

## *Mapping and assessment of active labour market measures in Kosovo*

### **Background:**

The employment outcomes of young people in Kosovo remain poor, as a result of a range of factors, including: low demand for labour, the quality of education and a skills mismatch, limited number of internship opportunities for students, limited information on labour market needs and career guidance and orientation as well as a lack of networking opportunities with potential employers.

The Employment Agency of the Republic of Kosovo (EARK) and development partners implement and support the provision of active labour market measures (ALMMs). However, the limited financial resources coupled with a large number of young men and women who are unemployed means that only a small share of those in need can participate in ALMMs. Against this backdrop, it becomes particularly important that the limited resources are channeled towards measures that are more effective in promoting sustainable employment, both in general and for specific target groups (e.g. women, returnees, minorities, people with disabilities). There is consensus among stakeholders that monitoring and evaluation of ALMM effects among youth is important for policy-making. Accordingly, the Sectoral Strategy of MLSW<sup>1</sup> 2018-2022 recognises the lack of regular monitoring and evaluation of ALMM effects as one of the key challenges in employment promotion, and foresees “monitoring and evaluation of effects of AALMs on sustainable employment”; the Action Plan for Increasing Youth Employment 2018-2020<sup>2</sup> foresees an “analysis of employment services and ALMMs provided by developed countries, specifically for the youth” and “designing new services for the youth and providing services in a suitable form for young age users”. Towards this end, this study aims to contribute to promoting ALMM effectiveness and informing the allocation of scarce resources for youth employment by enhancing knowledge with regard to the characteristics and effectiveness of ALMMs targeted at youth in Kosovo and successful international practices that could be applied in Kosovo.

### **Objectives:**

The key objectives of this assignment are:

1. To map the types and characteristics of ALMMs provided in Kosovo in recent years
2. To evaluate selected ALMMs provided in Kosovo
3. To provide insights into successful ALMMs implemented in other countries, with the view of introducing innovative elements of ALMM design and implementation

### **Scope of the study and methodological approach**

1. **The mapping component** will cover all major ALMMs targeting youth, either ongoing, or completed from 2015 onward. In addition to the measures implemented by EARK, this could include schemes that are provided by other public institutions (e.g. Ministry of Culture, Youth, and Sports).

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<sup>1</sup> [http://mpms.rks-gov.net/Portals/0/ShpalljePublikime/17.12.2017.%20Sectorial%20Strategy%20MLSW%202018-2022\\_ENG.pdf](http://mpms.rks-gov.net/Portals/0/ShpalljePublikime/17.12.2017.%20Sectorial%20Strategy%20MLSW%202018-2022_ENG.pdf)

<sup>2</sup> [http://mpms.rks-gov.net/Portals/0/Librat/Plani%20i%20Veprimit\\_Punesimi%20i%20te%20Rinjeve\\_ENG.pdf](http://mpms.rks-gov.net/Portals/0/Librat/Plani%20i%20Veprimit_Punesimi%20i%20te%20Rinjeve_ENG.pdf)

The questionnaire for the mapping has been developed in cooperation with the World Bank. The mapping will provide information on the following aspects of each ALMM: (i) number and targeting of beneficiaries, (ii) characteristics of measure (i.e. what is provided to beneficiaries, is it focused on specific economic sectors, etc.), (iii) cost of measure, and (iv) summary of monitoring and evaluation data, if available. This component will draw on information from existing documents/reports, as well as interviews and data obtained from the EARK which are crucial for the mapping.

2. **The evaluation component** will provide quantitative information on the employment outcomes, as well as perceptions of beneficiaries and other stakeholders with regard to the effectiveness of these measures. The 'lessons learnt' can be used by EARK (and other stakeholders) for the purpose of designing and implementing similar measures in the future, and they can provide useful inputs for the revision of EARK's Operational Manuals for the provision of ALMMs. For instance, some questions that the study will seek to address are whether the specific measures are more useful for certain profiles of beneficiaries (e.g. according to age, gender, level of education, urban/rural residence, etc.) and whether there are characteristics and factors that determine whether the company retains the beneficiaries after the completion of the ALMM.

The evaluation component will cover measures co-funded by GIZ during the period 2017-2018:

- Internship Schemes focused on the following sectors: textile, metal, wood processing, IT sector. (Total number of beneficiaries: 489)
- Entrepreneurship Promotion (Total number of beneficiaries: 170 trained on entrepreneurship, of which around 65 received start-up grants and mentoring)
- Wage Subsidy Programme (Total number of beneficiaries: 432 beneficiaries)

The scope of the evaluation can be extended to cover other measures and/or beneficiaries, if this is required by EARK and MLSW.

This component will build on the findings of previous relevant studies (such as the evaluations previously conducted by UNDP and EU-EEVG project), and will further draw from a combination of: (i) statistical analysis based on survey data, i.e. a survey of beneficiaries 6 months after they have completed participation in the ALMM, and (ii) qualitative data from interviews and/or focus groups with stakeholders, e.g. central and local level EARK representatives, beneficiaries, business involved in the provision of ALMMs, GIZ-YES staff, etc. For this purpose, contact information of beneficiaries of the above schemes (and the cooperating businesses) from the EARK will be crucial, as will the expert insights of EARK staff. The technical details of proposed methodology for this component will be proposed (by a team of experts hired by GIZ-YES) and discussed with EARK and MLSW before the commencement of data collection.