence place, and how they struggle to correct this injustice by using their own network of acquaintances and familiars. These informations orient us on youth career and employment tendencies, concerns and what kind of problems do they face.

### IV.1. Demographic data

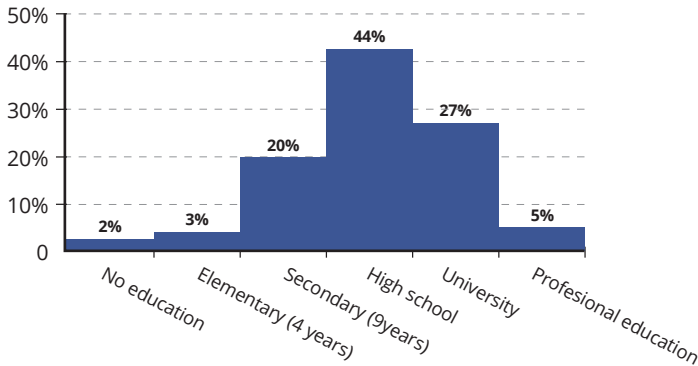
Over 40% of youngsters are under 18 years old and 73 % up to 24 years old. The group we have interviewed belongs to the age-group that is still studying. At this point, the answers of this group helped us to understand the perspectives of their career advancement from their point of view, rather than youth confrontation with the labour market *per se*.

The interviewed youngsters live mainly in mono-nuclear families with an average of 4,8 members. 70% of them are single (unmarried) and 14% have at least one child in their charge.

The economic situation of a close-knit family gives an interesting idea on the environment where these youngsters are educated. The average of employed persons in a family is of 1.7 members (e.g. not always both parents are working), and an average of 1.6 family members are looking for a job. These data are much more problematic for C rrik.

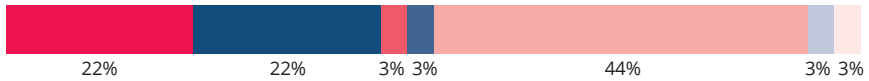
## IV.2. Education data

This sample does not pretend to serve as a mass representative in selected areas. The proportion of youngsters who finished vocational schools- is 1 out of 20. In general, the young interviewees are still attending high school (44%) or have finished higher education (27%).



It is interesting to notice the labour market of graduated students: graduated students in Social Sciences and Art work mainly in the public sector (30%), graduated in Economy/Managing/ Finance/ Marketing (EMFM) work in the private sector (44%). Though both categories of graduated have a comparative unemployment rate, graduated in EMFM do have a shorter period of unemployment.

### Economy / managing / finance / marketing



### Social Science and Arts

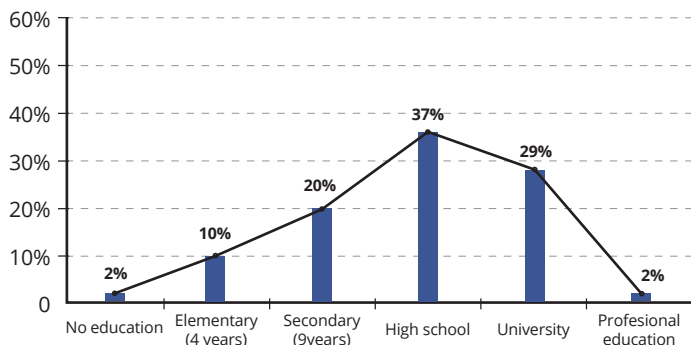


- Long-term unemployed ( more than 12 months)
- Self-employed /employed in family business
- Full-time employed in the private sector
- Student
- Short-term unemployed (under 12 months)
- Employed in public sector
- Part-time employed/ seasonal work

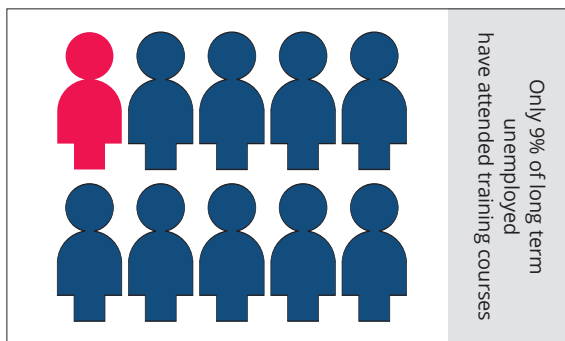
The data provided by CDI/FES confirms the opportunities given by vocational formation in the labour market: only 2% of the long-term unemployed (more than 12 months) have a VET formation, against 37% of unemployed that have finished high school and 29% of those who finished university. This data just contributes to confirm a trend and should be paid more attention on its interpretation. It is possible that youngsters, holders of a university degree, prefer to stay unemployed rather than to get employed in position they consider lower to the level of their studies (overqualified). This subject will be treated further on.

9 out of 10 youngsters unemployed for more than 1 year, declare that they have not attended training courses in the last 12 months. This data confirms the importance of youth information on trainings in order to find a job. Covering the expenses of all young target groups, and not only of those who presents at the Employment Offices, it is of crucial importance. The tendency of young unemployed to gradually get out of the system accepting and fighting in innovative ways where the fundamental component is making contacts and regular information.

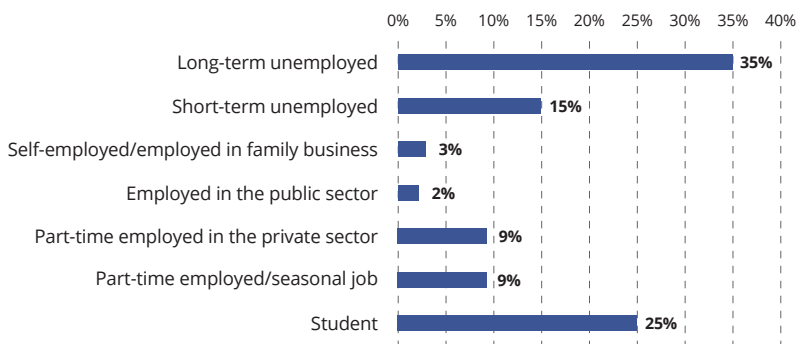
### Education of the long-term unemployed



As for the training, it is very significant that 35% of those who did not attend any training course in the last 12 months, are long-term unemployed, for more than one year. This fact makes us think which are the negative consequences of being left outside the system: the more passive you stay, more possibilities you will have to stay passive in the future too. Thereby, youngsters who are part of this vicious circle do not appear in the radar of the active policies which support labour market.

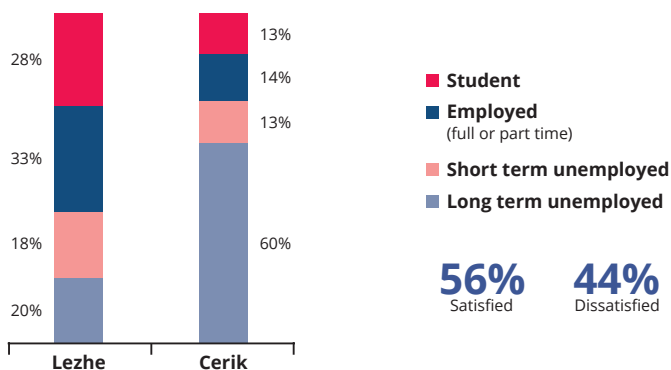


### Not attended training courses



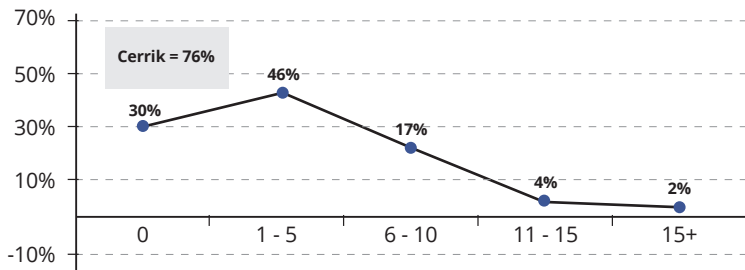
### IV.3. Employment data

One out of five youngsters from Lezha and 2/3 of youngsters in Cërrik are unemployed for more than a year. From the employed youngsters, 44% are not satisfied with their actual job and 1/3 of them planify to leave the enterprise. A quarter of the employed youngsters when asked, confirm they would like to have an international career in the next three years. The number of youngsters who wish to go abroad, increases if the question is build on *push factors* that have to do with their actual satisfaction. The percentage of youngsters that see themselves in a career outside Albania, decreases when the question is build on *pull factors*, i.e practical career planning.



The apathy in job seeking is characterized by a considerable number of youngsters who do not register in EO: 1/3 of unemployed have not applied for a job in the last 12 months and 45% are not registered in Employment Offices. This percentage goes up to 76% in Cërrik, where no Employment Offices are available.

**Average number of job applications during the last year in Lezhe & Cërrik**

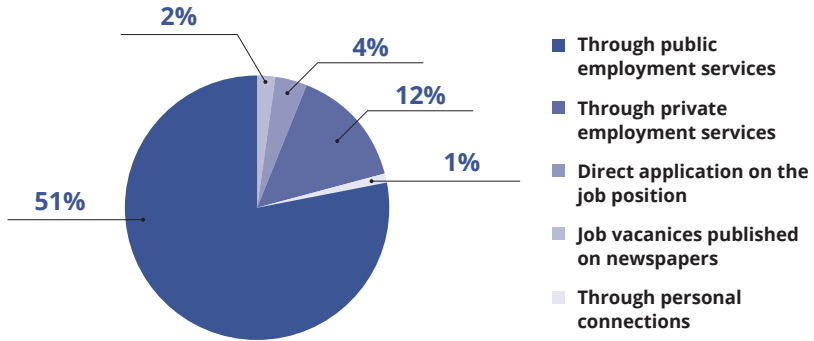


A data that also confirms the low profile of job positions offered to youngsters is that for 45%, the employers did not offer any training in the first 6 months of the work. It means that the job was simply manual, of minimal requirements or without requirements at all, regarding the demanded workmanships. This data was verified in the study conducted by CDI/FES in 2015 on the employment of workforce instead of workmanships.

The importance of informal networks in order to find a job it is confirmed once again: 79 % of youngsters declare that their job was found through personal connections.

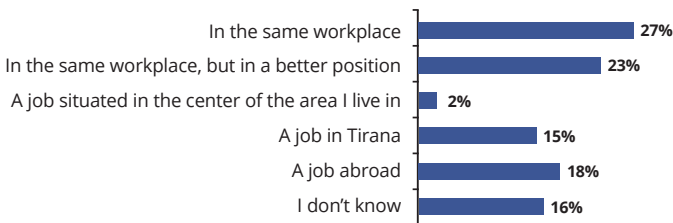
Only 2% have used Employment Offices and/or public employment services. This data matches with the study conducted by CDI/FES in 2015.

### Means of finding a job



As for career planning in the next five years, half of the employed youngsters think of themselves working in the same enterprise. This data indicates the importance of the trainings and other schemes of career advancement that exist within the enterprise. 1/3 (32%) is planning to move geographically from their birthplace/residence: (i) in Tirana:15%; or (ii) outside Albania: 18%; to improve their options in career advancement.

### Career Goals

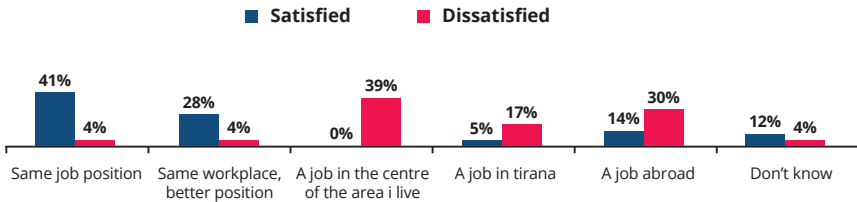


Career planning is pulled apart when they are considered from the job satisfaction youngsters receive. 69% of the interviewees are actually satisfied with their job and see themselves in the same enterprise in the next three years. While, among



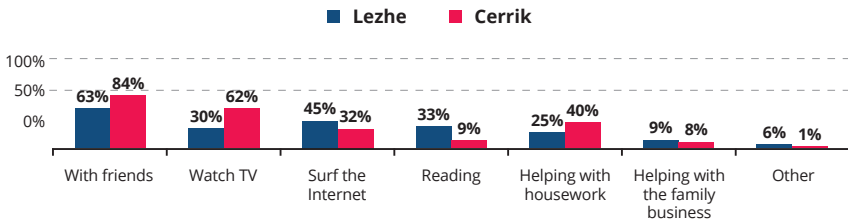
dissatisfied youngsters with their current job, the number of those who see immigration abroad as their only possibility to career advancement, goes to 30%.

### Career goal by job satisfaction



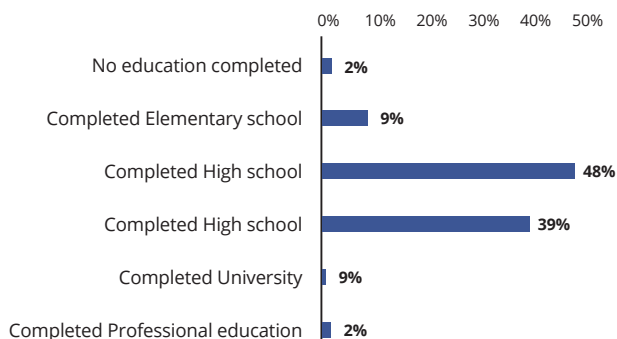
When questioned how do they pass their free time, youngsters in Cërrik declare that they pass most of their free time with friends ( 84% vs.63% in Lezha); watch more TV (the double of Lezha's percentage); and read less ( 9% vs.33% in Lezha); but help the family with houseworks and /or the family business ( 40% vs.9% in Lezha). The time spent with family and helping each other, shows that community in Cërrik is very close. We should also mention that internet or social medias occupy a considerable place in the free time activities of youngsters in both cities.

### Career goals by job satisfaction



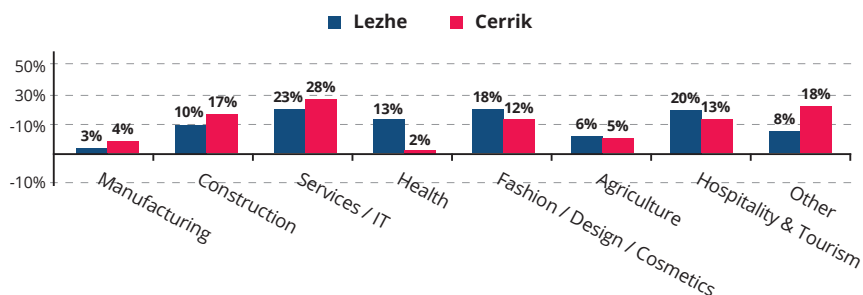
Almost half of the youngsters that declare not to have the required workmanship to find a job, have finished middle school, and 39% have finished high school. 90% of the youngsters who admit not to have the required workmanship, have a general education. Only 9% of youngsters who do not have a proper formation, have attended VET. Although, youngsters are conscious of their needs in training, 88% of the interviewees did not attend any training course in the last 12 months. This fact helps us to understand why individuals who accept the need of better workmanship, do not make a following logic step toward registering in qualification courses.

#### I don't have the required skills



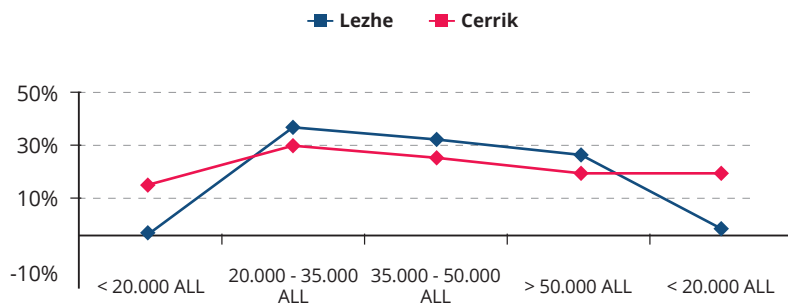
The sectors of economic activity where youngsters want to work are not Industry and/or Agriculture. The individuals who were questioned want to work in Services/IT/ and/or Hospitality/ Tourism. This career projection adapts to the labour market in Lezha and Cërrik, and to the work conditions in industry and/or agriculture. From this perspective, it becomes very challenging the attraction of youth toward VET schools: in Cërrik there is only one vocational agriculture school.

### Sector preferences



Few possibilities to find a job add pressure to accept low salaries, especially in areas where the labour market faces difficulties. In Cerrik, 17% of questioned youngsters declare they would accept to work for less than 20,000 ALL per month.

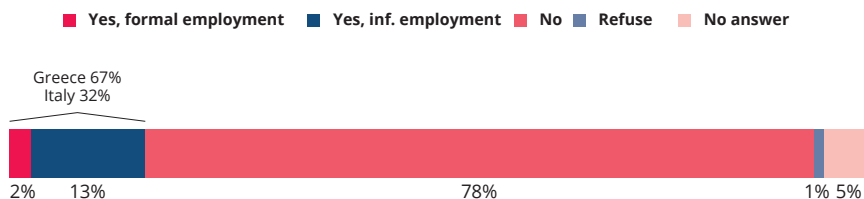
### Minimum salary for a potential job



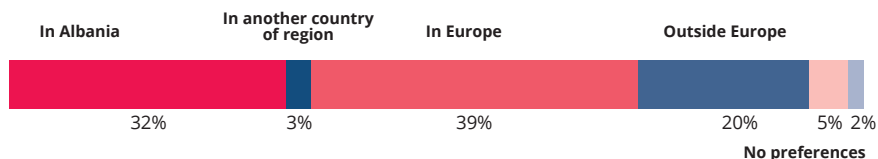
## IV.4. Migration data

Around 15 % of the questioned youngsters declare to have lived and/or worked before abroad: 2/3 of them in Greece and 1/3 in Italy. They returned together with their families because they lost their job (they personally or other family members): 46%; or did not possess the appropriate documentation/ the residency permit (validity) ended/ was not renewed: 23%.

## Have you ever worked abroad?

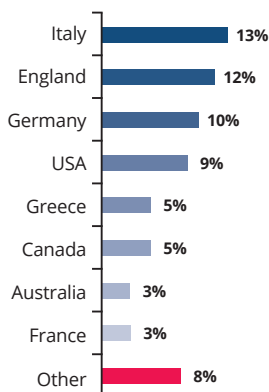


To the question “Where would they prefer to work/live?”, only 32% choose Albania (3 % chose a country in the region; 39% Europe, and 20 % outside Europe). 2/3 think that migration is a good choice for employment, and also 2/3 would immigrate if they had the chance in the next 12 months.



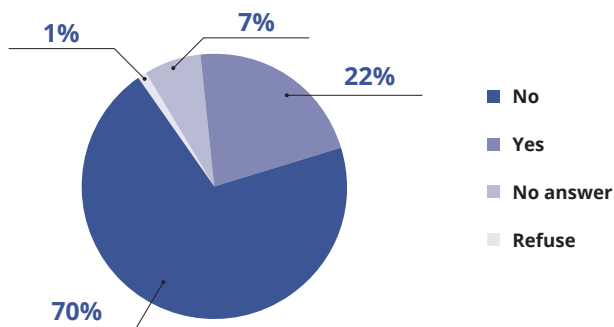
The list of preferred destination to immigrate is headed by Italy, Great Britain, Germany and United State. The main reason they choose those countries is the presence of familiars/relatives and /or friends (47%), and due to the perception that is easier to find a job there (40%). 71% declare that have already obtained information on the preferred destination, and for 45% of them family and friendship are the source of information. Only 2% have obtained information in the respective embassies.

### Preferred Destination



60% of the youngsters are keen to learn the language of the country they want to immigrate to. 39% would follow an appropriate vocational training to get better preparation for the labour market in the hosting country. Around 70% would not prefer to immigrate illegally, but 20% declare they are ready to do so!

### Immigrate illegally



We tried to understand the youngsters' wishes in function of:

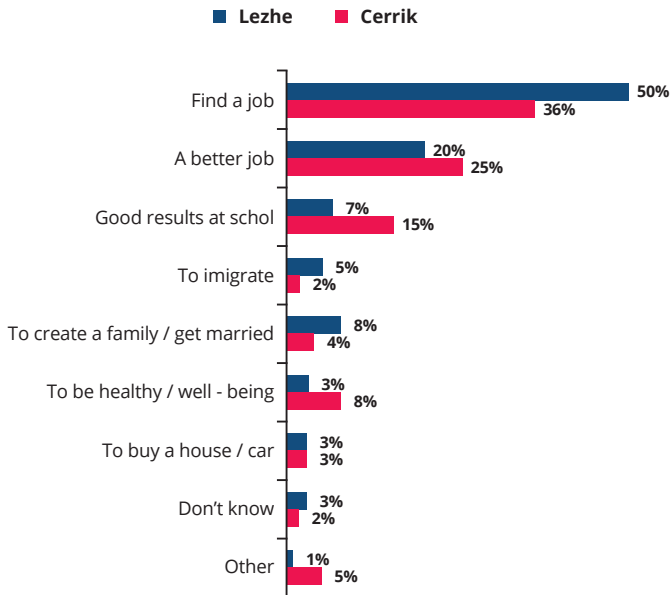
- The area they live: in Lezha and also in Cërrik youngsters share common desires and expectations as their peers:

work, education, create a family. Less than 1 out of 10 wants to immigrate.

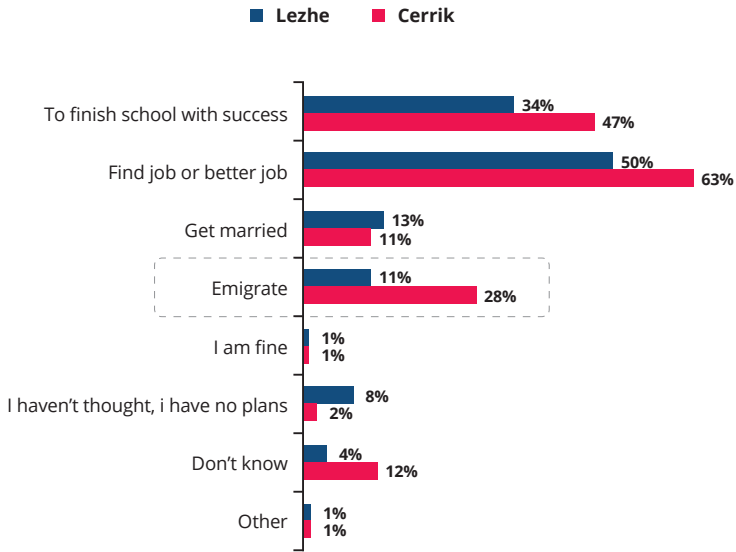
- The levels and types of education: this phenomenon characterizes all levels and types of education;
- The employment status: for unemployed youngsters, finding a job is the most unquestionable wish (95%).

In case we extend the perspective for the next three years, the number of youngsters who want to immigrate, increases. Nevertheless, the persons who declare to see themselves working in Albania is of 50% in Lezha and 63% in Cërrik. Long-term unemployed or those who have less than 12 months without a job, prefer to have a better job in their own country than to immigrate.

#### Biggest wishes for next year

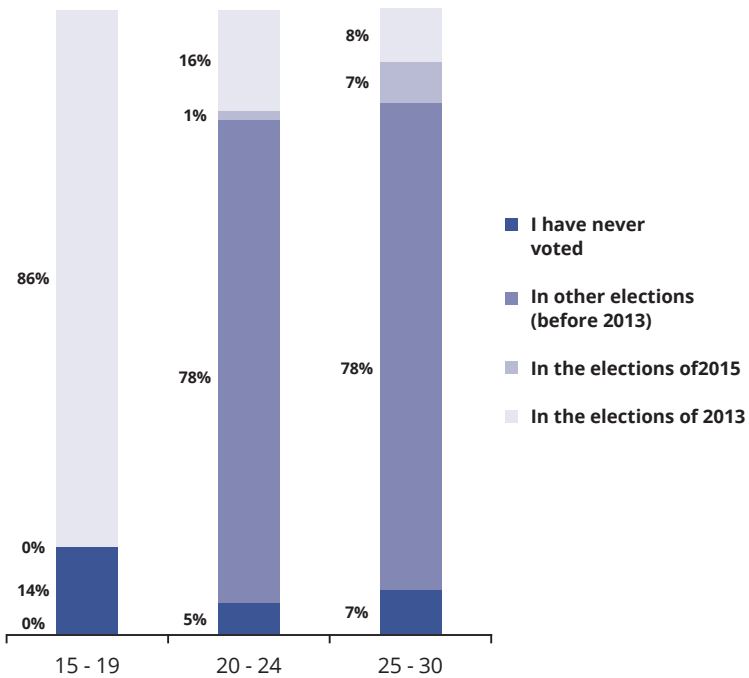


## Plans for the next 3 years



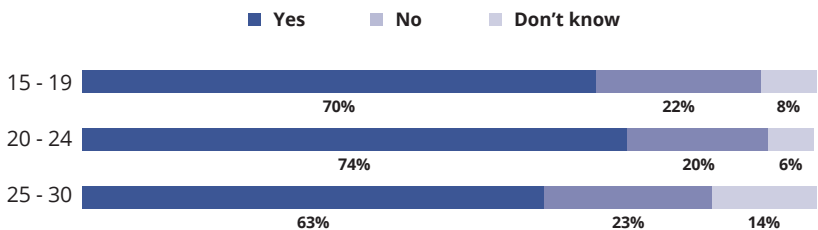
In this study we put our interest also on the civic responsibilities of youngsters. 78% of them of the age-group 20-30 years old declare to have voted in the local elections of 2015.

### When was the last time you have voted?



There is no big difference regarding the desire to immigrate among age-groups or education level. 3/4 of those who were questioned, are ready to immigrate in the next 12 months, if an appropriate possibility presents to them ( possibility is not defined in the questionnaire).

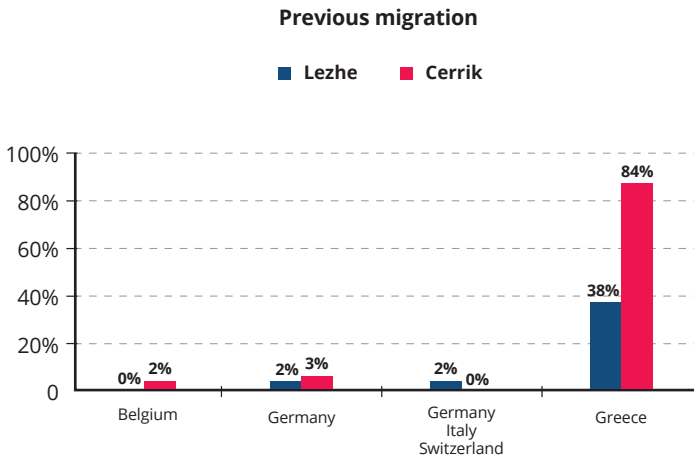
### Willingness to re-immigrate





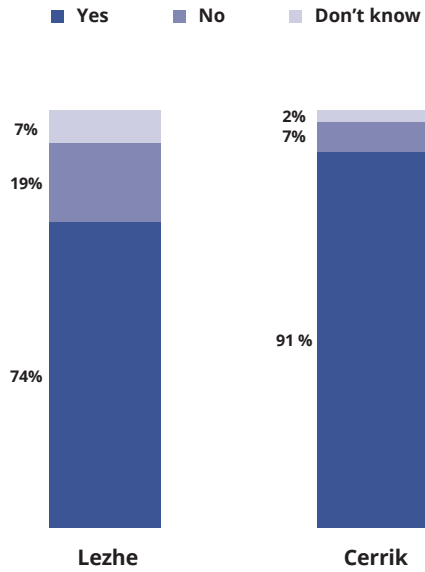
There is no big difference regarding the willingness to immigrate among age-groups or education level. 3/4 of the interviewees, are ready to immigrate in the next 12 months, if a proper possibility presents to them ( possibility is not defined in the questionnaire).

It is interesting to notice the high number of returnees from the previous migratory waves. 58 out of 200 youngsters interviewed in Cërrik have lived abroad ( 49 in Greece). Only 7% of the returnees are willing to migrate again, always in the countries of the EU.



The problem of reimmigration, of youngsters who returned from migration, seems to be a very acute issue. 83 % of the returnees in Lezha and 71% in Cërrik declare to not have received proper service by public authorities to help them reintegrate. 91% of the young returnees, want to re-immigrate. If separated from the education level and current civil status, the lowest percentage of youngsters who are willing to re-immigrate is among those who are still studying and are self-employed ( 67%).

## Willingness to re-immigrate



# QUESTIONNAIRE ON YOUTH EMPLOYMENT IN LEZHE AND CERRIK

## A. Demographic data

### I. Your age group

- A. Under 14
- B. 15-19
- C. 20-24
- D. 25-30

### II. Your gender

- A. Female
- B. Male

### III. Your domicile/residence

---

### IV. Civil status

- A. He/She - non married
- B. He/She-engaged
- C. He/She - married
- D. He/She-divorced
- E. He/She- widower/widow.

### V. Any child in charge?

- A. Yes
- B. No

## **VI. Your Family has:**

- A. One nucleus
- B. More than one nucleus (more than one matrimony under one domicile)

## **VII. How many members are there in your family? \_\_\_\_\_**

## **VIII. How many members of your family are actually employed? \_\_\_\_\_**

## **IX. How many members of your family are unemployed and looking for a job?**

### **B. Data on education level**

#### **I. Your education level**

- A. I have not completely finished any education cycle.
- B. I have finished the elementary cycle.
- C. I have finished middle school (9 year cycle studies).
- D. I have finished high school.
- E. I have finished university.
- F. I have finished vocational education.

#### **II. Which is the highest level field of your finished education?**

- A. General education
- B. Vocational education.
- C. Exact science (mathematics, physics, etc) D. Social science, humanities and fine arts.
- D. Economy / management / finance / marketing
- E. Medicine
- F. Justice / jurisprudence
- G. Architecture / Construction engineering
- H. Informatics / electronic engineering / communication sciences
- I. Agriculture / agribusiness
- J. Hospitality and services

### III. Did you attend training/ certification courses in last 12 months?

- A. Yes, by public sector.
- B. Yes, by private sector without payment.
- C. Yes, by private sector with payment.
- D. This questionnaire was filled for the project:

## C. Data on employment status

### Which is your actual employment status?

- A. Long- term unemployed (more than 12 months)
- B. Short- term unemployed (less than 12 months)
- C. Self employed / or employed in familiar business
- D. Employed in public sector
- E. Employed in private sector with full time
- F. Employed in part time / seasonal
- G. Student
- H. Others: \_\_\_\_\_

If the answer is C, D, E, F, H, then pass to Section C1 and then to E.  
If the answer is A, B, G, H, then pass to Section C2, D and then to E.

## C1. Questions for employed persons

### I. If you are employed, how much time are you in this actual job place?

- A. Less than 6 months
- B. 6-12 months
- C. 1-2 years
- D. 2-5 years
- E. Over 5 years.

### II. If you are employed, which is your monthly net wage?

- A. Under 10,000.00 ALL.
- B. 10,000 - 15,000 ALL.

- C. 15,000 - 25,000 ALL.
- D. 25,000 - 40,000 ALL.
- E. Over 40,000 ALL.
- F. I refuse to answer.

**III. If you are employed, how did you get your actual workplace?**

- A. Through employment public services.
- B. Through employment private services.
- C. Through direct application to workplace.
- D. Through newspaper advertisements.
- E. By personal contacts.

**IV. Nëse jeni i/e punësuar, a jeni i kënaqur me vendin tuaj aktual të punës?**

- A. Po
- B. Jo

**V. Do you think to stay longer at your actual job place?**

- A. Yes, I like my job.
- B. No, I am not satisfied with work conditions.
- C. No, I want to change the field/ sector/ city.
- D. Depends on the owner / manager.
- E. I don't know.
- F. I refuse to answer.

**VI. Where do you see yourself professionally after 3 years?**

- At the same work place.
- At the same employer, but in a better job.
- In a workplace in my area center.
- In a workplace in Tirana center area.
- In a workplace abroad.
- I don't know.

**VII. If you are employed, did you ever feel discriminated at your workplace?**

- Yes, due to my gender.
- Yes, due to my ethnic affiliation.
- Yes, due to my birthplace origin.
- Due to my religious beliefs.
- Due to my sexual orientation.
- No.
- I refuse to answer.
- Other: \_\_\_\_\_

**C2. Questions for unemployed persons**

**I. If you are not employed, how much time have you been looking for job?**

- A. Less than 1 month.
- B. 1-3 months.
- C. 3-6 months.
- D. 6-12 months.
- E. More than 1 year.
- F. I have given up looking for a job.

**II. How many applications did you fill in the last 12 months?**

- A. None.
- B. 1-5.
- C. 6-10.
- D. 11-15.
- E. Over 15.

**III. Are you registered at the Employment Offices?**

- A. Yes.
- B. No, I have decided to give up with registration.
- C. This kind of service is not offered in my living area.
- D. I have never heard of them.

**IV. If yes, did anyone ask or assist you to fill the questionnaire of your profile assessment?**

- A. Yes, they asked me and assisted me to fill it.
- B. Yes, they asked me to fill it ,but did not assist me.
- C. No, they did not give me any questionnaire.
- D. I refuse to answer.

**V. If you are registered at the Work Offices, how much satisfied have you been with the service?**

*Not at all satisfied*

*Very satisfied*

1

2

3

4

5

**VI. If you are not employed and you are registered at Employment Offices, did you ever feel discriminated during the registration process?**

- Yes, due to my gender.
- Yes, due to my ethnic affiliation.
- Yes, due to my birthplace origin.
- Due to my religious beliefs
- Due to my sexual orientation.
- No.
- I refuse to answer.

**VII. Did you get any training at the vocational centers?**

- A. Yes.
- B. No.
- C. This kind of service is not offered in my
- D. living area.
- E. I've never heard of this service.



**VIII. As an unemployed, which of the following actions did you undertake during the last 12 months?**

|   | <i>Yes</i> | <i>No</i> |
|---|------------|-----------|
| I have visited the Employment Office.                     |            |           |
| I have contacted employment agencies.                     |            |           |
| I have directly applied to any employer.                  |            |           |
| I have looked for a job through friends, kinship, unions. |            |           |
| I have answered to newspaper advertisements.              |            |           |
| Other (specify)   |            |           |

**IX. If you are not employed, how do you pass your free time (more than 3-4 hours per day)?**

- With my friends. Watch TV.
- Navigate in Internet / social medias
- Reading.
- I help with houseworks.
- Help the family business / agriculture activities.
- Other: \_\_\_\_\_

**X. Does your family obtain any economic assistance?**

- Yes, state social assistance.
- Yes, by humanitarian association assistance.
- Yes, by religious associations.
- Yes, by the community (familiar, friends, neighbours, etc).
- No.
- I refuse to answer.

## **D. Data on the employment expectations (for the unemployed persons)**

### **I. Why do you think you did not find yet a job ?**

- I do not have the appropriate skills that the labour market demands.
- I do not have friends / connection in high positions.
- There is no demand for my profile.
- There are not job offers in the area I live.
- It didn't work out finding of any workplace through the Employment Office.
- I don't know.
- Other: \_\_\_\_\_

### **II. Would you prefer to work in:**

- A. Public Administration.
- B. Private sector.
- C. Independent entrepreneurs
- D. Others: \_\_\_\_\_

### **III. In which sector would you want to work?**

- A. Production.
- B. Construction.
- C. Services / IT.
- D. Health services.
- E. Fashion, designing, cosmetics, esthetics.
- F. Agriculture.
- G. Hospitality, tourism.
- H. Other: \_\_\_\_\_

### **IV. Which is the monthly minimal wage you would like to start working?**

- A. Under 20,000 ALL/month.
- B. 20,000 - 35,000 ALL/month.
- C. 35,000 - 50,000 ALL/month.
- D. Over 50,000 ALL/month.

## **E. Expectations in the future** (to all the interviewees)

### **I. Which is the best thing you would like to happen occur to you next year?**

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### **II. Which are your plans for 3 coming years ?**

- To finish school successfully.
- To find a job (or a better job).
- To get married.
- To immigrate.
- Actually I'm OK.
- I have never thought about it, I have no plans.
- I don't know.
- Other: \_\_\_\_\_

### **III. What are you doing in order to fulfill your desires?**

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### **IV. When did you vote for the last time?**

- A. A. In 2013 elections.
- B. B. In 2015 elections.
- C. In former elections (before 2013)
- D. I've never voted.

### **V. If you have voted, do you think your vote has improved your future?**

- A. Yes.
- B. No

### **VI. If yes, why?**

- A. Your acquaintances came on power.
- B. You found a job.

- C. You pleased your acquaintances, familiars, etc who pushed you to vote
- D. You simply did your duty as a citizen
- E. Other: \_\_\_\_\_

**VII. Did you participate in protests or demonstrations?**

- A. Yes.
- B. No.

**VIII. If yes, why? \_\_\_\_\_**

**IX. What prevents you to reach your goals ?**

- I am not rich.
- I do not have connections
- I do not have a proper education.
- The place where I live does not offer too many chances.
- I don't know what I want. Other \_\_\_\_\_

**X. Have you ever heard of the Regional Youth Cooperation Office (RYCO)?**

- A. Yes.
- B. No.

## **F. Approaching to Immigration**

**I. If you had the chance to choose, would you prefer to find job / live in Albania or in another foreign country?**

- A. In Albania.
- B. In another country from the Region.
- C. In Europe.
- D. Outside Europe.
- E. No preferences.

**II. Do you think immigration is a good choice to get employed?**

- A. Yes.
- B. No.
- C. I don't know.

**III. Are you ready to immigrate in the next 12 months ?**

- A. Yes.
- B. No
- C. I don't know.

**IV. If yes, in which country would you prefer to immigrate?**

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**V. Which are the reasons you want to immigrate to that country?**

- A. I have family members/relatives.
- B. I have friends.
- C. I know the language.
- D. They offer good social care.
- E. Big chances to obtain asylum.
- F. The chances to find a job are bigger.
- G. Other: \_\_\_\_\_

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**VI. Did you get any information on the immigration possibilities to this country?**

- E. Yes.
- F. No.

**VII. If yes, from which source did you use to obtain the information?**

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**VIII. What would you do in order to immigrate?**

- To finish a vocational training cycle.
- To learn the language.
- To get update by watching the news for the selected country I decided to migrate.
- None
- Other

**IX. Do you think that you would be able to immigrate illegally?**

- A. Yes
- B. NO
- C. I refuse to answer.

*If the answer is C, D, E, F, H, then pass to Section C1 and then to E.*  
*If the answer is A, B, G, H, then pass to Section C2, D and then to E.*

**X. Have you ever worked out of Albania?**

- A. Yes, in formal employment.
- B. Yes, in informal employment.
- C. No
- D. I refuse to answer.

**XI. IF you have worked out of Albania, in wou stay?**

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## **XII. Why did you come back ?**

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### **XIII. Have the public services offered to you right support to reintegrate in a normal life in Albania ?**

- A. Yes
- B. No.
- C. I refuse to answer.

### **XIV. Would re- immigrate ?**

- A. Yes.
- B. No
- C. I don't know.

