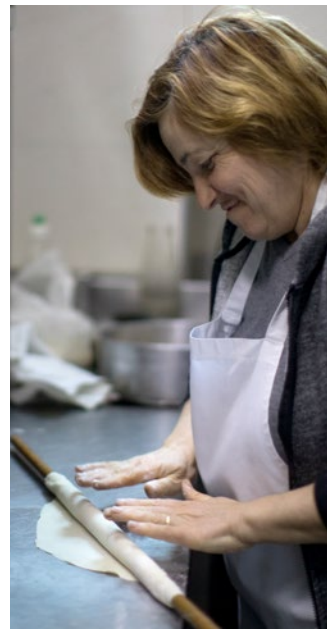


DECENT WORK COUNTRY
PROGRAMME 2023-26

ALBANIA



DECENT WORK COUNTRY PROGRAMME 2023-26

ALBANIA

2022

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LIST OF ACRONYMS

ADA	Austrian Development Agency
ASLD	Alternative Settlement of Labour Disputes
BA	BiznesAlbania
BSPSH	Independent Trade Unions in Albania
Board	Tripartite Overview Board of the Decent Work Country Programme
DWT/CO	Decent Work Technical Support Team and Country Office
DWCP	Decent Work Country Programme
EBMO	Employer and Business Membership Organizations
EC	European Commission
ERP	Economic Reform Programme
EU	European Union
EUR	Euro
GDP	Gross Domestic Product
GoA	Government of Albania
ILO	International Labour Organization
IPA	Instrument for Pre-Accession Assistance
KSSH	Confederation of Trade Unions of Albania
NAVETQ	National Agency of Education, Vocational Training and Qualifications
NEET	Neither in Employment, Education or Training
NAES	National Agency for Employment and Skills
NLC	National Labour Council
NPEI	National Plan for European Integration
NSDI	National Strategy for Development and Integration
OSH	Occupational Safety and Health
OECD	Organisation for Economic Co-operation and Development
RBM	Results Based Management
SDG	Sustainable Development Goals
SDR	Sustainable Development Report
SME	Small and Medium Enterprises
SIDA	Swedish International Development Agency
TAF	Technical Assistance Facility
TCLF	Textiles, Clothing, Leather and Footwear
TOR	Terms of Reference
TVET	Technical and Vocational Education and Training
UN	United Nations
UNCT	United Nations Country Team
UNSDCF	United Nations Sustainable Development Country Framework
UNRCO	United Nations Resident Coordinator Office
YG	Youth Guarantee

1 INTRODUCTION

Why is a Decent Work Country Programme needed?

Decent Work Country Programmes (DWCPs) are the main planning frameworks for the delivery of ILO support to member countries. DWCPs use the Results-based Management (RBM) approach adopted by the ILO for the cooperation framework. They outline a medium-term plan that guides the work of the ILO in a country in accordance with priorities and objectives developed and agreed upon with government, trade unions, and employers.

This is the 6th DWCP for Albania. The DWCP 2017–21 was closely monitored by the Tripartite DWCP Overview Board which met twice a year to review progress of implementation. In general, the constituents expressed overall satisfaction with the results achieved under the DWCP 2017–22 and appreciated the quick and flexible response of the ILO in the context of the COVID crisis, for example financial support to women laid-off due to crisis working in textile and garment industry, support textile and footwear companies to implement red protocols introduced by the Government and training of 60 per cent of labour inspectors to best advise companies during lock-down.

How was the programme developed?

In October 2021, the Government of Albania, and the United Nations Country Team (UNCT) in Albania signed the new United Nations Sustainable Development Cooperation Framework 2022–26 (UNSDCF)¹. The ILO and its tripartite constituents provided inputs for this new four year programme of work and signed it as member of the UNCT. The programme reflects important elements of the ILO Decent Work Agenda under all three strategic priorities (1. Human capital development and social inclusion; 2. Sustainable, resilient, and economic growth; 3. Effective governance, rule of law, human rights, and gender equality).

Following the finalization of the UNSDCF, the ILO launched a tripartite consultation on support for the period 2023–26. At the planning workshop held in Tirana in November 2021, a consensus emerged on a programme aimed at effective protection at work, inclusive and productive employment, and improved social dialogue. The programme addresses challenges revealed or exacerbated by the COVID-19 pandemic. Participants of the workshop benefitted from a refresher training on results measurement and creating intervention models within the framework of the UNSDCF.

The new DWCP supports the national development priorities as spelled out by the National Strategy for Development and Integration (NSDI), the National Plan for European Integration (NPEI) and the Economic Reform Programme (ERP), 2021–2023. The programme is aligned with the ILO's Istanbul Initiative for the Centenary: Future for Decent Work for strong and responsible social partnership in Europe and Central Asia.

What are the challenges to work on?

Key labour market challenges of the country are low labour force participation and high unemployment rates, particularly among youth and women, skills mismatches, and high levels of informality. Key problems around working conditions and social protection are increasing work accident rates, low levels of wages, and insufficient coverage of the social security system. Social dialogue needs to be intensified at all levels. The gender divide in the labour market and the high prevalence of violence and harassment in the world of work need to be addressed.

Objectives of the programme

The DWCP aims to address challenges where the ILO has key technical expertise to offer. The three priorities for the 2023–26 programme with nine outcomes are:

Priority	Outcomes	Corresponding UNCF Priority / Output
1. Effective protection at work	1.1 Effective mechanisms to tackle violence and harassment in the world of work violence established	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 1 Employment and skills development Strategic Priority C2. Effective, people-centred governance, rule of law, human rights and gender equality; Output 1 End violence against women and children
	1.2 Services of labour inspection on occupational safety and health and labour law enforcement improved	
	1.3 Coverage of social security, social assistance and social services with a focus on rural areas extended	Strategic Priority A. Human capital development & social inclusion; Output 1 Social protection
2. Inclusive and productive employment	2.1 A youth guarantee scheme in line with the policy principles applied in the EU Member States is operational	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 1 Employment and skills development
	2.2 An advanced skill needs anticipation system and inclusive skills development programs are operational	
	2.3 Jobs in the green economy promoted through sectoral enterprise development approaches	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 2 Sustainable and resilient economic growth and green and blue economy transition
3. Improved social dialogue	3.1 Social dialogue platforms are relevant and effective	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 1 Employment and skills development
	3.2 Use of alternative resolution of labour disputes increased	
	3.3 Employers' and Workers' Organizations strengthened	



2 COUNTRY PROGRESS TOWARDS DECENT WORK AND SUSTAINABLE DEVELOPMENT

GDP grew, but demographic challenges persist and economic transformation incomplete

2.1 Economic and social context

Albania has achieved important development results over the past two decades. Between 2000 and 2019, GDP per capita more than tripled. The country managed to catch up with EU. While the per capita income was only 18 per cent of the average EU income in 2000, it increased to 31 per cent in 2019². However, the per capita income is still one of the lowest in Europe and the convergence needs to accelerate. Demographic challenges (aging of the population and continuous emigration³), a limited structural transformation (with more than a third of the workforce employed in agriculture), and incomplete economic and governance reforms hold back the country.

Economy recovering, but labour market recovery lagging behind

After a decade of solid growth GDP rates (average growth of 2.6 per cent per year for the period 2010 to 19⁴), the Albanian economy was hit by the earthquake of November 2019 and the COVID-19 pandemic, resulting in an economic contraction of 3.3 per cent in 2020⁵. The government responded to this situation with loan guarantees, wage subsidies and deferred tax payments, amounting to 2.8 per cent of GDP⁶. The size of the intervention was below the average size of fiscal responses of other Western Balkan countries (Montenegro: 3.6 per cent of GDP; North Macedonia: 5 per cent, and Serbia 11 per cent)⁷. The economy recovered quicker than expected from the pandemic and grew by an estimated 8 per cent in 2021 while the recovery of labour markets is lagging. A construction boom and post-earthquake reconstruction played an important role in stimulating economic growth.

Slow decline of poverty

The latest official poverty figures for Albania date to 2012, when the poverty headcount was 39 per cent. Poverty projections of the World Bank suggest there has been a slow decline in poverty, down to about 37 per cent in 2020⁸. In 2019, 23 per cent of population was at risk of poverty⁹, significantly more than in the EU27 (16.5)¹⁰.

2.2 Main trends in the labour market and social policies

Increase in employment, low participation rates

The labour force surveys show that in the period between 2010 and 2019 the employment rate increased from 60 to 67 per cent. Labour force participation rates show a similar development and went up from 70 to 76 per cent¹¹. Nevertheless, the employment and labour force participation rates remain below those recorded in the EU27 (at 73 per cent¹² and 78

per cent¹³, respectively). Lower participation rates are mainly due to the low activity rates of women (68 per cent as compared to 84 per cent for men)¹⁴ as well as of young people in the age group 15–24 years old (37 per cent)¹⁵ due to school attendance. The gender employment gap stood at 15 percentage points.

Unemployment rate remains high

Despite of some improvement, the unemployment rate remained high, particularly among women and youth. From 2010 to 2019, the unemployment rate of the working age population decreased by only 1.9 percentage points (from 13.5 per cent to 11.6 per cent)¹⁶, almost twice of the total unemployment in EU27.¹⁷ Long-term unemployment remained pervasive at 65 per cent of all unemployed persons¹⁸. Between 2010 and 2019, the unemployment rate for youth aged 15–24 decreased from 30 to 27 per cent, while for the youth aged 25–29, the unemployment rate increased from 13 to 17 per cent¹⁹. Many Albanian youth are neither in employment, education or training (NEET). In 2020, the NEET rate was almost 28 per cent (30 per cent for women and 25.8 per cent for men). More than two thirds of young NEETs (65 per cent) are inactive, with young women accounting for 60 per cent of this group.

Pandemic caused decline in working hours

Concerning the impact of the pandemic on labour markets, the country saw a decline in working hours of 9 per cent in 2020 (EU: 8 per cent) which is equivalent to 120,000 full time jobs²⁰. In 2021, the loss of working hours decreased but was still at 3.5 per cent (equivalent to the loss of 45,000 full-time jobs). The loss of working hours did not lead to a large reduction of employment meaning that most workers worked shorter hours or remained employed while not working. The latest data from the Albanian labour force survey indicate that the employment rate only dropped by 0.8 per cent in 2020 (age group 20–64).

Informal employment high

Nearly 57 per cent of Albanian workers were in informal employment in 2019²¹. The large majority (51 per cent) are own-account workers, while women represent 49 per cent of contributing family workers. The sectors most exposed to informality are agriculture, wholesale and retail trade, and construction with shares of informal employment above 84 per cent²².

Albanian SMEs not sufficiently integrated into global value chains

When looking at firm size and job creation, Albanian small and medium enterprises (SMEs) create four out of five Albanian jobs and generate more than two thirds of total value added²³. Large firms (100 or more employees), while representing only 0.2 per cent of all enterprises, produce a third of the value added and 20 per cent of employment.²⁴ Despite creating a new Ministry for Entrepreneurship Protection, Albania has made moderate progress in the design and implementation of SME and entrepreneurship policies when compared to international good practices. The lack of entrepreneurial skills remains a problem, exacerbated by the endemic brain drain. Entrepreneurial learning is embedded in wider education strategies while the country does not have a specific strategy for entrepreneurial learning like other Western Balkan countries (e.g. North Macedonia). Considerable work is needed to support the internationalisation and integration of SMEs into global value chains and ensuring effective implementation of the planned SME greening measures.²⁵ Alternative financing sources in Albania remain very limited. Giving enterprises access to funding beyond traditional lending schemes and meeting their needs at all stages of their development is necessary.²⁶

TVET lacks attractiveness and influenced by gender stereotypes

Albania's workforce is relatively low-skilled. However, the country considerably reduced the rate of early school leavers and increased tertiary education attainment between 2010 and 2018.²⁷ Technical vocational education and training (TVET) lacks attractiveness and participation in upper secondary TVET is low²⁸. Female students make up a small share of TVET students (one fifth in 2018²⁹), showing that occupational choices are highly influenced by gender stereotypes.

Lack of practical education, skills mismatch and shortages

Cooperation between TVET and industry is weak, and employers complain about skills mismatches and shortages. Sectoral Skills Councils have been set-up to better cater for industry needs, however mechanisms for regular skills needs anticipation still need to be improved and institutionalised. TVET delivery is mainly school-based and often lacks practical relevance³⁰. Adult education, lifelong learning and staff development stay far behind the EU average. Recognition of non-formal and informal learning is not widely available. The National Employment and Skills Strategy 2019–22 aims to modernise TVET, but the operationalisation of the legal framework is lagging, and the system is underfunded.

Wages behind European average

Level of wages and legal minimum wage. The level of average gross monthly wages is low in Albania (400 EUR against 580 EUR in Serbia or 3,200 EUR in Austria, 2018). Real gross monthly wages have grown modestly over past years as compared to other Western Balkan economies (15 per cent from 2007 to 18)³¹. The statutory minimum wage is at around 270 EUR.³² The key conclusion is that wages are not catching up with the rest of Europe and the big wage differences remain a main pull factor for labour emigration.

Gender pay gap and uneven distribution of family responsibilities

The percentage difference between wages earned by women and men, referred to as the gender pay gap is 10 per cent (14 per cent in EU27 in 2019). The gap is much wider in better-paid sectors like science and engineering (33 per cent) and health (22 per cent).³³ Women, on average, are paid less despite being better educated and face greater workplace discrimination as a result of gender-based stereotypes. Other contributing factors include an overrepresentation of women in relatively low-paying sectors and an unequal distribution of family responsibilities leading to fewer hours of paid work.

Increase in fatal work accidents

As with regard to occupational safety and health (OSH), Albania is still facing serious challenges. The number of fatal accidents at work has been increasing during most of recent years. Fatalities at work increased from 19 in 2013 to 38 in 2019. Since then the reported numbers are going back (31 in 2021).³⁴ While in the EU one in 1000 accidents at work is fatal (2019), in Albania one in six accidents leads to a loss of a worker's life (2021). Higher numbers of fatal accidents per total accidents can be explained by poor implementation of OSH standards and by significant underreporting of non-fatal accidents. The number of total reported work accidents per year is low (185 in 2021). The sectors with the highest risk of accidents at work include mining, construction, and manufacturing.

Social protection expenditure low, coverage of income security limited

Social protection. Albania ratified ILO Social Security Minimum Standards Convention No. 102 in 2006. This indicates Albania's commitment for building a comprehensive social protection system. However, the social protection expenditure is low. In 2017, Albania spent only 9.3 per cent of GDP on social protection (not including health), less than half of the

EU average. Though nearly all population has access to health care services, the coverage of income security is limited to employees in formal employment.

Workers in non-standard forms of employment and informal economy not covered by social insurance

Old-age pensions have the widest beneficiary coverage and most important impact on poverty reduction. The 2015 pension reform tightened the eligibility and increased the pensionable age. However, the Fund has been in deficit at 1.5 – 2.0 per cent of GDP. A declining role of the contributory social insurance system will risk its political and social sustainability in the long run. For other cash benefits, such as disability and employment injury benefits, a large number of workers do not qualify because workers in informal and non-standard forms of employment are not adequately covered. As a result of the reform to improve the targeting, the cash social assistance (economic assistance) programme exhibits a sharp decline in the number of beneficiaries and expenditure to 0.2 per cent of GDP in 2019.

Shortage of care workers

In view of the rapidly rising demand for long-term care and the shortage of care workers, Albania is facing the challenge of providing access to affordable and quality care services to all elderly in need and creating the fiscal space to finance the cost of long-term care services. Albania has adopted the National Action Plan on Ageing 2020–2024. The plan sets out policy goals which are in line with the relevant EU policy and the actions to achieve them. However, there is a further need to invest in public infrastructures of long-term care services and in formalizing and guaranteeing labour rights of care-givers.

Limited effectiveness of social dialogue

Limited role of social dialogue. The effectiveness of social dialogue in Albania remains limited, mainly due to a lack of a culture of dialogue and employers' scepticism towards the trade unions, as well as a tendency of the government to take decisions without consulting social partners.³⁵ Social partners' low levels of representativity further deepens the problem. Lack of strong political will to involve social partners in policymaking undermines the value of collective action and weakens the capacity of employers' and workers' organisations to increase their membership, which translates into limited financial and technical capacity to effectively engage in social dialogue. Both social partners lack capacities to collect and analyze economic and labour market data, which prevents them from delivering high quality input in shaping economic and social policies.

Coverage of collective agreements high in public sector, but low in private sector

In 2018, collective agreements covered 73.7 per cent of public-sector employees, but only 28 per cent of private sector non-agricultural employees and 3.8 per cent of private agricultural employees.³⁶ However, only one third of these employment relationships are covered by industry collective agreements, while two thirds are covered by collective agreements at company level.³⁷

The new National Labour Council (NLC) convened in July 2022. Significant efforts are still needed to transform the NLC into an effective, economic and social dialogue forum, where substantive socio-economic issues relevant for the labour market are discussed by tripartite constituents. The regulations foresee creation of technical subcommittees in which technical experts contribute to tripartite discussions and ensure well informed recommendations. These committees are yet to be activated. At subnational level, the decisions on tripartite Regional Councils is still awaiting adoption.

ILO Convention No 190 ratified

International Labour Standards and EU Acquis. Albania has ratified 55 ILO International Labour Standards including the eight fundamental and four priority Conventions³⁸. In February 2022, the Parliament of Albania unanimously ratified the ILO Convention No. 190 on “Eliminating Violence and Harassment in the World of Work”. It is the first international labour standard to address violence and harassment in the world of work. The ratification is an important step for the country where violence against women is very high with 53 per cent of women having experienced different types of violence during their lifetime³⁹. There is very limited information on the prevalence of violence and harassment in the world of work in Albania. UN reports highlight that gender-based violence is a widespread problem, with 52.9 per cent of women reporting having experienced different types of violence during their lifetime⁴⁰. Despite its high prevalence, violence and harassment in the world of work is under-reported. The reasons include the normalization and justification of gender-based violence; the lack of knowledge about the legal framework and the existing institutions for its enforcement; and the limited trust in the compliance mechanisms. Traditional gender roles and stereotypes are among the root causes of gender-based violence in the world of work and contribute to its tolerance and justification.⁴¹

Albania part of Global Partnership for the achievement of SDGs

2.3 Progress on decent work-related SDG targets

Albania has joined the Global Partnership for the achievement of the Sustainable Development Goals (SDGs) and the 2030 Agenda. The country’s vision of sustainable development is for EU accession, sustainable economic growth and more inclusive prosperity.

In this spirit, the third National Strategy for Development and Integration (2021–2026) is under preparation with interim nationalized SDG indicators and targets⁴². The Sustainable Development Cooperation Framework 2022–2026 between the Government of Albania (GoA) and the United Nations (UN) system is anchored by these country priorities.

Major challenges remain to achieve progress on SDG 8

The Sustainable Development Report (SDR) is a global assessment of countries’ progress towards achieving the Sustainable Development Goals. The 2022 SDR index score of 71.63 suggests that Albania is more than two-thirds of the way towards achieving the status of highest-rank, with a position of 61st out of 163 countries. Despite this overall progress, the SDR indicates that major challenges remain with SDG 8 on “Decent work and economic growth”, and while the SDG 8 index score is moderately improving, it is insufficient to attain the goal.

Need for more adequate financing to achieve SDGs

As per the World Bank, the domestic-oriented growth model is also insufficient to close the gap with EU living standards and achieve the SDGs⁴³. Achieving the SDGs is fundamentally an investment agenda in physical infrastructure (including renewable energy) and human capital⁴⁴. The UN joint project “Strategic Policy Options for Financing SDGs” aims to provide technical assistance and work with the Government of Albania to identify and integrate in the national budgetary framework more equitable and adequate financing for the UN Sustainable Development Goals (SDGs).

▶ INTERVENTION MODEL



▶ MEASURES OF PERFORMANCE

Number of discrimination cases referred to the Labour Inspectorate (LI) and the Amicable Labour Dispute Resolution (ALDR) system



Number of enterprises with workplace policies to prevent violence and harassment



3 COUNTRY PRIORITIES AND OUTCOMES

The priorities for the DWCP Albania 2023–2026 support both national and global goals (SDGs). The tripartite ILO constituents identified the nine outcomes presented in this section. They build on achievements from the previous programme and utilize the comparative advantage of the ILO as specialized technical agency.

Description of expected outcomes includes a brief presentation of the rationale for intervention, a narrative and graphic presentation of the theory of change. The full results matrix including measures of performance is provided in Annex 1.

Priority 1 Effective protection at work

Outcome 1.1 *Effective mechanisms to tackle violence and harassment in the world of work established*

The rationale for intervention

Albania recently ratified the ILO Violence and Harassment Convention, 2019 (No. 190). An analysis of the compatibility of the Albanian national legislation with the ILO Convention 190 reveals that more needs to be done to respect, promote, and realize this right of everyone to a world of work free from violence and harassment. The ILO will continue supporting the harmonization of the national legal framework with C190. Major efforts are needed to disseminate the existing laws and to build the capacity of law enforcement and inspection bodies to achieve greater compliance. To this end, awareness-raising and information campaigns will be launched, in coordination with employers' and workers' organizations.

These actions will be coordinated through the National Labour Council and will be jointly implemented with the Anti-Discrimination Commissioner, the People's Advocate, the Ministry of Finance, the Ministry of Health and Social Protection, and employers' and worker' organizations.

Theory of change

If the ILO provides technical assistance to the National Council of Labour to amend the legal framework and provides practical training to the labour inspectorate, the judiciary, and other public institutions responsible for gender equality on how to report, monitor, and prevent violence and harassment in the world of work, and **if the ILO** launches campaigns to disseminate the content of the laws and its enforcement, and **if the ILO** supports the mainstreaming of combating violence and harassment into the national occupational safety and health strategy and into the workplace risk assessment and occupational safety and health management systems,

...then effective mechanisms will be in place to tackle violence and harassment in the world of work,

...leading to reduced incidence of violence and harassment in the world of work contributing to improved working conditions and increased productivity.

The planned changes will contribute to Albania's achievement of SDG targets 8.8 and 5.1.

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Number of reported work accidents

BASELINE

2021: Number of fatal accidents 31 (1 female) = 5.36 per 100,000 workers;
Number of reported work accidents 187 (31 female) = 32.4 per 100,000 workers

TARGET

2026: No of fatal work accidents per **100,000** workers **<4.5**;
Number of reported work accidents >300 (the level of new EU member states)

Number of enterprises inspected

BASELINE

2021: Number of inspection visits conducted: **7,039** enterprises
(4.2 per cent of all enterprises)

TARGET

2026: At least **6%** of all enterprises will be inspected

Number of enterprises conducting risk assessment and establishing OSH committees

BASELINE

2021: 77 per cent of companies conduct a risk assessment; 15 per cent establish an OSH Committee; 11 per cent set up the position of an OSH coordinator

TARGET

2026: At least 90 per cent of companies conduct a risk assessment, including psychological risks and V&H; at least 50 per cent of the enterprises establish an OSH committee or the position of the OSH coordinator (with 40 per cent of the committee members or coordinators being women)

Outcome 1.2 *Services of labour inspection on occupational safety and health and labour law enforcement improved*

The rationale
for promoting
occupational safety
and health

Albania suffers from a high incidence rate of fatal work accidents while non-fatal accidents and occupational diseases are underreported and psychological risks are not integrated in the Political Document on Safety and Health at Work (2016–2020). Despite the efforts to transpose the EU OSH Directives into the national OSH legislation and enforcement, the process has not been completed. The lack of data on work accidents and occupational diseases obstructs the formulation of evidence-based OSH policies and the definition of priorities for focused and sector based interventions. There is a lack of qualified technical and medical OSH experts who should play a key role in ensuring safety and health measures at enterprise level. The State Labour Inspectorate should further strengthen its capacity to fulfil its mandate of improving safety at work and combatting undeclared work. This should be supported by increasing the awareness of employers and workers on the importance of risk assessments in preventing work accidents and occupational diseases.

The planned national OSH strategy covering 2023–2026 should respond to the above challenges with a view to improving safety and health in all workplaces.

Theory of change

If the ILO supports the tripartite partners to evaluate the previous National OSH strategy and to formulate and implement a new National OSH strategy, and **if the ILO** supports the review and improvement of national OSH legislation in compliance with international standards, and **if the ILO** undertakes awareness raising to promote safety culture and safe return to work from the pandemic, and **if the ILO** provides trainings and support tools to labour inspectorates on how to roll out their services and collect data,

...then the tripartite partners will be in a better position to implement the prevention measures, and the labour inspectors will have improved skills and tools to conduct inspections more effectively in collaboration with other state authorities...

...which will **lead to** the reduction of work accidents and occupational diseases based on more accurate data, safe resumption of work and business in the recovery phase of COVID-19, as well as reduction of undeclared work in the long-term.

The planned changes will contribute to Albania's achievement of SDG target 8.8.

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Number of workers in rural areas registered with the social insurance scheme

BASELINE

2019: Coverage of rural workers: 61,563 (8.5 per cent of urban contributors; data disaggregated by sex are not available)

TARGET

2026: Coverage of rural workers: At least 25 per cent of urban contributors (comparable to the 2010 level where the coverage of rural workers was mandatory) and data disaggregated by sex will be available

Performance of the social assistance systems (beneficiary, expenditure, targeting accuracy)

BASELINE

2022: No assessment of the impact of social assistance reform with respect to its coverage, adequacy, targeting accuracy, and effects on poverty reduction

TARGET

2026: Impact assessment available including recommendations how to further improve social assistance

Number of the elderly in need of care receiving necessary social care services

BASELINE

2022: No assessment of the impact of social assistance reform with respect to its coverage, adequacy, targeting accuracy, and effects on poverty reduction

TARGET

2026: Impact assessment available including recommendations how to further improve social assistance

Working conditions of long-term care workers improved

BASELINE

2022: No diagnosis of working conditions of long-term care workers available

TARGET

2024: Diagnosis and recommendations to improve working conditions available

TARGET

2026: 2 Recommendations implemented

Outcome 1.3 *Coverage of social security, social assistance and social services with a focus on rural areas extended*

The rationale for extending social security coverage

The social protection system in Albania proved to be effective in responding to the COVID-19 pandemic, but it revealed structural gaps. Albania should extend the coverage of the contributory social insurance to a growing number of workers who are excluded or insufficiently covered as many of them work in the informal economy. Women and man workers in the rural areas, especially own-account farmers and agricultural workers, require particular attention as only 14 per cent of these workers are contributing to the social security scheme. A preliminary analysis of the Social Insurance Institute suggests that the low coverage is due to the low contributory capacity and the lack of proper understanding of the advantages of the reformed social security law.

Albania has undertaken significant reforms of its social assistance scheme. These reforms aimed to improve the better targeting accuracy of the social assistance benefits. As a result, the average benefit per person has slightly increased, but the number of beneficiary households and the expenditures have declined, especially after the nation-wide roll out of the new targeting methodology in 2018. There is a need for an assessment of the impact of the reform on coverage, adequacy, targeting accuracy, and poverty reduction. In the context of Albania's decentralization efforts, there is a need to advise local governments on how to ensure basic income and social services for all disadvantaged persons.

Albania has adopted the National Action Plan on Ageing 2020–2024. The implementation of the plan will enhance long-term care, but even its full realisation may not completely close the lack of access to adequate long-term care services. There is a strong need to support home-based care and to invest in public infrastructures of long-term care services and in formalizing and guaranteeing labour rights of care-givers.

Theory of change

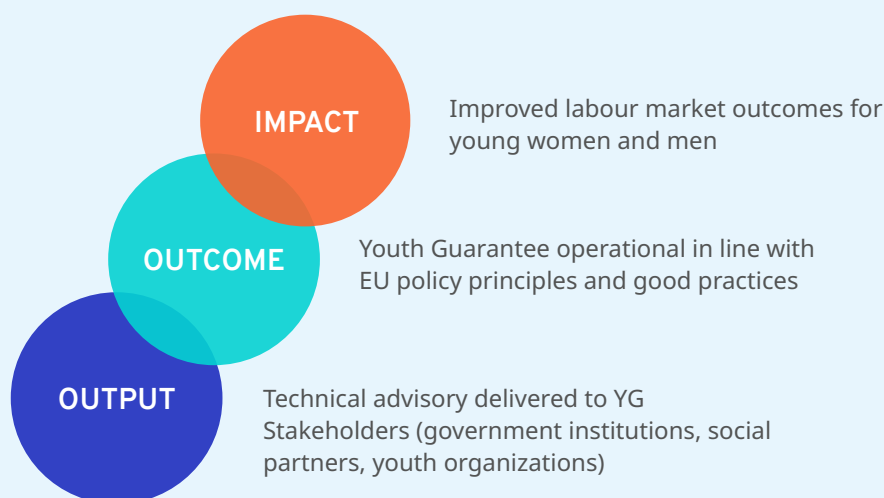
If the ILO assists the development of a strategic plan to extend the social security to rural workers and builds the institutional capacity of the Social Insurance Institute in better ensuring the compliance of the social insurance law, and **if the ILO** provides technical assistance on the improvement of social assistance programmes in its coverage and adequacy, targeting accuracy, and poverty reduction effects, and **if the ILO** provides technical assistance in developing social care services and in improving working conditions of care providers,

...then the Government and the social partners will be able to identify the key gaps of the social protection system, formulate effective interventions for improving the adequacy, sustainability, and coverage of social protection, also improving the compliance and collection of contributions of rural workers,

...which will lead to the increase of contributors to the social insurance system, improved social insurance benefits, the reduction of informality, poverty and income inequality, and a decrease of elderly who do not receive adequate care (also reducing the number of women providing unpaid care work for family members and increasing female labour market participation).

The planned changes will contribute to Albania's achievement of SDG target 1.3 (Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and vulnerable).

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Formal Adoption of a Youth Guarantee Implementation Plan

BASELINE

2021: No YG Implementation Plan available

TARGET

2023: The YG Implementation Plan is available and was formally adopted by the Albanian Government

Share of EMCO indicators⁴⁷ that the YG monitoring system can report on

BASELINE

2021: **0** per cent (no YG implementation plan and no monitoring system available)

TARGET

2026: At least **60%** (if original EMCO indicators used provide disaggregation of data by sex, the Albanian YG monitoring system will provide the same level of disaggregation)

Priority 2 Inclusive and productive employment

Outcome 2.1 *A youth guarantee scheme in line with the policy principles applied in the EU Member States is operational*

The rationale for a youth guarantee

Despite some progress achieved in terms of overall employment, young people, especially young women, experience high rates of unemployment and inactivity. Therefore, the Albanian Government reaffirmed its commitment to support youth employment and to gradually establish a Youth Guarantee (YG).⁴⁵ The YG is the most significant and challenging policy innovation in the area of youth employment ever implemented in Albania. Inspired by similar schemes in the EU Member States, a youth guarantee is a commitment to support every young person under the age of 30 in Albania who is not employed, in education or training (so-called NEETs). This commitment entitles young people to receive a good quality offer of employment, traineeship, apprenticeship, or continued education within four months of leaving school or becoming unemployed.

In order to support this endeavour, the European Commission (EC) and the ILO have established the EU-ILO Technical Assistance Facility (TAF), which works with all stakeholders involved in the design, implementation, and monitoring of the YG to address potential risks and technical challenges. The technical assistance covers multiple aspects of the Youth Guarantee, including the policy pillars underpinning its functioning (early intervention, outreach, activation/preparation, and labour market policies), the delivery mechanism, and monitoring and evaluation.

Theory of Change

If the ILO supports the Albanian government and the social partners in the formulation and implementation of the YG Implementation Plan, through policy advice, technical reports, learning materials, and peer-learning on the different policy pillars of the YG,

...then constituents will be equipped to operationalize the YG that will play a significant role in facilitating the activation and the labour market transition of young women and men in Albania...

...which will lead to better employment outcomes for young women and men in Albania and a reduction in the number of youth forced to seek economic opportunities abroad.

The planned changes will contribute to Albania's achievement of SDG targets 8.3, 8.5, and 8.6.

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Adoption of a skills need anticipation system with a gender perspective endorsed by tripartite constituents

BASELINE

2022: Not available

TARGET

2026: Available and operational

Percentage of Employers stating that professional skills are difficult to find in occupations with high labour demand

BASELINE

2022: **59%** (data from ILO report on Enabling Environment for Sustainable Enterprises in Albania, 2017)

TARGET

2026: **45%**

Outcome 2.2 *An advanced skill needs anticipation system and inclusive skills development programmes are operational*

The rationale for the intervention

Skills training in Albania needs to tackle two main challenges: i) producing the skills in line with the demand of the labour market and ii) upskilling under-skilled and underserved populations (Albania has a relatively low-skilled workforce). In addition, occupational choices in Albania are highly gendered, while career guidance is under-developed. Sectors such as agriculture, food processing and tourism, offer an important growth potential and need skilled workers.

Albanian institutions like the National Agency for Vocational Education and Training (NAVETQ), the National Agency for Employment and Skills (NAES), Sectoral Skills Councils, as well as Employers' Organizations increasingly recognize their role in skills development but need further technical support to fulfil their mandates. They need to increase their capacities in anticipating skills needs and developing effective and inclusive training programmes that reach out to all learners, including rural populations, women, and low-skilled youth and adults.

Theory of Change

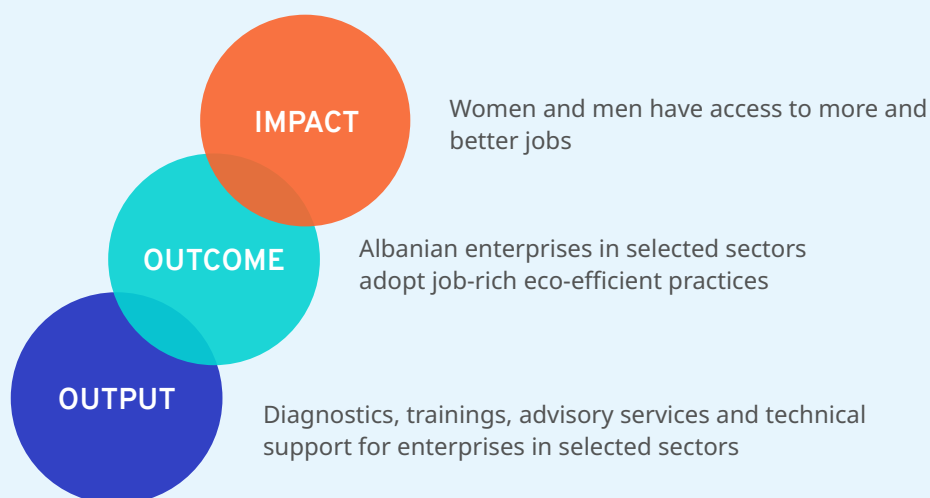
If the ILO supports the development of institutional capacities to assess labour market needs, and if it facilitates the development of responsive and inclusive skills development programmes and if it assists in the coordination of local stakeholders,

... **then** the provision of skills development will produce a better qualified workforce and enable faster labour market transitions for job searchers to sectors with potential for growth and quality jobs,

...which will **lead to** increased employability of women and men of all ages and in all regions of Albania and the competitiveness of growth industries.

The planned changes will contribute to Albania's achievement of SDG targets 4.4 and 8.6.

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Number of sector-specific initiatives addressing the linkage between eco-innovation and job creation

BASELINE

2022: No sector specific initiatives

TARGET

2025: At least **2** sector specific initiatives

Social partners are actively involved in defining the policy framework and the system of incentives for a Just and Green Transition

BASELINE

2022: No

TARGET

2026: Yes

No of enterprises using the eco innovation support services

BASELINE

2022: **0**

TARGET

2026: To be defined once the sector and the market systems analysis have been conducted

Outcome 2.3 *Jobs in the green economy promoted through sectoral enterprise development approaches*

The rationale for sector-specific interventions to facilitate green and just transitions

The COVID-19 pandemic has generated significant sectoral shifts in employment. Among other factors, this is due to subsequent lockdowns, disruptions in supply chains, and, more broadly, the uneven impact the crisis had on certain categories of workers (particularly women, youth, informal and low-skilled workers) and vulnerable enterprises. While some sectors are still struggling to return to pre-pandemic employment levels, others have emerged as potential 'winners' from this crisis. The Western Balkans and Albania stand to gain from the disruptions of global supply chains and the trend among OECD countries to bring production (light manufacturing) closer to large consumers' markets (nearshoring). The Albanian Textiles, Clothing, Leather and Footwear (TCLF) sector (a sector with predominantly female workforce) could gain from this trend and positively contribute to employment generation in Albania in the short term.

However, for Albania's TCLF to remain competitive, it needs to deal efficiently with long-standing challenges related to poor working conditions and low productivity. Additionally, the sector needs to comply with increasing buyers' requirements related to quality and environmental norms, such as ISO9000, eco-labelling, and share of recycled content. Even though eco-innovation is not yet embedded in the national policy framework, it could become an important leverage to upgrading enterprises in specific sectors and generating more and better jobs.

Theory of Change

The ILO is already engaged in the TCLF sector in Albania on issues related to occupational safety and health (OSH) and working conditions. By working closely with enterprises and Employer and Business Membership Organizations (EBMOs), the ILO can support the adoption of a sector roadmap on the green agenda and just transition in this and in other emerging sectors. Additionally, it will introduce the Sustaining Competitive and Responsible Enterprises (SCORE) Programme, aimed at improving productivity, working conditions, and introducing cleaner production practices.

If the ILO works with the government and the social partners to design new or modernized support functions for eco innovations in a selected sector informed by a market system analysis that provides deep understanding of the main challenges of the core value chain and its supporting functions

...then enterprises will request for these new or modernized support functions for eco innovations in a selected sector...

...which will **lead to** improvements in job quality and incomes from more productive processes, as well as greener products and services.

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Number of recommendations made by National Labour Council incorporated in economic, social, and labour policies as well as legal and regulatory frameworks, including gender and non-discrimination issues

BASELINE

2022: **0** recommendations (The new NLC convened in its first constitutive meeting in July 2022)

TARGET

2026: **7** recommendations, **4** of them include gender and non-discrimination issues

Priority 3 Improved social dialogue

Outcome 3.1 *Social dialogue platforms are relevant and effective*

The rationale for reactivating social dialogue institutions

Significant efforts are still needed to transform the National Labour Council (NLC) into an effective economic and social dialogue forum. Government and social partners drafted new representativeness criteria with ILO support and the Council of Ministers enacted them through a Decree. The new NLC was established on the basis of these criteria.

A further challenge is the lack of a budget for the work of the NLC. The Labour Code provides for an independent NLC budget to be proposed by the council and approved by the government. However, this important aspect of the labour legislation has never been put in practice. Regarding social dialogue at the subnational level, the ILO assisted in the development of a by-law on the establishment of regional tripartite consultative councils. The adoption of this law and its implementation is still pending.

All in all, the NLC has still a limited role in national economic and social policies also reflected by the very limited participation in drafting the Covid-19 response of the country. The mandate of the NLC is overlapping with the far better equipped National Economic Council established by the Prime Minister and composed of representatives of the business community only.

Theory of change

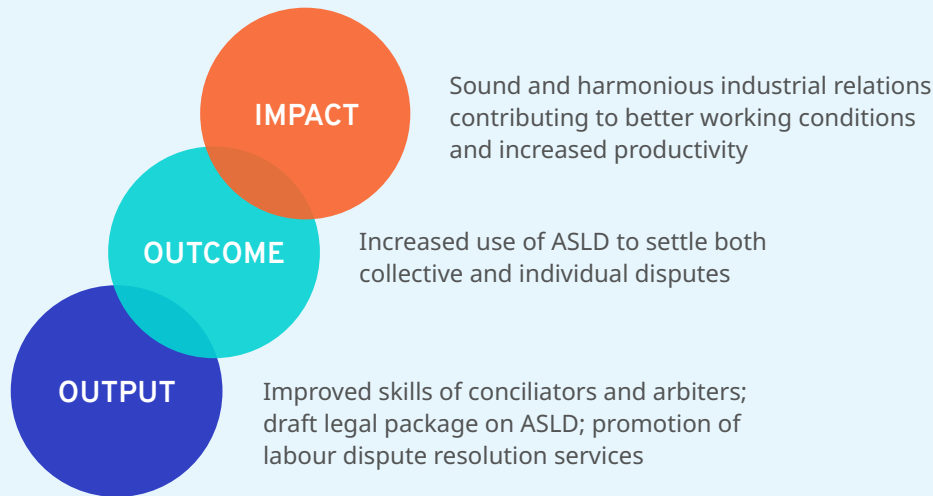
If the ILO supports the self-assessment of the functioning of the NLC and supports the implementation of a tripartite Action Plan to improve social dialogue, and **if the ILO** provides technical support on amending laws and by-laws governing the NLC, and **if the ILO** delivers technical advisory on drafting quality recommendations of the council including the COVID-19 recovery, and **if the ILO** supports the monitoring of NLC's effectiveness,

...then, the NLC will increase its relevance and effectiveness in national and local policymaking becoming a broker of tripartite consensus over economic, social and employment related topics including a post COVID-19 national recovery plan,

... which will **lead to** more inclusive and better shaped economic, social, and labour policies and ultimately to improved working and living conditions of Albanian citizens.

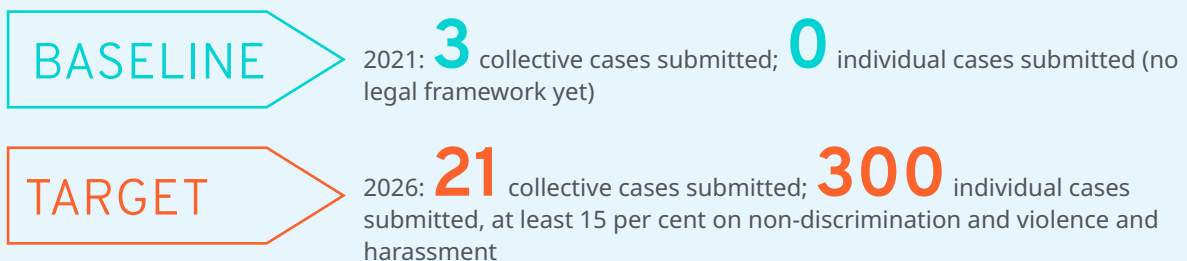
The planned changes will contribute to Albania's achievement of SDG targets 8 and 16.

▶ INTERVENTION MODEL

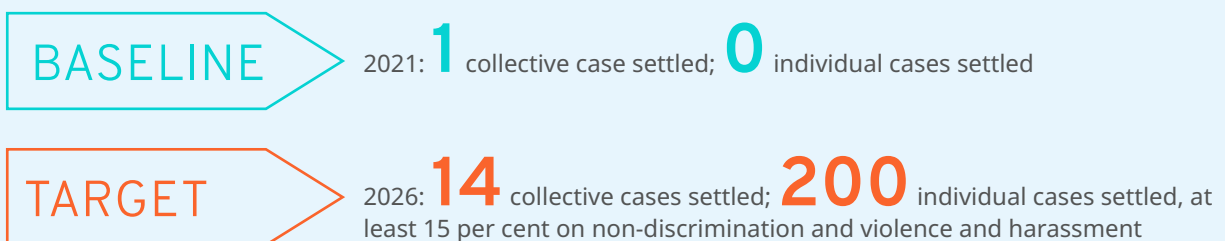


▶ MEASURE OF PERFORMANCE

Number of labour disputes submitted for alternative dispute resolution



Number of labour disputes settled through alternative dispute resolution



Outcome 3.2 *Use of alternative resolution of labour disputes increased*

The rationale for intervention

Albania has made efforts to improve the system of alternative settlement of labour disputes (ASLD). The labour code foresees mediation and conciliation for collective labour disputes but does not cover individual labour disputes except for the possibility to go for private mediation based on the special mediation law. Therefore, Albanian civil courts are overloaded with labour litigations, especially individual disputes. The resolution of such conflicts can take several years leaving many citizens without access to justice on labour disputes.

The ILO provided technical assistance to the government to review and streamline existing public mediation and conciliation procedures that were adopted in 2021. Tripartite constituents formulated suggestions on how to make the current system more effective and inclusive, giving paramount consideration to the amicable resolution of both collective and individual labour disputes and to expanding the range of services provided. This implies the need to prepare and adopt a complete legal package relating to the resolution of labour conflicts (both collective and individual) and collective bargaining.

Theory of change

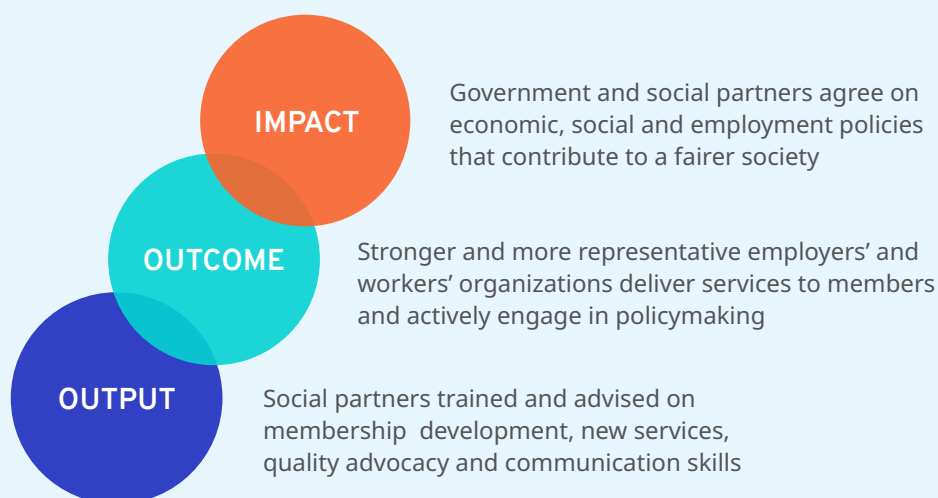
If the ILO contributes to up-skilling of a specialized group of professional labour conciliators and arbitrators, and **if the ILO** provides support in drafting a coherent and coordinated legal package on ASLD and collective bargaining, and **if the ILO** helps the Government and the social partners to promote the advantages of amicable settlement of labour disputes and the outreach of these services,

...then workers and trade unions as well as employers and employers' organizations will more often make recourse to conciliation, mediation, or voluntary arbitration in order to settle their disputes and engage more actively in collective bargaining and will use collective agreements to handle grievances at the workplace,

...which will **lead to** a reduction of labour litigations in court, reduced cost of disputes, a lower No of work days lost by strikes, and sound and harmonious labour and industrial relations contributing to better working conditions and increased productivity.

The planned changes will contribute to Albania's achievement of SDG 8.8.

▶ INTERVENTION MODEL



▶ MEASURE OF PERFORMANCE

Membership of social partners

BASELINE

2021: BiznesAlbania (BA): 22 associations and 12 individual members representing 15,000 enterprises (disaggregated data by sex not available)
Confederation of the Trade Unions of Albania (KSSH): 125,000 members
Independent Trade Unions in Albania (BSPSH): 82,000 members

TARGET

2026: BA: 16,500 enterprises (indicating No of women led enterprises)
KSSH: 131,000 members
BSPSH: 87,000 members

No. of new or revised services introduced by employers' and workers' organizations

BASELINE

2021: **0**

TARGET

2023: At least **1** new service implemented by BA, KSSH, and BSPSH by the end of 2024

TARGET

2026: To be determined before the end of 2024

Outcome 3.3 *Employers' and Workers' Organizations strengthened*

The rationale for strengthening social partners

Despite having made significant progress since their establishment, the Albanian social partners still face challenges that prevent them from delivering on their mandates more effectively. The sectorial coverage of the employers' organization BiznesAlbania (BA) is not broad enough, while members of the two main trade unions, the Confederation of the Trade Unions of Albania (KSSH) and the Union of the Independent Trade Unions in Albania (BSPSH), mostly represent the public sector.

Low membership and insufficient financial resources affect the capacity of social partners to service their members and to advocate for improved working conditions and a more enabling business environment. The limited effectiveness of social dialogue mechanisms undermines the value of collective action and erodes public trust in the ability of social partners to influence policy and law making, including on labour law reforms. The Covid-19 crisis has deepened these existing challenges and pushed social partners to rethink their business models.

To strengthen these organizations, the ILO will focus on innovative membership recruitment strategies that reach out to under-represented enterprises and workers, demand-driven services, and evidence-based advocacy. Better communication strategies will have a positive impact on all above-mentioned efforts.

Theory of change

If the ILO provides technical support on innovative membership retention and recruiting strategies; and **if the ILO** provides assistance in developing better services for members and potential members, including enterprises in under-represented sectors, women, youth, informal workers and vulnerable groups; and **if the ILO** builds social partners' capacity for evidence-based advocacy; and **if the ILO** assists in the implementation of effective communication tools,

... then employers' and workers' organizations will be better equipped to respond to the demands of their members and potential members, which will increase the chances of improving their representativeness. This will then result in enhanced policy leadership of social partners, better quality of policy advice, and a more effective social dialogue...

... leading to more inclusive economic, social and employment policies that work for everyone and contribute to a fairer society.

The planned changes will contribute to Albania's achievement of SDG targets 8.1 to 8.5 and 8.8.



4 MANAGEMENT, IMPLEMENTATION PLANNING, MONITORING, REPORTING AND EVALUATION ARRANGEMENTS

4.1 Implementation, performance monitoring, evaluation arrangements, the role of ILO constituents

Joint implementation

ILO Office for Central and Eastern Europe (DWT/CO-Budapest) and the ILO National Coordinator for Albania will manage the Programme, and the Regional Office for Europe and technical units at ILO headquarters in Geneva will support its activities. The ILO will continue cooperating with major stakeholders in the country such as the UN, under the framework of the UNSDCF, and strategic development partners like Government of Sweden, EU, ADA etc. The ILO will enhance its efforts to seek new partnerships including private sector in view of the UNSDCF Resource Mobilisation Strategy (under development). The programme will be made operational through the development of the results framework and project work plans, which describe the specific results to be delivered.

The constituents and the ILO will jointly implement the programme (including support, funding, and monitoring). From the ILO side, this will be pursued through technical cooperation projects, advisory missions, and seminars for information dissemination and capacity building. ILO's extra-budgetary and regular budget resources will be used to finance the implementation of this Country Programme.

A tripartite Overview Board (Board) will be set up with a clear role to promote the DWCP and to exercise overall strategic direction. The terms of reference (ToR) for this Board will include a minimum critical mass of 35 per cent women members, with the goal of gender parity. The Board will review implementation on annual basis suggesting necessary adjustments taking into account changes in the country context, addressing bottlenecks, and helping in resource mobilisation. The results framework serves as the main tool against which progress will be measured. The Board may serve as the Steering Committee for the ILO ongoing and new projects implemented and contributing to the achievement of the three priorities of the DWCP 2023–2026.

The ILO will prepare annual reports to track progress. The ILO will commission a country programme review in the last year of implementation of the DWCP to evaluate its relevance, effectiveness, and efficiency. In order to improve the evaluability of the new DWCP much effort has been put into defining clear theories of change for all nine outcomes as well as quantified measures of performance.

The ILO and the tripartite constituents will be working closely with the monitoring and evaluation focal points from UN entities and the Monitoring, Evaluation Group in the preparation of periodic progress reports, ensuring compliance with results-based management best practices and will also participate in the evaluation of the DWCP contribution to the UNSDCF.

4.2 Risks

Main risks for programme implementation

Within the Common Country Analysis of the UN a risk mapping has been carried out that identifies and analyses the key risk areas for the implementation of the UN agenda in Albania, including of the implementation of the DWCP 2023–2026 which are:

- ▶ Successive waves of the COVID-19 pandemic, driven by new variants and resistance to restrictions, that create severe ongoing strain on health systems and reallocation of resources,
- ▶ A lack of consensus on electoral reform and deepening political and social polarization, impeding dialogue and worsening the trust of citizens in Government,
- ▶ Unfavorable global economic and trade trends that along with the COVID-19 pandemic could negatively affect the balance of trade and current account, increasing poverty and limiting fiscal space for spending on social services,
- ▶ High risks from natural hazards and potential emergencies and weakened institutional and local preparedness capacities to respond,
- ▶ Increase in flows of refugees and migrants due to geopolitical developments,
- ▶ Increased outmigration, creating talent and labour force gaps, combined with an ageing population will have major, negative impacts on economic development and the sustainability of health, social protection, and education systems, and
- ▶ Potential changes in the process, criteria, and requirements for EU accession.

Strong alignment with the UN Cooperation Framework and national development priorities is part of the mitigation strategy for these risks. The DWCP 2022–2026 is fully aligned with UNSDCF 2023–2026. The ILO will enhance its successful cooperation with UNRCO and UN agencies as well as its constituents in view of timely identification and joint mitigation of these risks.

Beneficiaries of various capacity development activities will be selected from both top and middle management levels (decision makers) and from technical experts (operational level) to ensure knowledge transfer at all levels and to guarantee continuity. It is expected that middle management and technical staff will not be affected by the political changes.

Participatory planning and strengthening the role of the Overview Board are further measures minimizing the risk stemming from lack of ownership.

Achieving the DWCP outcomes will depend on the availability of financial and human resources with both the Albanian constituents and the ILO. While the ILO contributed to the development of the One UN Resource Mobilisation Strategy, success will only be possible if constituents strongly campaign for goals and outcomes of the DWCP, make the DWCP a priority of national budgets and programmes of other international organizations supporting the country.



5 FUNDING PLAN

Stronger resource mobilisation

The DWCP will have to be resourced by a combination of contributions from the Albanian tripartite constituents and the ILO regular and extra-budgetary sources.

Development cooperation played a crucial role in delivering decent work results under the previous DWCP. Development partners included Sweden and the UN system. The ILO and constituents will proactively explore opportunities and seek to broaden and diversify this partnership base both at local and regional level.

Resource mobilisation for covering existing funding gaps will be done based on joint prioritisation. In this context, the ILO and the Albanian tripartite constituents will make joint efforts in mobilizing donor resources in order to realize objectives of the DWCP and so financing the relevant SDGs. Advocacy for decent work priorities and enhanced communication to demonstrate results bringing impact are key in securing additional resources. The ILO and constituents will coordinate resource mobilization efforts with development partners and other implementing agencies in order to achieve synergies and complementarities.

The ILO will further explore joint funding options with other UN agencies for the implementation of goals identified under the UNSDCF as well as the outcomes of the DWCP. The main partners include the Swedish International Development Agency (SIDA) through the Embassy of Sweden, the EU (IPA funding), the Austrian Development Agency (ADA) and the ILO also benefits from the UNSDG Acceleration Fund. The ILO is part of the UN Resource Mobilisation Strategy that is being prepared for the UNSDCF. The focus of the new strategy includes stronger reach out to private sector.

The role of the DWCP Overview Board in resource mobilisation will be strengthened and in this respect the progress of the resource mobilisation plan will be discussed twice a year by outcome. The DWCP will seek to benefit from the advantage of the presence of OB members representing the Employers' and GoA in the DWCP Overview Board. As stated in the GoA – UN Sustainable Development Cooperation Framework 2022–2026, the Government will support efforts by the UN system (incl. ILO) to raise funds required to meet the needs of this UNSDCF. This includes: (a) Encouraging potential donor Governments to make available to the UN system agencies the funds needed to implement unfunded components of the programme; (b) Endorsing UN system efforts to raise funds for the programme from other sources, including the private sector both internationally and in Albania; and (c) Permitting contributions from individuals, corporations and foundations, which will be tax exempt for the Donor, to the maximum extent permissible under applicable law.

6 ADVOCACY AND COMMUNICATION PLAN

The objective of advocacy and communication activities is to support implementation and increase visibility and impact of work under the DWCP. They aim at raising awareness among relevant stakeholders and the general public on:

- ▶ The role of International Labour Conventions and SDG 8 in promoting inclusive and sustainable development in Albania;
- ▶ The importance of effective partnerships to address decent work challenges, to work on national development priorities, to implement the SDGs;
- ▶ The unique and value-adding nature of the ILO's tripartite membership base with respect to shaping and implementing inclusive, sustainable, and equitable national policies, strategies and plans;
- ▶ Success stories emerging from initiatives under the Programme.

Visibility and communication activities target primarily the tripartite constituents as well as multi- and bilateral donor organizations, civil society organizations, and other international and governmental agencies working in Albania on the same or similar themes. Secondary audience is the public of Albania. The ILO will contribute to the work of the UN Communication Group aiming at enhanced joint communication to increase visibility and awareness of results. Communication initiatives will include at least two events per year specifically focusing on heightening the visibility of the DWCP so that the Programme's key messages and achievements are appropriately communicated and presented. Key topics to be addressed will be jointly developed with the tripartite constituents; activities will be carried out in consultation, coordination, and/or collaboration with them.

ANNEX

Table showing alignment of priorities and outcomes of DWCP, UNCF and ILO Strategic Outcomes (PB2022-23)

Priority	Outcomes	Corresponding UNCF Priority / Output	Corresponding ILO Strategic Outcome (PB2022-23)
1. Effective protection at work	1.1 Effective mechanisms to tackle violence and harassment in the world of workviolence established	<p>Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 1 Employment and skills development</p> <p>Strategic Priority C2. Effective, people-centred governance, rule of law, human rights axnd gender equality; Output 1 End violence against women and children</p>	<p>Outcome 6 Gender equality and equal opportunities and treatment for all in the world of work</p> <p>Output 6.3 Increased capacity of Member States to develop gender-responsive legislation, policies and measures for a world of work free from violence and harassment</p>
	1.2 Services of labour inspection on occupational safety and health and labour law enforcement Improved		<p>Outcome 1 Strong tripartite constituents and influential and inclusive social dialogue</p> <p>Output 1.3 Increased institutional capacity and resilience of labour administrations</p>
	1.3 Coverage of social security, social assistance and social services with a focus on rural areas extended	<p>Strategic Priority A. Human capital development & social inclusion; Output 1 Social protection</p>	<p>Outcome 8 Comprehensive and sustainable social protection for all</p> <p>Output 8.1 Increased capacity of Member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy</p>

Priority	Outcomes	Corresponding UNCF Priority / Output	Corresponding ILO Strategic Outcome (PB2022-23)
2. Inclusive and productive employment	2.1 A youth guarantee scheme in line with the policy principles applied in the EU Member States is operational	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 1 Employment and skills development	Outcome 3 Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all Output 3.5 Increased capacity of Member States to formulate and implement labour market programmes and employment services for transitions to decent work over the life course, with particular focus on young and older workers
	2.2 An advanced skill needs anticipation system and inclusive skills development programmes are operational		Outcome 5 Skills and lifelong learning to facilitate access to and transitions in the labour market Output 5.1 Increased capacity of Member States to identify current skills mismatches and anticipate future skill needs output Output 5.2 Increased capacity of Member States to strengthen skills and lifelong learning policies, governance models and financing system
	2.3 Jobs in the green economy promoted through sectoral enterprise development approaches	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 2 Sustainable and resilient economic growth and green and blue economy transition	Outcome 4: Sustainable enterprises as generators of employment and promoters of innovation and decent work Output 4.4. Increased capacity of Member States and enterprises to develop policies and measures that promote the alignment of business practices with decent work and a human-centred approach to the future of work

Priority	Outcomes	Corresponding UNCF Priority / Output	Corresponding ILO Strategic Outcome (PB2022-23)
3. Improved social dialogue	3.1 Social dialogue platforms are relevant and effective	Strategic Priority B. Sustainable, resilient and green economic growth and resource management; Output 1 Employment and skills development	Outcome 1 Strong tripartite constituents and influential and inclusive social dialogue
	3.2 Use of alternative resolution of labour disputes increased		Output 1.4 Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institution
	3.3 Employers' and Workers' Organizations strengthened		Outcome 1 Strong tripartite constituents and influential and inclusive social dialogue Output 1.1 Increased institutional capacity of employer and business membership organizations (EBMOs) Output 1.2 Increased institutional capacity of workers organizations

ENDNOTES

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- 38 https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102532
- 39 INSTAT, UNDP and UN Women. Violence against women and girls survey, 2019. Forms of violence: intimate partner violence, dating violence, non-partner violence, sexual harassment or stalking.
- 40 INSTAT, UNDP and UN Women. Violence against women and girls survey, 2019. Forms of violence: intimate partner violence, dating violence, non-partner violence, sexual harassment or stalking.
- 41 A large survey among 1500 workers in Albania shows that 23% of survey respondents have faced at least one form of sexual harassment at work. Olof Palme International Center (2022). "Violence and harassment in the Albania world of work".
- 42 Republic of Albania, Council of Ministers, Voluntary National Review on Sustainable Development Goals, June 2018. 140 SDG targets (83%) were linked to specific pillars of the NSDI II; GoA has identified 41 mid-term SDG indicators, out of 82 available, with mid-term targets
- 43 World Bank, SCD, *ibid.*, 11.
- 44 2022 Sustainable Development Report pg. 10
- 45 At the EU-Western Balkans Ministerial Meeting on Employment and Social Affairs, in July 2021, the Western Balkans ministers and representatives responsible for employment endorsed a Declaration on ensuring sustainable labour market integration of young people. The Declaration

recognises the disproportionate impact of the pandemic on young people and spells out the commitment to gradually establish, implement, and enhance Youth Guarantee schemes in the region, based on the EU Council Recommendation of 30 October 2020 on A Bridge to Jobs – Reinforcing the Youth Guarantee.

⁴⁶ EMCO is the EU's Employment Committee. The EMCO Indicators Group has established a set of criteria for monitoring the implementation of the youth guarantee. For more information: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_546506.pdf

