

UNEMPLOYMENT AMONG YOUNG INTERNAL MIGRANTS IN THE MUNICIPALITY OF KAMZA

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Terminology

Childcare Service - or otherwise known as daycare, is the care and supervision of a child or multiple children at a time. The age ranges anywhere from six weeks up to age six. Child care is the action or skill of looking after children by day-care centers, babysitters, nurseries, kindergartens and other providers.

Domestic Partnership – refers to an interpersonal relationship between two people who live together as though they are married, but are not legally married, nor in a civil union. This type of legally-recognized relationship affords the partners certain rights, similar to those of married partners, though it is only recognized by a handful of states.

Economic Aid – Assistance in cash or in kind for individuals with a specific status and families in need.

Employee Turnover Rate - The term 'employee turnover rate' refers to the percentage of employees who leave an organization during a certain period of time.

Internal Migration - A movement of people from one area of a country to another area of the same country for the purpose, or with the effect of establishing a new residence. This migration may be temporary or permanent. Internal migrants move but remain within their country of origin (e.g. rural to urban migration).

Jobseekers – is any unemployed person, available for employment, which is periodically submitted to the relevant employment office.

Joint Stock Companies – Company, capital of which is divided in stocks and is established by shareholders that bear losses only up to the outstanding contribution agreements in the initial capital. The profit that is distributed to the shareholders is called dividend.

Long-term Unemployment - Long-term unemployment refers to people who have been unemployed for 12 months or more. The long-term unemployment rate shows the proportion of these long-term unemployed among all unemployed.

Limited Liability Company – The Limited Liability Company is established from one or more partners that bear losses only up to the outstanding contribution agreements in the initial capital.

Lower secondary school - is considered the second and final phase of basic education from the age of twelve to the age of fifteen (grade six through grade nine).

Migration - The movement of a person or a group of persons, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees, displaced persons, economic migrants, and persons moving for other purposes, including family reunification.

Migrant - IOM defines a migrant as any person who is moving or has moved across an international border or within a State away from his/her habitual place of residence, regardless of (1) the person's legal status; (2) whether the movement is voluntary or involuntary; (3) what the causes for the movement are; or (4) what the length of the stay is. IOM concerns itself with migrants and migration-related issues and, in agreement with relevant States, with migrants who are in need of international migration services.

Passive Jobseekers - is someone who is being considered for a position but is not actively searching for a job.

Primary school – The first years of compulsory schooling from the age of seven to the age of eleven (grade one through grade five).

Remittances - Monies earned or acquired by non-nationals that are transferred back to their country of origin.

Snow ball Sampling – Snowball sampling (also known as chain-referral sampling) is a non-probability (non-random) sampling method used when characteristics to be possessed by samples are rare and difficult to find. Snowball sampling method is based on referrals from initial subjects to generate additional subjects.

Stratified Sampling – Stratified sampling is a probability sampling method and a form of random sampling in which the population is divided into two or more groups (strata) according to one or more common attributes.

Upper secondary school - corresponds to the final stage of secondary education from age 15 to 18 (grade ten through grade twelve)

Vocational Education and Training (VET) – Education and training which aims to equip people with knowledge, know-how, skills and/or competences required in particular occupations or more broadly on the labor market.

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Executive Summary

Internal migration is one of the most dynamic multifaceted processes of the country. Kamza is the classic example of an area shaped by spontaneous and chaotic population movements, which brought severe socio-economic consequences resulting in a high level of unemployment. The municipality of Kamza was unprepared for the rapid increase of population, creation of diverse socio-cultural clusters and new emerging areas accompanied with numerous informal settlements.

Several studies have shown that most of internal migrants are generally youngsters, who tend to be excluded from the labor market and the society (INSTAT, 2014; Government of Albania, 2015).

The research was intended to enhance our understanding of young internal migrants' unemployment in the suburban area of Kamza, with the purpose to have a follow-up intervention for the inclusion of youngsters in the labor market.

The study employs a holistic approach through combining the triangle business – public sector – unemployed youth to investigate in-depth the unemployment reasons and challenges of young internal migrants in Kamza. The methodology used was based on a descriptive method, which combines elements of quantitative and qualitative methodology. A survey and focus group discussion was conducted with unemployed youngsters, followed up with interviews with key representatives of business sector and public institutions.

The research explored the unemployment in several pillars: a) Main determinants impeding young internal migrants' employment; b) Consequences after migration related to their present living conditions and socio-economic conditions; c) Opportunities of employment in Kamza; d) Skills and labor market needs; e) Approach of public institutions regarding the situation.

The findings of the research highlight in details the situation of internal migrants in Kamza and the constraints that accompany them. The recommendations identified will help the central and local government, donors and civil society sector to conduct follow-up interventions in four main directions such as: Vocational education and training; Role of municipality in intermediary services for youth employment; Focus of nonprofit organizations' activities in the area of Kamza and Intervention in strategies and public policies related to internal migrants.

Literature Review

Even though internal migration is one of the most widespread processes in Albania, it is still to a great extent under-researched (King & Vullnetari, 2009; Bërxfholi, 2005; Agorastakis & Sidiropoulos, 2007). With the transition to a free market economy, internal migration increased in an astonishing magnitude in the 1990s. The increased mobility was due to several social and economic reasons, which contributed to a *'country on the move'* (Carletto, et al., 2004).

Compared to a decade ago, 10 % of the population nowadays lives in a different town or village. According to the census, between 2001 and 2011, 228,952 individuals living in Albania have changed their residence. About 112,000 internal migrants have moved to Tirana, particularly in sub-urban Tirana (INSTAT, 2014).

Historically, Tirana has drawn the largest flow of internal migrants attributed to its better economic, social and cultural development and greater opportunities for education, which make the capital city the most concentrated center of employment. In Tirana, internal migrants are relocated in sub-urban areas such as Kamza and Paskuqan. Most of the internal migrants, who settled in the six communes¹ surrounding Tirana, mainly in Kamza and Paskuqan came from north areas in particular from Kukës and Dibër (INSTAT, 2014). Due to its characteristics, Kamza Municipality is considered as a *'laboratory for internal migration studies in Albania'* (King, 2005). The increase in internal migration was influenced by the remittances from emigrants, as internal migration began to lean on international migration, providing remaining family members with the financial means to help them relocate in other regions of the country offering better social and economic opportunities (Çaro, 2011).

Earlier studies indicate that internal movers come from all socio-economic backgrounds (De Soto, et al., 2002; Cila, 2006) and mostly internal migration in Albania is often characterized by relocation of the whole household instead of one to two adults moving, as it is seen in many other migration contexts (Tomini & Hagen-Zanker, 2010). According to the aforementioned ADHS,² one out of nine internal migrants has left behind children (Gedeshi & Jorgoni, 2012). Usually, poor families migrate short distances due to lack of financial resources, limited knowledge and skills (Zezza, et al., 2005). Generally, rural and urban migrants come from families with six or more members, thus bigger families are more likely to migrate (Jorgji, 2015).

Census data from 2011 indicate that most of internal migrants are predominantly *youngsters*. More than half of migrants that have changed their usual residence were aged between 15 to

¹ Before the Administrative and Territorial Reform (2015), the local government was structured into municipalities and communes.

²ADHS - Albania Demographic and Health Survey

34 years old (INSTAT, 2014). The average age of women internal migrants is 29 years, whereas among males is 33 years old (Government of Albania, 2015).

Regarding gender, 59 % of internal migrants are young women (INSTAT, 2014). Based on other studies which prove the fact that internal migration is dominated by women, it is evidenced that women have more opportunities for employment (Advance Studies Center, 2011). With regard to marital status, *married people* compared to single ones are much more prone to migrate internally. For separated individuals the likelihood to migrate is somewhat higher, while widowed individuals are less likely to migrate (INSTAT, 2014).

In terms of educational level, it is observed that the most of internal migrants has a *lower secondary education*, which is more prevalent among women than among men (INSTAT, 2014).

The main reasons of movements from northern and southern areas to the center of the country were the economic difficulties that characterize the northern and southern mountainous areas, especially those without regional development, investment and small prospects for the future (Zezza, et al., 2005).

The motivational reasons to move from rural areas to urban and peripheries were the opportunities for a better education and access in healthcare, since rural areas suffer from obsolete social and physical infrastructure (Çaro, 2011; Tomini & Hagen-Zanker, 2009). Reasons for movement that concern internal migrants both men and women are mainly *employment and study opportunities*. Women are more likely than men to change the location for family reasons. The number of *females* (103,260) internally migrating for *family reasons* is almost double that of males (59,189). Conversely, men have more likelihood to migrate for a job opportunity while women prefer to increase their chances for education (INSTAT, 2014).

According to the World Bank & INSTAT (2003), the main reasons to migrate from villages to cities are due to scarce land to support their families, lack of mechanization, limited policies to support agricultural production, the competitiveness of imported products, the backwardness of the villages and the informality. Beyond economic reasons, there are also psychological reasons that lead migrants to migrate such as: cities represent a great attraction for youngsters with plenty opportunities ahead.

High rates of unemployment and deep poverty experienced by families might have evoked strong tendency to migrate. Internal migrant households are placed in informal areas and settlements, while the level of social services provision is low (Tomini & Hagen-Zanker, 2009).

The difficulties caused by increasing flows of internal migration are not reflected by the government in public policies and strategies targeting these target groups.

- **National Strategy on Migration 2005-2010** has been in place with an action plan that ran until 2010. While the strategy has succeeded in putting migration high in the policy agenda, there are no data to evaluate how it was implemented in the absence proper monitoring and evaluation mechanisms. The only measure part of the Action plan envisaged in the strategy, which referred also to internal migration, was the *“Organization of continuous trainings in the field of internal and international migration legislation, for the officials dealing with migratory issues”* (Government of Albania, 2005). Even though, it is very hard to assess how this only measure has affected the improvement of internal migrants’ issues.
- **National Strategy for Employment and Skills 2014 - 2020** was approved by Decision of the Council of Ministers No. 818 dated 26.11.2014. Anyway, the strategy does not target particularly internal migrants, thus it does not facilitate their entrance in the labor market.
- **National Strategy for Development and Integration 2014-2020 (NDSI)**. One of the main challenges of the country is to ensure a balanced development between regions of the country, and to increase the cohesion of the country's development in relation to other EU countries. Among many components it specifically addresses: *Uneven development between regions of the country and in the international context*. Development between regions of the country, between the municipalities and communes continue to remain unbalanced. However, this component does not make it clear how could affect the internal migrants in such heterogeneous areas.

There are several studies, which have examined the effects of livelihood aspects after migration. Most of the males work in the informal sector and do low paid work, while the economic activity of women is low (Azzarri & Hangen-Zanker, 2010). Internal migrants are usually unemployed or underemployed workers in agriculture. Since they live in highly populated and informal suburban areas with higher poverty rates than the big cities, this increases the dependency of households on private financial transfers from family and friends (Zeza, et al., 2005).

Since most of the studies reveal unemployment as a prominent phenomenon widespread among internal migrants, several researchers have investigated the determinants of unemployment. The main determinants researched are divided in two broad dimensions:

- Demographic characteristics such as: age, family type, household size, marital status, number of children, educational level and educational level of the partner (Al Amin, 2010; Pereiro, 2016);
- Socio-Economic characteristics such as: cultural factors, freedom of decision making, occupation, qualifications, monthly income, monthly expenditure, expenditure patterns (Pereiro, 2016; Al Amin, 2010; Gobebo, Gizachew; Mulugeta, Wondaferahu; Yaekob,

Temesgen, 2017); Mentality is another social phenomenon affecting social roles of migrant women and their level of unemployment (Ndreka, 2014).

- Macroeconomic environment such as: poverty status or unemployment rate in the country affect the likelihood to be employed (Busso & Fonseca, 2015);
- Childcare services: Traditionally, most studies have used non-experimental data, and various bias correction methods to address the two key selection problems in this literature: the link between female labor supply participation with child-care access and prices, and the use of formal child care as opposed to informal or relative care. These studies explain that lack of childcare services or child care characteristics (hours, quality and location) affect the decision of women concerning childcare and employment (Del Boca, 2015). The availability of childcare indicates a positive and significant effect on mothers' working status (Del Boca, Brilli, & Pronzato, 2016). Moreover, there have been significant increases in the provision of subsidized childcare, which may also explain the increase in female labor force participation (Busso & Fonseca, 2015). The lack of public policies for working parents (such as high-quality, accessible childcare) may further increase the conflict between paid work and care experienced by working women, and thus intensify work–family tensions (Neyer, 2003; Cooke, et al., 2013). Also, other studies conclude that reliable childcare options can have a rapid impact on attendance and retention levels of female workers (International Finance Corporation, 2013).

The topic is under searched in Albania, but a study conducted by UNICEF shows that there is a direct relationship between ECD services and women's empowerment in Albania. This means that the more investment and efforts directed towards improving ECD services and coverage that the Government of Albania makes, the more empowered Albanian women will be (UNICEF, 2013).

Profile of Kamza

Kamza has a population of 134,697 citizens.³ The municipality of Kamza situated about 7 km north of the city of Tirana was until the early 90's an agricultural state owned farm with about 6,000 inhabitants (Çaro, 2011). Migration towards Kamza started with the post-communist transition. The area has been characterized by rapid, unplanned subdivision and development. Work and remittances are seen as elements that bring not only economic benefits but also social status and psychological wellbeing. Based on the new administrative territorial reform, the municipality of Kamza has expanded its territory by adding the administrative unit of Paskuqan.

Kamza is a vivid example of the coexistence of a heterogeneous population due to the rapid increase of internal migrants coming from northern areas. Most of the reasons coming to Kamza are economic factors, free land, employment opportunities and better climate (United Nations Economic Commission for Europe). Aliaj (2002) explains the migrants set up in Kamza with the proximity to Tirana, low land prices and through the availability of free spaces that were occupied by force.

The official figures show that 97 % of the migrated labor force is unemployed. From the families migrated, 50 % of them (about 11 000 households) have only one person employed, in temporary occupation or black market either. It is declared that 55 % of these households are living below the minimum standard of living, and the technical assistance covers only 10 % of them (United Nations Economic Commission for Europe).

Kamza offers a cheap labor force. The economy of Kamza is characterized by a high level of informality and by the predominance of small scale and family businesses. There are 3055 businesses located in Kamza and 985 businesses located in Paskuqan. About 91% of businesses are registered as sole proprietorship.⁴ Low-level service jobs represent 84 % of employment (Kamza Municipality, 2007; Kamza Municipality, 2009).

Based on a recent baseline conducted by the municipality of Kamza, there are about 13 active civil society organizations (CSOs) which operate in the region providing social care services. Taking into account the socio-economic situation of Kamza, this number is considered very low compared to the number of citizens. Most of these organizations target children, women and

³ Request for Information to the General Directorate of Civil Status, Ministry of Interior dated 10.04.2018

⁴ Request for information to National Business Center for the database of businesses registered in Kamza

families in urgent needs. Two organizations offer legal consulting related to the cases of domestic violence, but due to the insufficient capacity most of the cases are addressed to the responsible authorities in Tirana. The municipality admits the lack of coordination between local government and CSOs in Kamza.

There are some illustrative data on the number of schools, recipients of economic aid, services provided to children, youngsters and elderly in the municipality of Kamza. Most of the data are ensured by the municipality of Kamza, as part of their recent baseline. The municipality emphasized the fact that they have abundant missing data, in particular for those disaggregated such as: population number according to group ages, gender, typology of families etc.

Table 1: Profile of Kamza illustrated with data⁵

Indicators	Data
Population	134,697
Unemployed people registered as jobseekers	1813 ⁶
Unemployed young people (15-34) registered as jobseekers ⁷	148
Number of Primary Schools ⁸	18
Number of Pupils in Primary Schools	15,197
Number of High Schools	6
Number of Pupils in High Schools	3,622
Vocational School	1
Number of Students in Vocational School	No data
Public Kindergartens	21
Number of Children registered in public kindergartens	No data
Number of Public Nurseries	0
Number of Families recipients of economic aid	1,196
Number of Adults recipients of social assistance	2,114
Number of Children (0-18 years old) recipients of social assistance	419
Number of Social Service Beneficiaries	4,529

⁵ Interview with representatives of Kamza municipality on September 2018

⁶ This is the latest data of September 2018. While during the sampling phase, the number of jobseekers registered was 2632 (National Employment Office, 2018)

⁷ Interview with the Employment Office of Kamza dated on September 2018

⁸ Primary schools (first grade to ninth grade)

Number of Public/Private Services for Elderly (Daily Center)	1
Number of Public/Private Services for Children (Residential/Daily centers)	0
Number of Public/Private Services for People with Disabilities (Daily Centers)	0
Number of Public Services for Violated Women (Residential/Daily centers)	1
Number of Public/Private Services for Youngsters (Daily Centers)	0

Methodology

The purpose of this study is to understand the reasons of unemployment and the perspectives among young internal migrants in the suburban area of Kamza, aiming to have a follow-up intervention for unemployed internal migrants, in particular women based on the challenges and gaps revealed from the study.

The research approach is based mostly on the descriptive method, which combined elements of quantitative and qualitative methodology. This explanatory sequential design typically involved two phases: (1) an initial quantitative instrument phase, followed by (2) a qualitative data collection phase, in which the qualitative phase builds directly on the results from the quantitative phase.

The study employs a holistic approach through combining the triangle business – public sector – unemployed youth to investigate in-depth the unemployment reasons and challenges of young internal migrants in Kamza region.

Figure 1: Triangle included in the study: Unemployed young people – Public Sector – Business sector



Data collection method consists in secondary and primary data. Secondary data were obtained through the revision of previous reports and studies focused in the region of Kamza, internal Social Plan of Kamza as well data obtained from the National Business Center, National Employment Office, General Directorate of Civil Status.

Primary data were collected through a **survey** with 70 unemployed young internal migrants⁹ in Kamza using a **semi-structured questionnaire** as the main instrument. After conducting the survey with 70 unemployed young internal migrants, the researcher carried out some preliminary data. In order to have a comprehensive and in-depth overview of the situation, it was conducted a **focus group discussion** with 9 young internal migrants, who were part of the survey.

To reveal another point of view, researchers conducted **2 in-depth interviews**¹⁰ with the representatives of *Municipality of Kamza*, **1** interview with the representative of Employment Office in Kamza.

As one of the most important stakeholders in the triangle, the researchers conducted **8 in-depth interviews**¹⁰ with the representatives of the some large enterprises in the region of Kamza. The enterprises were selected in collaboration with the Employment Office in order to include most representative businesses of the region. The enterprises belong to the fason industry (5), construction (1), wood processing (1), and aluminum manufacturing (1). Most part

⁹ This study takes into consideration a broader group age of youngster from 15-34.

¹⁰ See Annex 4: List of Key Informants Interviewed

of the sample consists in enterprises operating in fason industry, because this industry provides the largest number of job vacancies in the region.

Research Questions

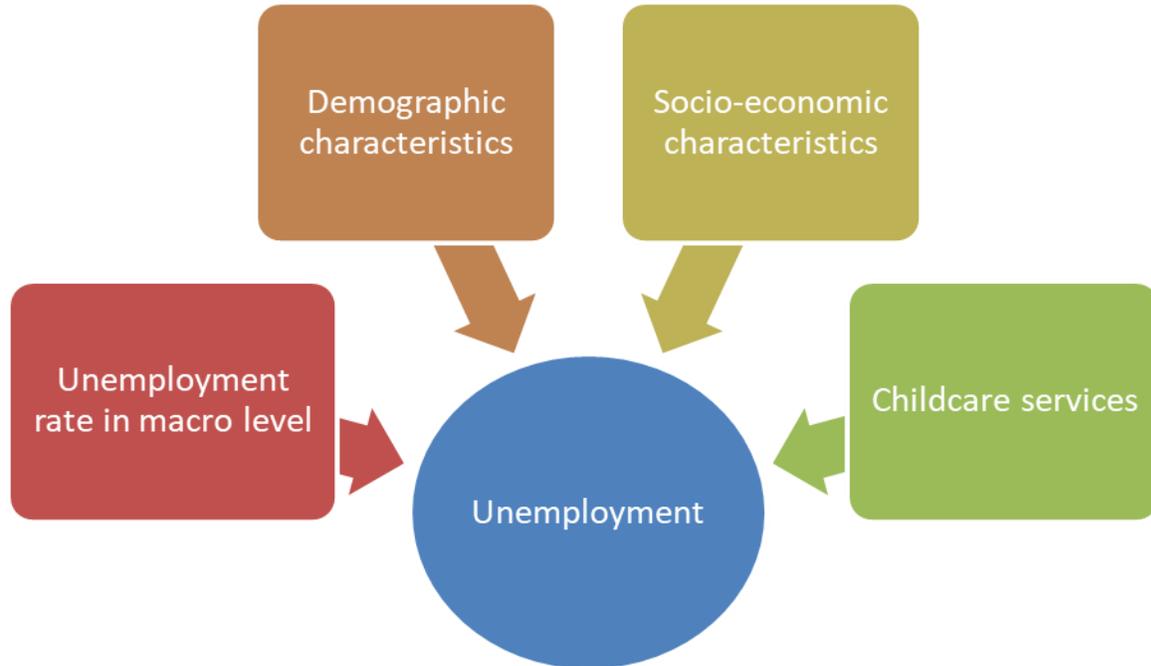
To investigate more on the topic of this study, the paper raised a set of key research questions as below:

- Which are the determinants of unemployment among young internal migrants?
- Does lack of childcare services or childcare characteristics affect participation of women in the labor market?
- Which are the consequences after migration related to youngsters' socio-economic conditions?
- Do young internal migrants have willingness to participate in skills training and capacity building to increase their employment chances?
- Which is the future perspective of young internal migrants in terms of job preferences and their requirements?
- Which are the employment opportunities in these areas and the potential of business sector to create job vacancies?
- Is there a mismatch between labour market needs and young internal migrants' skills?
- How do local government and responsible institutions of Employment explain the problem of unemployment among youngsters in Kamza?
- Which is the situation in terms of policy measures, strategies and vision of the national and local government to integrate young internal migrants?

Conceptual Model

Based on the literature review it is created a conceptual model, which served to design the instruments used in the study (figure 2).

Figure 2: Conceptual Model



Unemployment of young internal migrants in Kamza derives from high unemployment among youngsters in Albania at macro-level, as well high unemployment among the population in Kamza.

Based on the above model, the questionnaire was designed specifically around these variables. One of the main sections of the questionnaire focused on the **demographic characteristics** such as: age, gender, household size, number of children, children under 6 years old, civil status of the respondents, respondents' level of education; their partners' level of education; their birthplace, registration in the municipality of Kamza, reasons of migration, patterns of migration.

The socio-economic characteristics' section included data on: number of family members with disability, social care services in such cases accompanied with the difficulties encountered by family members; respondents' profession; duration of unemployment; employment opportunities refused associated with the reasons why; number of family members employed and their respective jobs; number of bank accounts and the family members owning a bank account; economic aid (amount); remittances (amount); whether they have debts or no; average monthly incomes; average monthly expenses; savings (reasons of savings); decision making regarding important expenses and family budget managing; willingness to attend vocational education and training; their desired job and salary; number of hours willing to work in the future; desire to emigrate abroad.

The childcare services' section collected information about the use of childcare services from the families interviewed; reasons why they do not use childcare services; persons, who take care of children in cases of not using childcare services, reasons why they would prefer to use childcare services; main problems with the current childcare services; main criteria assessed when selecting the childcare service; number of hours children attend a childcare service; the amount of money, parents are willing to pay for childcare services.

Sample Selection and its Characteristics

The sample of the main target group in the study is comprised by unemployed youngsters registered as **jobseekers** and unemployed youngsters **unregistered** at the Employment Office with the purpose to have a representative sample of the unemployed youth population in Kamza. Initially, the selection of sample was based on the database of unemployed youngsters registered as jobseekers in Kamza, obtained by the National Employment Office. In order to select a sample of unemployed jobseekers was applied a *stratified random sampling method* based on two criteria: gender and civil status. The sample of jobseekers has a representative pool of young women and men, as well single and married people in the same proportion/ratio as in the total population of jobseekers.¹¹

To identify the passive unemployed jobseekers (not registered at Employment Office), it was applied the *snowball sampling*. Since it is difficult to find the unemployed young people, because they are not registered anywhere, snowball sampling is the most relevant method. The initial selected sample of jobseekers was used as referral point to recruit unemployed youngsters unregistered at the Employment Office.

The total sample consists in **70** unemployed young internal migrants, composed by 51% registered jobseekers and 49% passive unemployed.

Findings

This section presents the main findings related to the survey conducted with unemployed youngsters and focus group discussion, as well results from the interviews with the public sector and business sector representatives.

The first section presents the findings related to the main category: unemployed young people. This section is divided into 4 subsections according to the main research questions such as: a)

¹¹ Database obtained by the National Employment Office dated on May 2018.

Demographic characteristics; b) Childcare services; c) Socio-economic characteristics; d) Future perspective.

The findings visualized by charts/tables are in the form of frequencies and crosstabs. The main selected variables for cross tabulations are: gender, age, educational level, household size, civil status, use of childcare services. Each chart shows the total number of responses. For some of the questions, the size of the sample is smaller, because of the number of responses received, or due to in depth analyses within the sample.

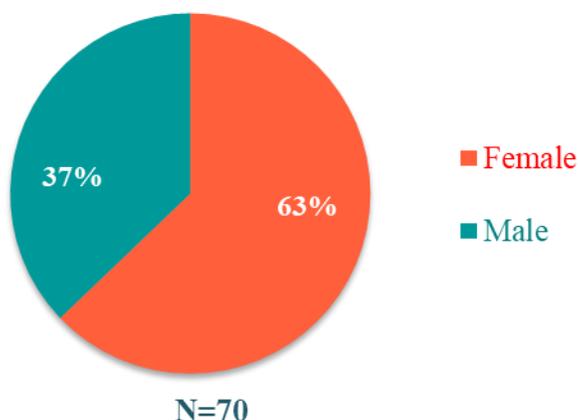
The second section presents the findings from the interviews with the local government and Employment Office on the issue of unemployment, explaining in details challenges and factors that are hampering employment of youth in Kamza.

The third section of findings presents a detailed analysis of employment opportunities in Kamza and business sector' challenges and remarks related to their current and potential workforce.

Demographic Characteristics of Unemployed Young People

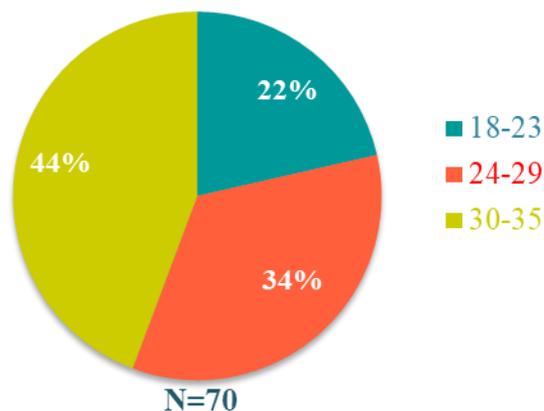
Below are presented the findings related to demographic characteristics of the sample such as: gender, age, educational level of respondents and respective partners, civil status, household size, number of years as residents in Kamza and their migration reasons.

Chart 1: Gender of respondents



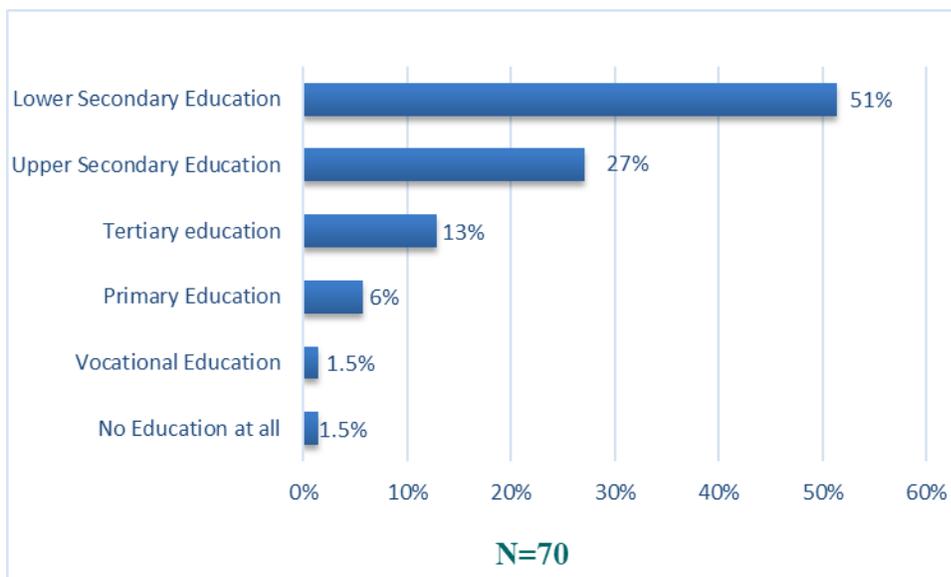
Most of the sample is comprised by females (63%) (chart 1). Only 2 respondents out of 70 belong to minorities, respectively to Bulgarian minority.

Chart 2: Age of the respondents



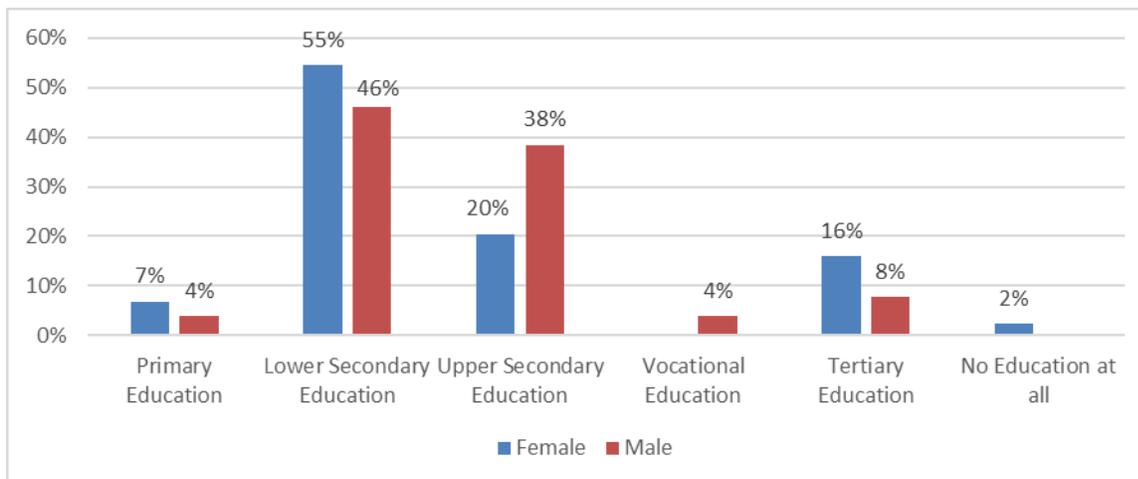
Most of the respondents (44%) belong to 30-35 range of age, followed by 34% ranging from 24 to 29 years old and 22% to 18-23 group age.

Chart 3: Educational level of the respondents



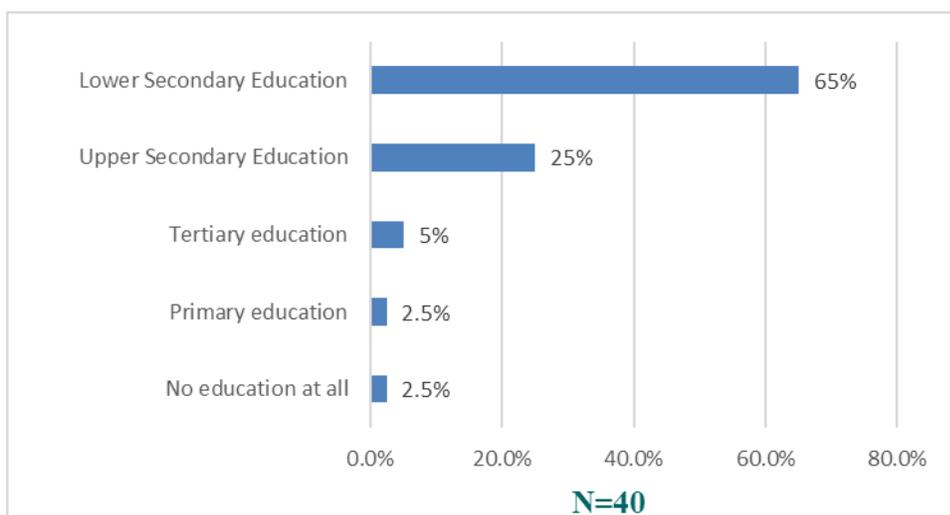
The majority of the sample (51%) has completed lower secondary education, followed by 27% who have finished upper secondary education. Only one of the respondents has completed vocational school.

Chart 4: Educational level according to gender



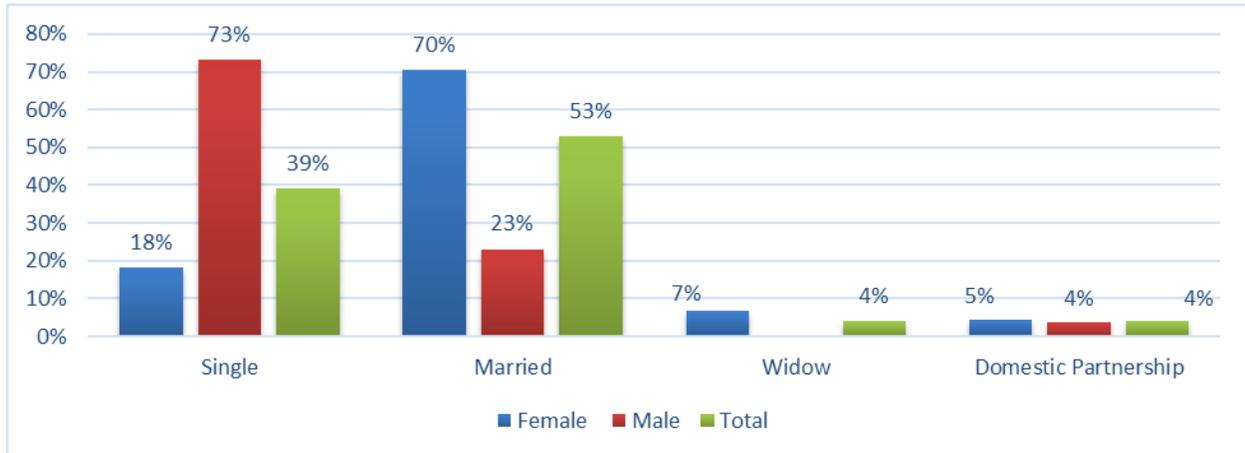
As shown from chart 4, the majority of women and men have completed **lower secondary education**. In contrary to men, there are women who have no education at all. On the other hand, women make up the majority among graduates from tertiary education corresponding to the data published by INSTAT (2018).

Chart 5: Educational level of respondent's partners



The majority of the respondents' partners have completed **lower secondary education** (65%), followed by 25% who have completed upper secondary education (chart 5). Both partners have somehow the same educational level.

Chart 6: Civil Status of respondents according to gender



The majority of respondents are married (53%), followed by 39% of the respondents who are single. Most of **women** are **married** (70%), while the majority of men are single (73%).

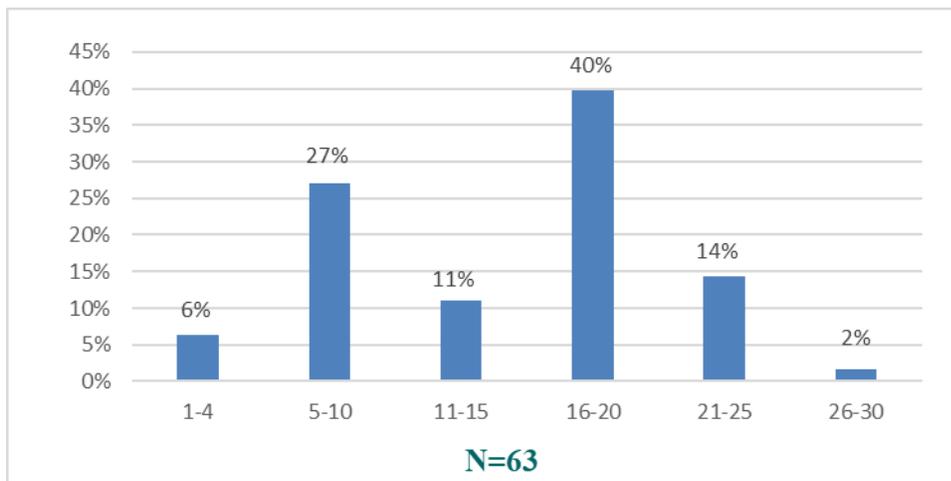
Chart 7: Family Composition



In terms of family composition, 59 % of the respondents have **3-4 members**, while 40% of them have 5 to 6 members.

Only 11% of the interviewees state that have a person with disability in their family, where in most of the cases is the child. Mother holds usually the role of caretaker in such cases. The obstacles of having a person with disability in the family mentioned by the respondents are: a) the fact that someone should dedicate all his/her time to take care of the person; b) economic situation not favorable to pay for a therapist or buy the necessary medicine and c) fatigue.

Chart 8: Number of Years as Resident of Kamza



From the responses, 67% of internal migrants are **long-term residents** in Kamza with over 11 years. Only 6% of the respondents have up to 4 years dislocated in Kamza (chart 8).

Based on the survey, most of the respondents, who relocate in Kamza came from northern areas mostly Burrel, Kukës, Dibër, as it is shown in other previous studies (INSTAT, 2014). Most of internal migrants (63%) explained that have migrated together with the family. Only 7% of the respondent persons’ state that a family member migrated in Kamza and then the whole household moved on and followed “the earlier migrant”.

Table 2: Migration Reasons

Migration Reasons	Percent
Better living conditions	41%
Better employment opportunities	21%
Low land prices	12%
Because of marriage	12%
Proximity to the capital city	8%
A family member migrated and the family followed him/her	5%
Health reasons	1%

In terms of the main reasons led to migration in Kamza, **better living conditions**, **better employment opportunities** and **low land prices** are the most common reasons mentioned by

the respondents (table 2). The same reasons prevail also in previous studies based on the literature review. During the focus group discussions, the participants were more specific and explained that most of them came in the 90s in Kamza and as they remember one of the family members (in most of the cases the father) came earlier and after he settled down and found a free land, other members joined the family. They resided in Kamza, because the land was free and this represented an attractive opportunity, which could not be found in the capital city.

From the responses, only 7% are not registered at the Civil Status Office, municipality of Tirana. For instance, 80% of non-registered in Kamza are females, mainly married, or in domestic partnership. The negligence is the reason why they have not been registered so far.

The interviewed persons were asked whether they find it difficult to integrate in Kamza and to get the proper services. From the survey, 25% of the respondents expressed that it is difficult to get proper services from the hospitals or schools in Kamza. During the focus group discussion, all the participants mentioned concerns regarding the public services. Some of their arguments were that hospitals in Kamza lack basic needs, medicines and the corruption is pervasive. Also, the interviewees claim that they lack the legalization permits of their housing and have dealt so far with long processes dragging on and without solutions. They deal with bureaucracies even in schools and other public institutions. These issues are more intense in Kamza, even though the problems are common throughout Albania.

Additionally, they claimed the fact of high taxes explaining that the municipality does not consider the economic conditions and their impossibility to pay. They have to pay for the water supply, but this service is lacking in many areas of Kamza, such as Bathore. Due to a rapid population increase and emerging informal settlements, the municipality does not ensure the services throughout the whole area of Kamza. Also the representatives of the municipality accept the fact and claim lack of capacities to cover the whole area of Kamza.¹²

Most part of the respondents (87%) do not have a good perception about the Employment Office of Kamza. On the other hand, it is obvious that most of them do not know really well the functions of the Employment Office. They think that the main role of the office is to provide a receipt which approves their unemployment and enables them to get the economic aid. This statement is confirmed also by the survey, where 82% of the registered jobseekers, part of the sample receive economic aid. The respondents and the municipality revealed a joint concern regarding the transfer of the Employment Office from Kamza to Tirana. This has become a burden for all unemployed people, because they have to travel each month to Tirana to get the verification that approves their unemployment, which is necessary for their health insurance

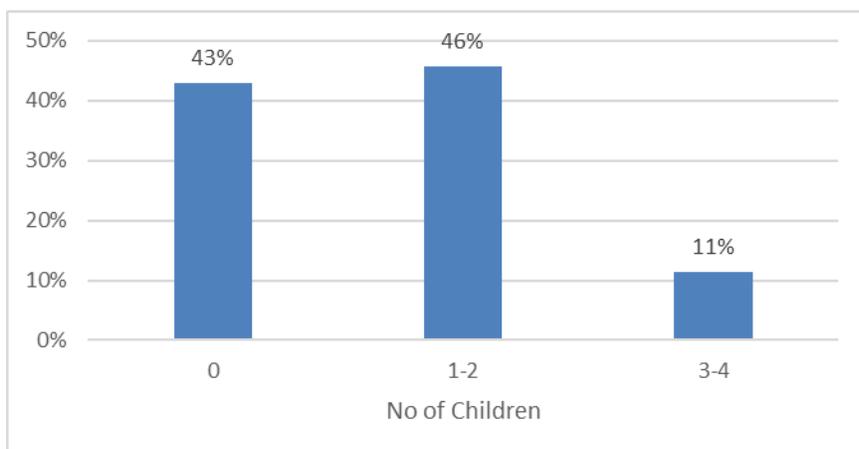
¹² Expert Interview with Mr. Qemal Çejku, General Secretary of Kamza Municipality

and other documents. This is translated into additional costs for all the unemployed people in Kamza.

“I had a new born child and two other kids while I had to travel to Tirana each month. I cannot afford it and it is unreasonable” (Focus Group Discussion).

One of the research questions in the study is *whether lack of childcare services or characteristics related to childcare service providers prevent women employment*. Thus one of the sections in the questionnaire was dedicated to childcare services whether the respondents use or do not use childcare services, the schedule of childcare services, the problems related to the use of childcare services; the criteria assessed to select childcare services; the amount of money they are willing to pay for such service; who takes care of children in cases they do not use childcare services; the reasons why they do not use childcare services etc.

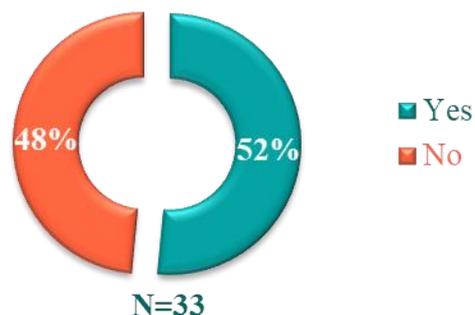
Chart 9: Number of children



In terms of number of children, 46% of the respondents have **1-2 children**, followed by 43%¹³ that have no children (chart 9). In addition, 82.5% of these families have at least one child under 6 years old.

¹³ Among 43% respondents who do not have children, most of them are single (90), while others are in a domestic partnership (10%).

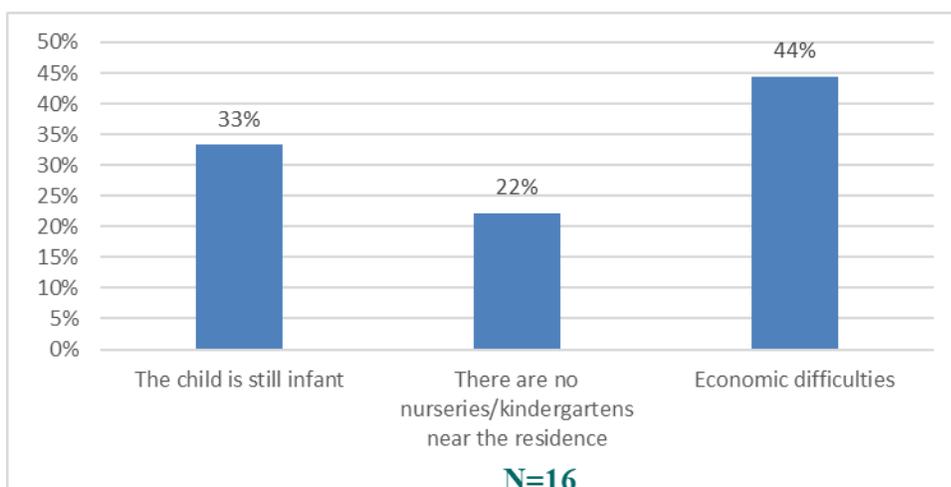
Chart 10: Use of childcare services



Accordingly, 52% of the families use childcare services. Mother holds the role of the children caretaker in cases that families do not use childcare services (chart 10).

In general, families that have 2 children use mostly childcare services. Correspondingly, families with 3-4 children in particular do not use childcare services because they have not the possibility to pay due to the economic difficulties experienced more intensively by larger families.

Chart 11: Reasons of not using childcare services



As can be seen from the chart 11, the reasons why the respondents do not use childcare services are mostly due to **economic difficulties** (44%), followed by 33% that think their child is still **infant** (up to 3 years old). This reasoning comes due to the mentality that in the early childhood phase, the mother has to take care of children, accompanied with the absence of nurseries in Kamza. While 22% of the respondents, resident in Bathore explained that there are **no** nurseries/kindergartens nearby their residence.

Moreover, the representatives of Kamza municipality confirmed that the problem is even bigger because there are 0 public nurseries in the whole area of Kamza.

Table 3: Reasons why children would attend

Reasons	Percent
Socializing with other peers	58%
The child requires specialized care	17%
There is no other solution if I find a job	17%
More free time	4%
I have another family member, who requires specialized care	4%

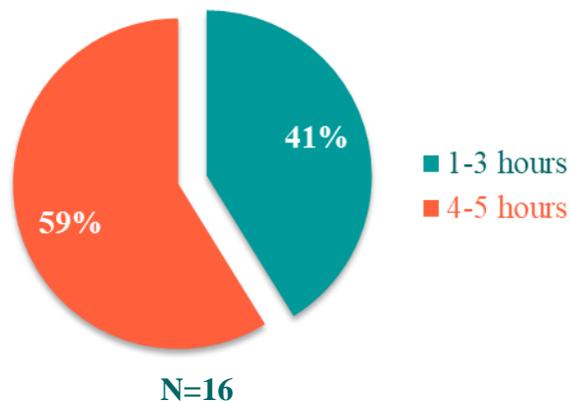
kindergartens

Reasons according to gender			Female	Male
Socializing with other peers			53%	80%
The child requires specialized care			16%	20%
There is no other solution if I find a job			21%	0%
More free time			5%	0%
I have another family member, who requires specialized care			5%	0%

Among the reasons why the respondents would use childcare services if they decide to do it, they rank a) socializing of their children with other peers (58%); b) their child requires specialized care (17%); c) if they find an employment opportunity, there is no other solution (17%). When it comes to compare the reasons given according to gender, women give diverse range of reasons compared to men. It is evidenced that only female respondents have given reasons such as: a) there is no other solution if they find a job; b) to get more free time; c) they have another family member to take care, who requires specialized help.

These results show that women are those who take care of children and other family burden, which makes them vulnerable and on the horns of the dilemma choosing between job and care of their children.

Chart 12: Length of time children stay in the kindergarten



Regarding those who use childcare services, most of the respondents (59%) state that children stay from 4 to 5 hours in the kindergartens, and the rest declare that children stay in kindergartens from 1 to 3 hours (chart 12).

Table 4: Problems with childcare services

Problems with the kindergarten/nursery	Percent		
Limited schedule	31%		
Infrastructure of kindergarten	27.5%		
Quality of the Staff	9%		
Distance from dwelling	5%		
Food provided in the kindergarten	0%		
Payment	0%		

Problems with the kindergarten/nursery	Female	Male
Limited schedule	37%	0%
Infrastructure of kindergarten	27%	33.5%
Quality of the Staff	5%	33%
Distance from dwelling	5%	0%
Food provided in the kindergarten	0%	0%
Payment	0%	0%

The main problems faced by those who use childcare services are: limited schedule (31%), infrastructure of the kindergarten (27.5%), staff of the kindergarten (9%). Among the respondents, 27.5% are **satisfied** with the kindergarten (men constitute the majority in this

category). Only female respondents mention as problems non flexible schedule and distance from their dwellings.

Limited schedule of kindergartens represents the main concern for the respondents. Based on the focus group discussions and interviews with representatives of the municipality of Kamza, there are only 21 public kindergartens in the whole area, which function until midday. The public kindergartens are within the public primary schools and about 2 or 3 kindergartens settle in three rented buildings by the municipality.¹⁴ This issue is very concerning for parents as well for the municipality. The respondents do not have the proper economic conditions to afford private kindergartens preventing in this way women from employment, because they have the responsibility of children caretaker.

“From our past experience or the relatives’ experience, the employer does not give permission to take the children from the kindergarten” – (Focus group discussion)

“We cannot work with a minimum salary and pay for the private kindergarten, because it is not reasonable. If we had childcare services with prolonged hours (at least 8 hours), we would work immediately” – (Focus group discussion)

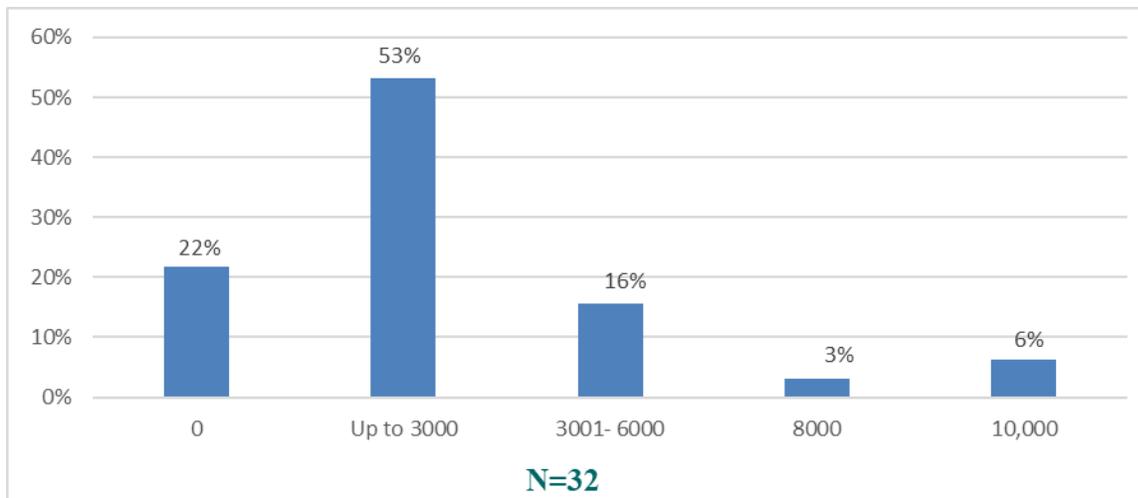
Table 5: Main criteria in selecting the kindergarten

Criteria	Percent
Quality of staff	30%
Payment	27%
Schedule	14%
Food provided in the kindergarten	9%
Quality of educational hours and games	9%
Infrastructure of kindergarten	8%
Distance from dwelling	1.5%
Specific Conditions for Children with Autism	1.5%

¹⁴ Interview with Mr. Gani Berisha, director of Education Issues Directorate in the Municipality of Kamza

The main criteria assessed by the respondents when they choose a kindergarten are: a) quality of staff (30%), payment (27%) and the schedule (14%).

Chart 13: Amount of money willing to pay for childcare services



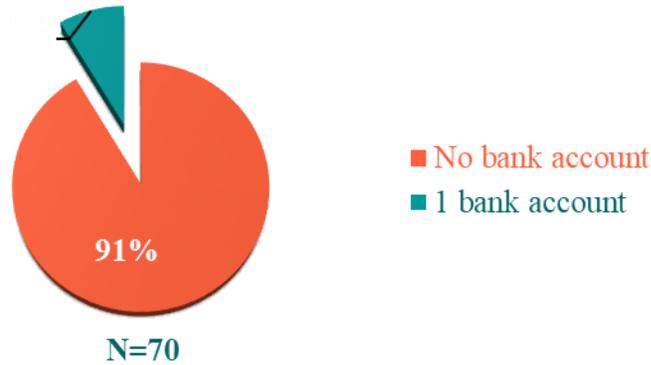
Among the respondents, 53% of them are willing to pay up to 3000 ALL/month for the childcare service (equally to the payment of a public kindergarten), while 22% have no possibility to pay. (chart 13). This question was addressed to all the respondents despite using or not childcare services. The impossibility to pay remains a crucial factor affecting the use of childcare services and as a consequence inhibiting employment of women.

Several important factors seem to affect the use of childcare services and consequently the women unemployment such as: lack of public childcare services, in particular nurseries and daily centers for children with special needs, limited schedule of kindergartens, economic difficulties to afford private nurseries/kindergartens.

Socio-Economic Conditions

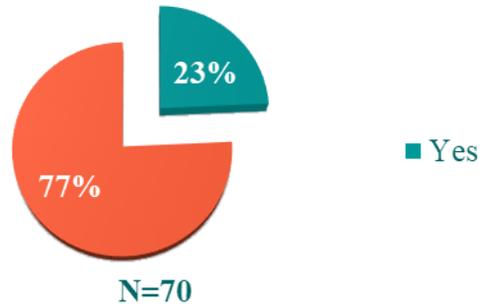
The section below provides detailed information on the socio-economic situation of the families ranging across average monthly revenues and expenses, their savings; whether they have bank accounts or not; whether they receive remittances or not, the frequency and amount of remittances; whether they receive or not economic aid; whether they have debts or not and to whom do they have debts, their profession, reasons of unemployment, duration of unemployment.

Chart 14: Existence of bank accounts



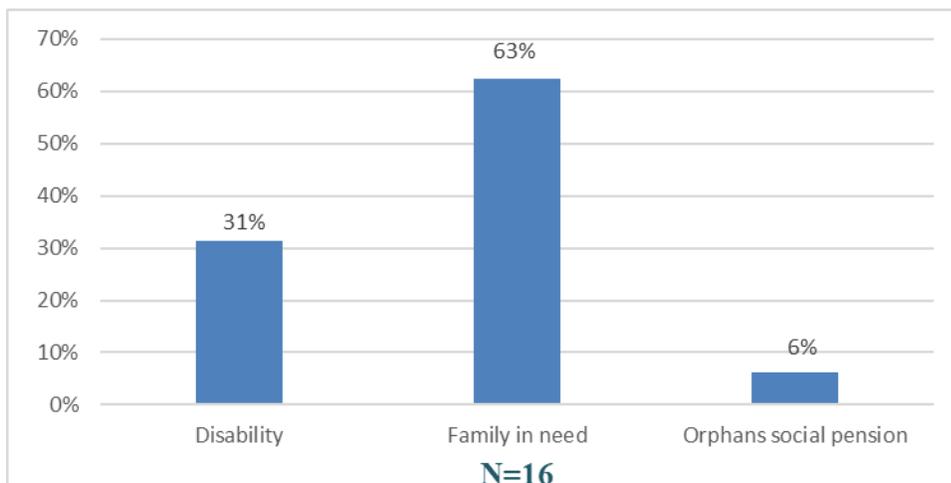
In terms of bank accounts, **91%** of the respondents do not have any bank account (chart 14). Similarly, 69% say that no family member has a bank account. In general, it is either the father or the husband who possesses a bank account.

Chart 15: Recipients of economic aid



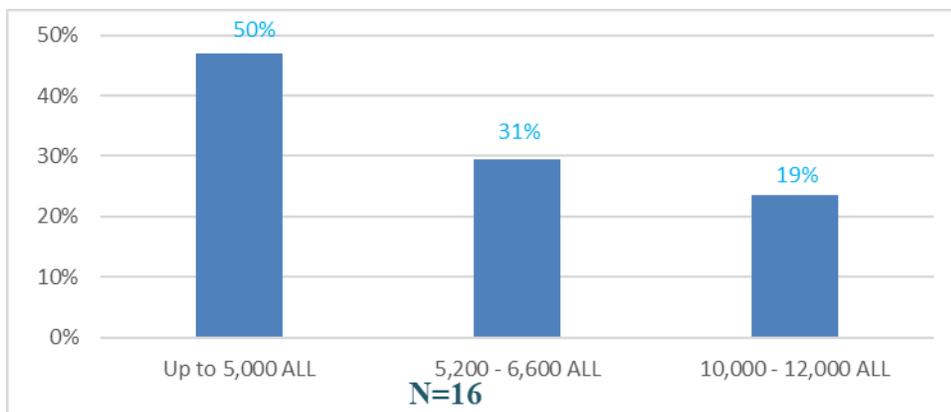
As shown from the chart 15, only 23% of the respondents declare that one family member receives economic aid.

Chart 16: Reasons for receiving Economic Aid



Among those who receive economic aid, most benefit it as families in need (63%) and the rest due to a family member with disability (chart 16). Among those who receive the economic aid, the majority (82%) are registered as jobseekers at the Employment Office. The representative of Employment Office of Kamza stated that most of unemployed people register as jobseekers mainly with the purpose of receiving economic aid rather than seeking for a job. This was confirmed also by the representative of Kamza municipality, who proclaimed that it is created a dependency relationship of unemployed people with the economic aid.¹⁵ Conversely, during the focus group discussion, the participants stated their willingness to work rather than benefit the economic aid.

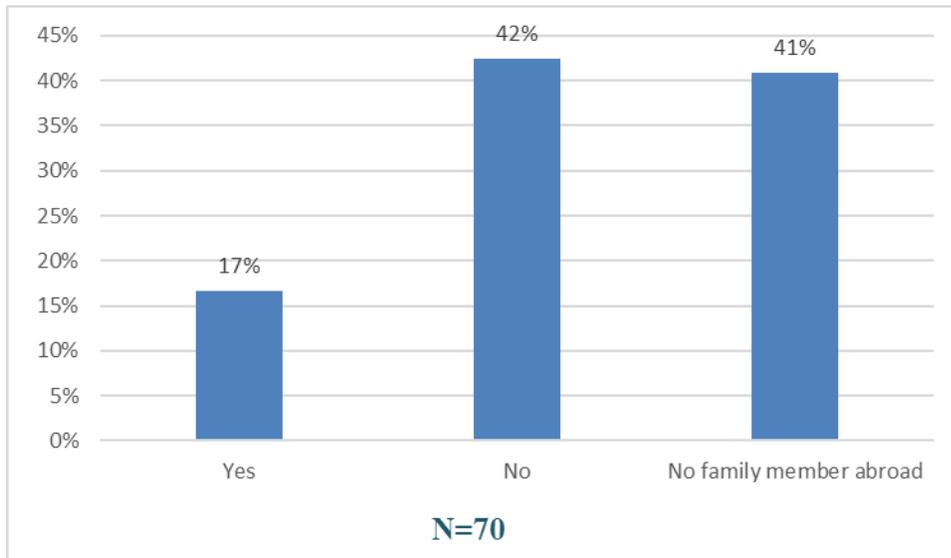
Chart 17: Amount of Economic Aid



In terms of the economic aid they benefit, **50%** receive up to 5,000 ALL (chart 17).

¹⁵ Interview with Mrs. Esmeralda Troci, Specialist for Child Protection and Gender Equality at Kamza Municipality

Chart 18: Income from remittances



Only **17%** receive remittances. Regarding the amount of remittances, 50% of those who receive remittances, get an average monthly amount of EUR 50-100, which in most of the cases is received quarterly.

Chart 19: Average Household Income and Expenses per month (ALL)

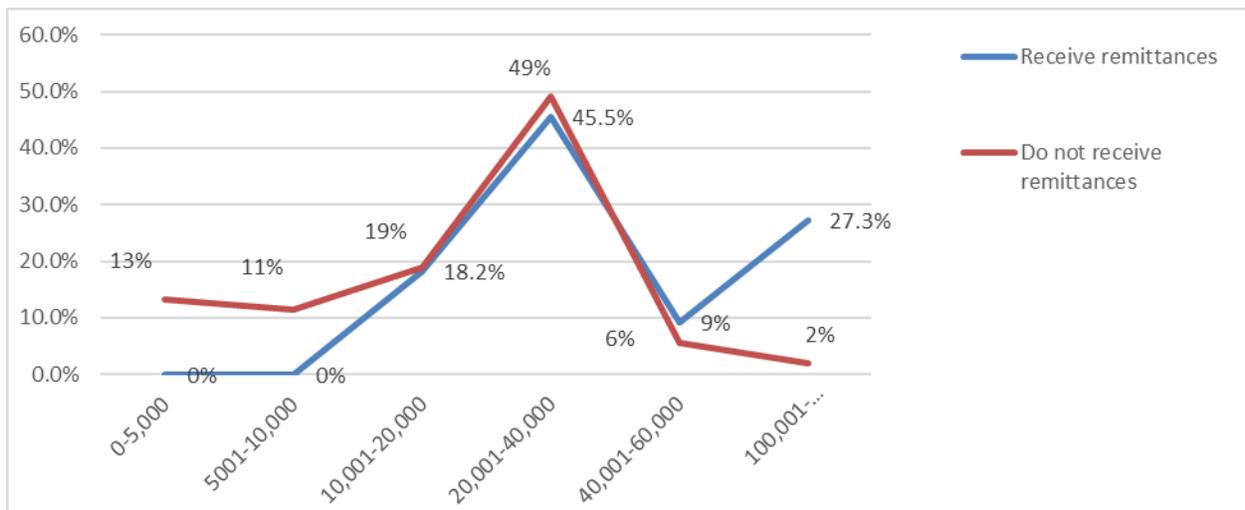


As can be seen from the chart 20, 46% of the respondents declare that have average household income from 20,001 to 40,000 ALL (households mostly ranging from 4-6 members), followed by 39% respondents that have incomes up to 20,000 ALL.

Regarding the expenses, most of them (74.3%) declare average household expenses up to 40,000 ALL, followed by 20% that declare average household expenses from 40,001 to 60,000 ALL (chart 19).

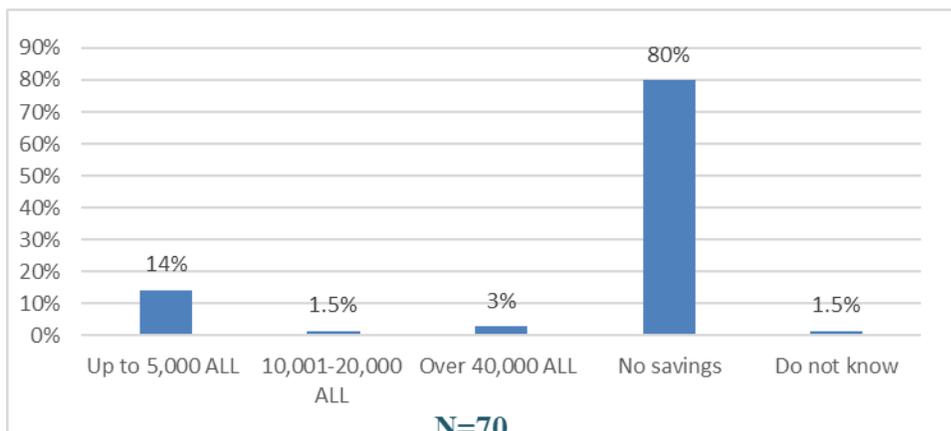
In general, *most of the respondents declare a discrepancy between expenses and incomes, due to unemployment which causes severe economic difficulties.*

Chart 20: Remittances according to Average household income (ALL)



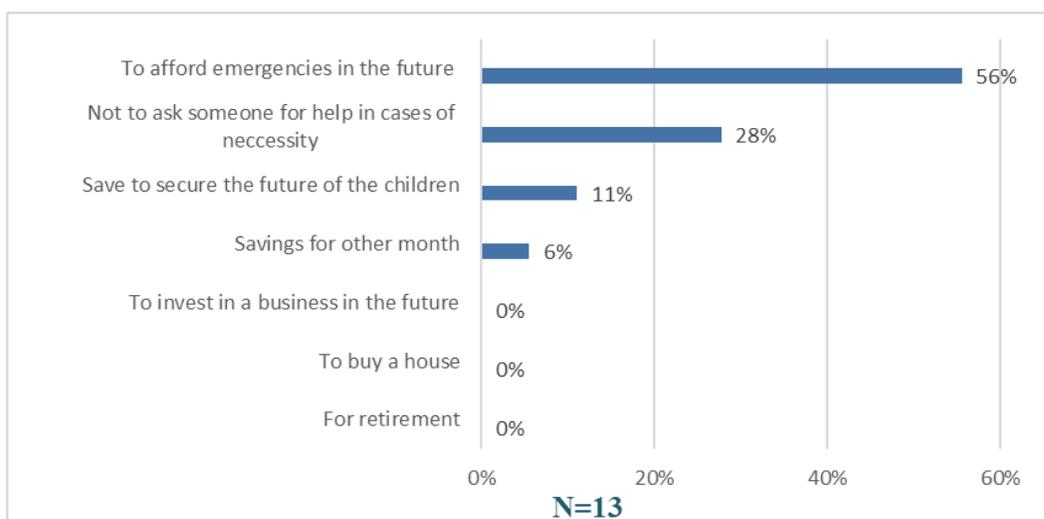
As can be seen from the above chart (20), among those who receive remittances, no one has average household income up to 10,000 ALL. In the same way, 27.3% of those who receive remittances belong to the range of average household income from 100,001 to 150,000 ALL (chart 20). *This shows a tendency that those who receive remittances have a slightly more stable economic situation compared to those who do not receive at all.*

Chart 21: Savings per month



In terms of monthly savings, **80%** of the respondents' families declare no savings, followed by 14% of them who declare up to 5,000 ALL monthly savings (chart 21). Based on their household' incomes, they barely can have savings.

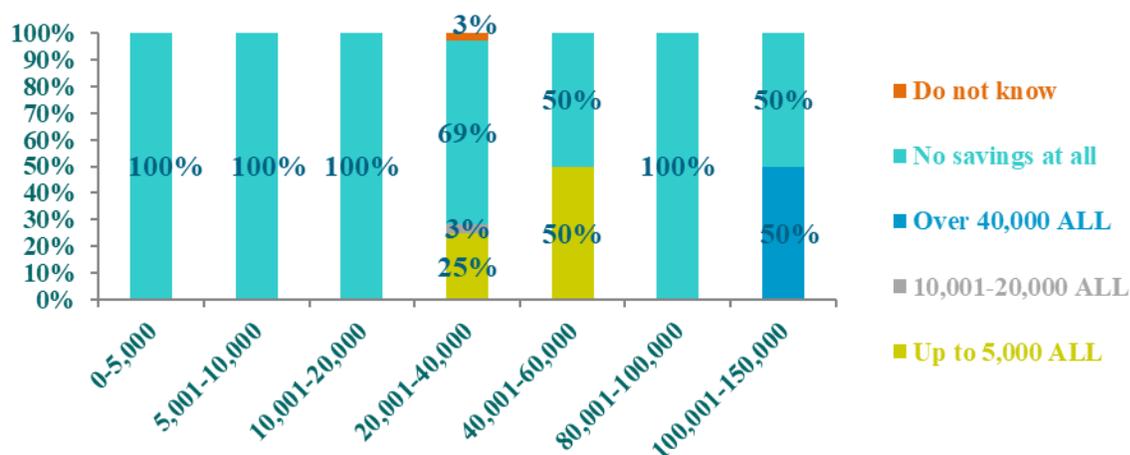
Chart 22: Reasons for Savings



As can be seen from the chart 22, 84% of the respondents save in order to afford emergencies in the future and not to ask someone for help in cases of necessity. To be highlighted is the fact that no one saves to invest in a small business in the future, to buy a property or thinking for the retirement. Based on the above results, it is obvious that the aim of their savings is mainly to fulfill their basic needs (lowest levels of Maslow's' hierarchy of needs¹⁶) (Maslow, 1954), which it is interrelated to lack of financial stability.

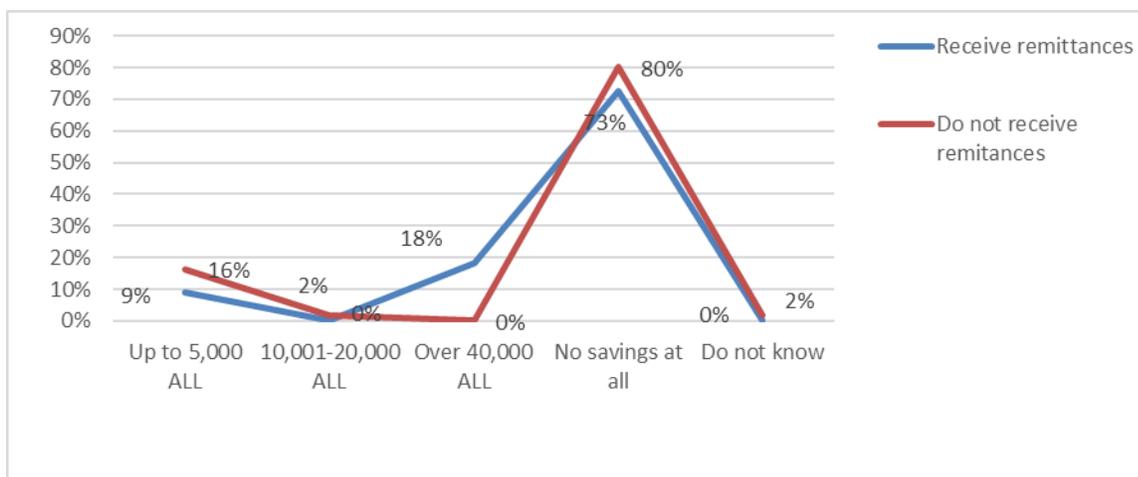
¹⁶ Maslow's hierarchy of needs is a motivational theory in psychology comprising a five-tier model of human needs, often depicted as hierarchical levels within a pyramid. Needs lower down in the hierarchy must be satisfied before

Chart 23: Savings per month according to Average household income



Most of the respondents (50%), who have average income from 40,001- 60,000 save up to 5,000 ALL (chart 23). Only, 50% of the respondents who declare the highest average income from 100,001 to 150,000 save over 40,000 ALL per month. Thus, the amount of savings grows with the increasing level of incomes.

Chart 24: Remittances according to Savings/month



As can be seen from the chart 24, among those who do receive remittances, **73%** have no saving compared to 80% among those who do not receive remittances and 18% can save over 40,000 ALL per month compared to none among those who do not receive remittances. Those who receive remittances have a slight guarantee in terms of economic situation.

individuals can attend to needs higher up. From the bottom of the hierarchy upwards, the needs are: physiological, safety, love and belonging, esteem and self-actualization.

Chart 25: Debts

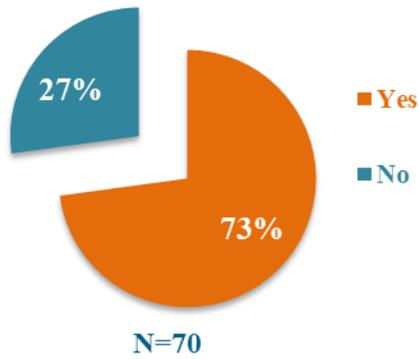
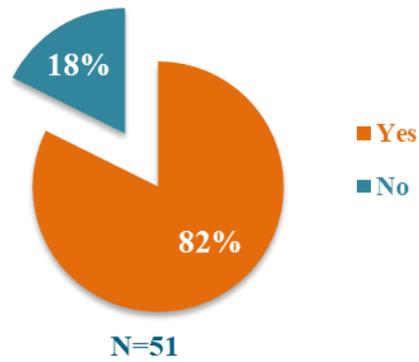


Chart 26: Current unpaid debts



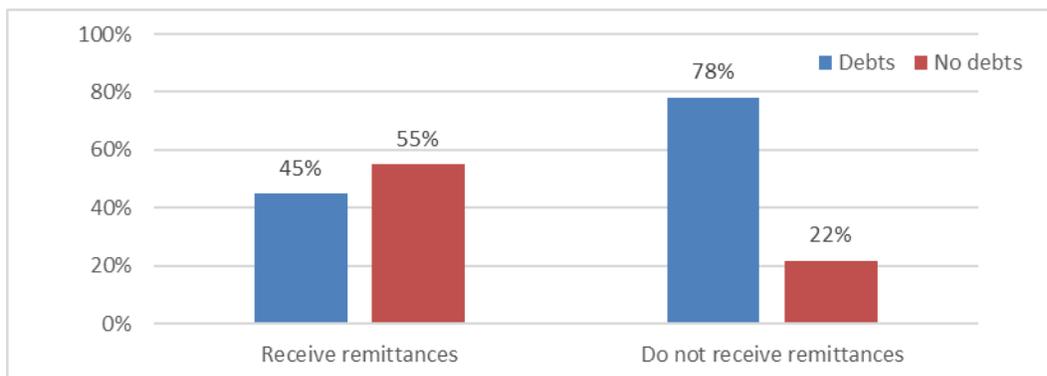
In terms of debts, **73%** of the respondents have debts (chart 25). Among those who have debts, **82%** currently have unpaid debts (chart 26).

Chart 27: Where do you rely on to borrow money



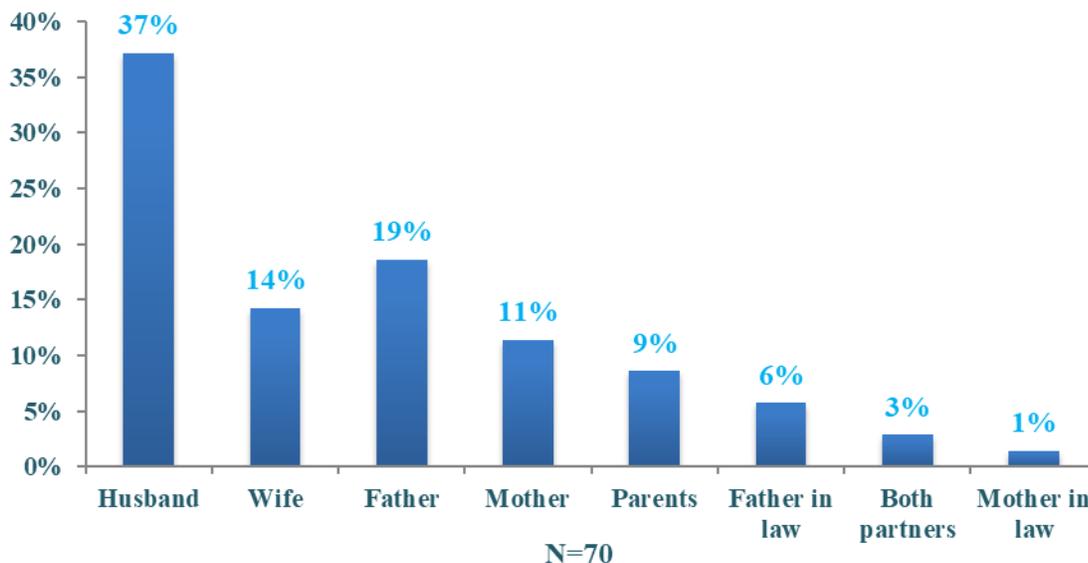
Most of the respondents who have debts rely on relatives (59%) to borrow money, neighborhood store (24%), where they do not pay for the purchased daily products (chart 27).

Chart 28: Having debts according to Remittances



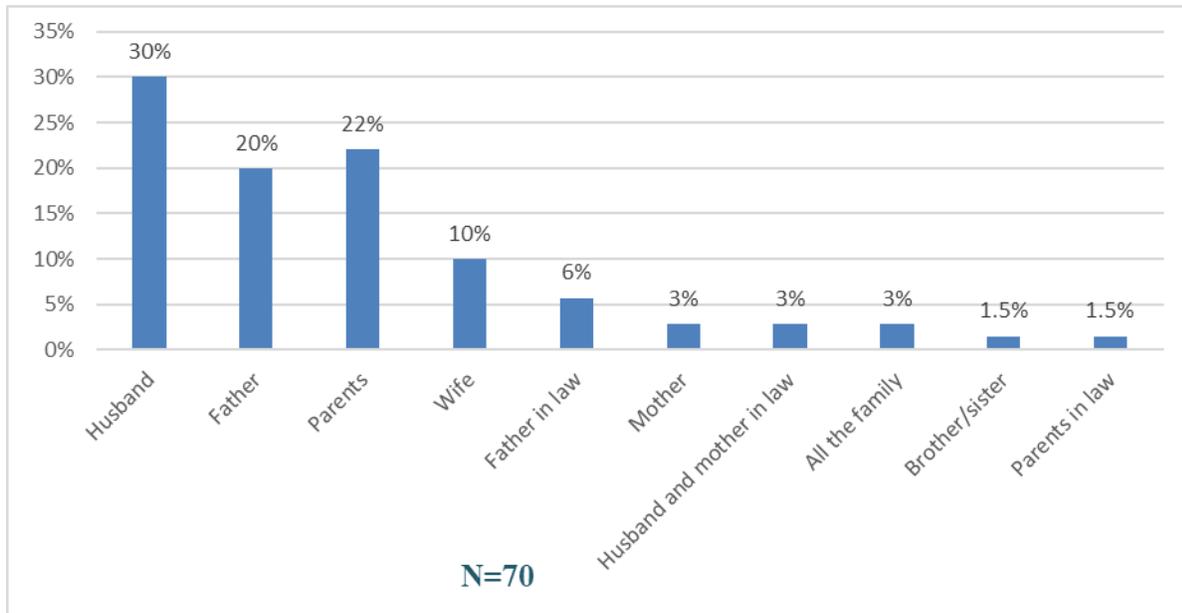
As can be seen from the chart 28, *there is a correlation between receiving remittances and debts*. Among those who do receive remittances, the majority of them (55%) do not have debts. On the contrary, among those who do not receive remittances, the majority of them (78%) do have debts. It can be concluded that those who have remittances try to handle their economic difficulties without getting into debts.

Chart 29: The family member who manages the household budget



Most of the respondents (62%) declare that are *“family’s men”*, who manage the household budget, accordingly 37% husband and 19% the father, 6% the father in law (chart 29).

Chart 30: The decision maker for most important expenses



Equally, situation is very similar when it comes to the decision maker for the most important expenses in the family, because 56% of the respondents declare that it is the husband, the father or the father in law who holds the role of the decision maker. Only 13% of the respondents state that it is either the wife, or the mother who makes the most important decisions for the family expenses.

Table 6: Three-way analysis Civil Status – Gender – Family member who manages the budget

Civil Status		Family member who manages the budget									
		Myself	Husband/Partner	Both Partners	Wife/Partner	Father	Mother	Father in law	Mother in law	Parents	Mother & Brother
Gender											
Single	Female					62.5%				25%	12.5%
	Male					42%	37%			21%	
Married	Female	16%	65%	6%				13%			
	Male	100%									
Widow	Female	100%									
Domestic Partnership	Female		50%						50%		
	Male	100%									

To be highlighted from the table 6, **100%** of married men manage the family budget, compared to only **16%** married women, who manage the household budget. Regarding female respondents in a domestic partnership declare that it is either the mother in law (**50%**), or the partner (**50%**) who manages the household budget. Conversely, **100%** of men in a domestic partnership manage the household budget by themselves.

To deepen the analysis, in families with over 5 members it is either the father, or the father in law depending on the civil status of the respondent who plays a substantial role in the family's finances compared to smaller families. The husband is the one, who has a consistent major role in the management of the household budget (in particular in nuclear families).

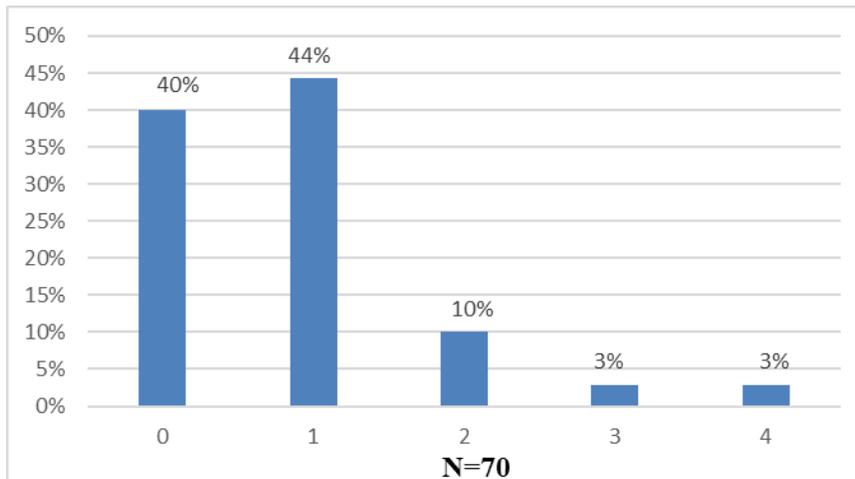
Table 7: Three-way analysis Civil Status-Gender-Decision maker for most important expenses

		The decision maker for most important expenses												
Civil Status	Gender	Myself	Husband/Partner	Wife/Partner	Father	Mother	Father in law	Brother/Sister	Parents	Both partners	Mother in law & husband	Parents in law	Myself & father	All the family
Single	Female				50%			12.5%	37.5%					
	Male				47%	11%			26%				5%	11%
Married	Female	6.5%	48%	6.5%			13%				3%	23%		
	Male	83%								17%				
Widow	Female	100%												
Domestic Partnership	Female										50%	50%		
	Male	100%												

To be highlighted from the table 7, most of married men (**83%**) make the decisions for the most important expenses, compared to only **6.5%** married women who hold the role of the decision maker related to family finances. Regarding female respondents who are in a domestic partnership declare that it is either the mother in law (**50%**), or the both parents in law (**50%**) who make the decisions for the family expenses. While, **100%** of male respondents who are in a domestic partnership declare that they are the only decision makers for the most important expenses in the family.

The respondents emphasize that in some cases, the sister/brother become part of the decision making because they bring the majority of incomes.

Chart 31: Family members employed



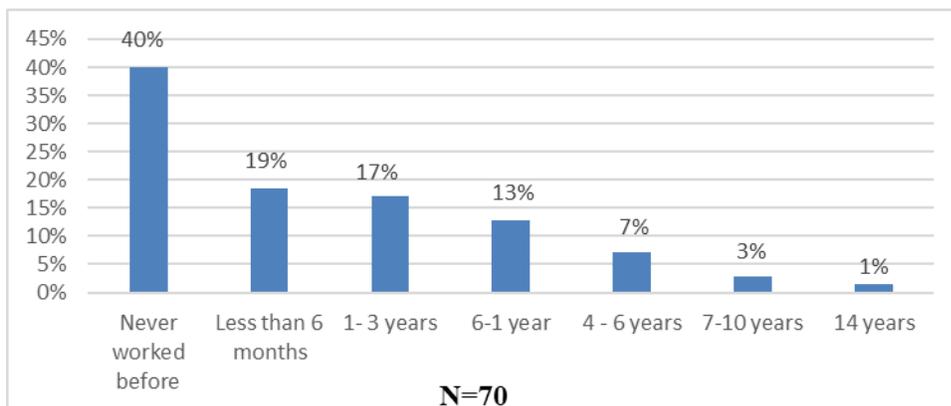
In terms of family members employed, **40%** of the respondents declare no family member employed, while 44% of them declare only 1 family member employed (chart 31). Most of the families which have 3-4 members employed have at least one family member emigrant.

In general, the employed members in the family are:

- a) *The husband* (Jobs: construction, car wash, furniture factory, emigrant etc.)
- b) *The father* (Jobs: self-employed, teacher, policeman, emigrants)
- c) *The mother* (Jobs: cleaning women, self-employed, teacher or tailor)
- d) *Brother or Sister in law* (Jobs: shoes factory, driver, tailor, hairdresser or emigrant)
- e) *Brother/Sister* (Jobs: call center, shoe factory, as bartender, lawyer, engineer)
- f) *Father in law* (Jobs: Emigrant or works informally).

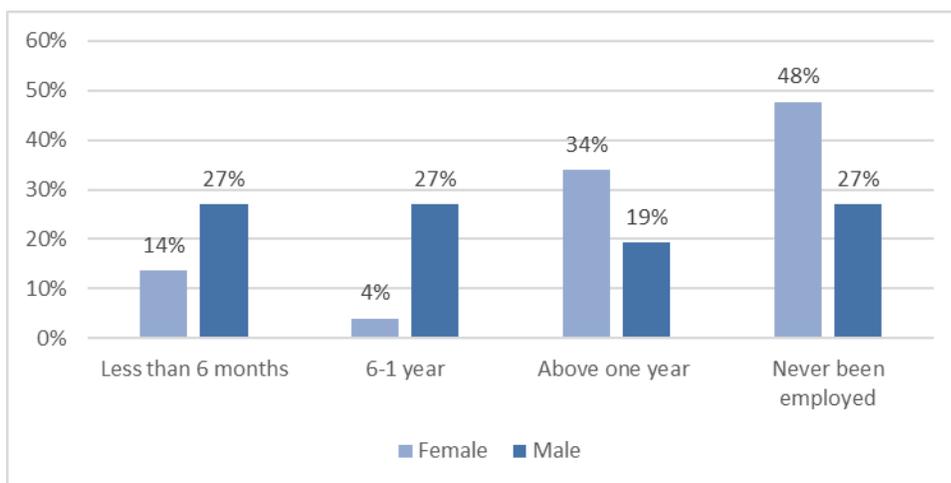
Most of the employed family members work without a formal contract and social insurance.

Chart 32: Duration of respondents' unemployment



As seen from the chart 32, **40%** of the respondents have never worked before, **28%** of them can be classified as long-term unemployed people (over 1 year unemployed). This is confirmed also by the information obtained through the interview conducted with the representative of Kamza Employment Office.¹⁷

Chart 33: Duration of unemployment according to gender



It is evidenced that *women predominate among those who have never been employed and long term unemployed* (chart 33). Most of those who have never worked are married in terms of the civil status. One explanation of this result is early marriages, a social phenomenon in these areas, which is associated with adverse consequences such as unemployment, economic difficulties and other related social problems.

¹⁷ Expert interview with Ms. Luljeta Demollari, Representative of Employment Office of Kamza

Table 8: Three-way analysis Gender-Educational level-Duration of Unemployment

Gender		Duration of Unemployment			
		Less than 6 months	6 - 1 year	Above 1 year	Never been employed
Educational level					
Female	Primary Education				100%
	Lower Secondary	13%	4%	37%	46%
	Upper Secondary	11%		55.5%	33.5%
	Tertiary Education	29%	14%	14%	43%
	No Education				100%
Male	Primary Education	100%			
	Lower Secondary Education	33.5%	33.5%	25%	8%
	Upper Secondary Education	20%	10%	20%	50%
	Vocational Education		100%		
	Tertiary Education		50%		50%

As can be seen from the three-way analysis (table 8), most of female respondents with primary education, or no education at all have never been employed. As well, approximately 43% of female respondents with tertiary education have been never employed.

Instead, most of male respondents with primary education and lower secondary education belong to the group of short-term unemployed people (up to 1 year). In comparison to men, women who have either the lowest education or the highest educational level have more difficulties to find a job.

Table 9: Reasons of unemployment

Reasons	Percent
No employment opportunity related to my profession	31%
I have not searched for a job	16%
Lack of educational level	14%
Take care of kids	12%
The opportunities found were far away my dwelling	9%
No information where to search for a job	5%
Low salaries	5%
Health problems	3%
My child has special needs	3%
Due to the mentality in the family	2%

The five main reasons of unemployment given by the respondents are: 1) no employment opportunities related to their profession; 2) they have not searched for a job; 3) lack of an educational level; 4) because of kids; 5) the jobs they have found were far away their dwelling.

Most of young people with tertiary education claim that the reason of unemployment is lack of jobs in compliance with their profession.

“I have completed hospitality and tourism school and I have three years seeking for a job. Actually, I am studying Law hoping to find a job in this field” (Focus Group Discussion)

Many of the participants in the focus group discussion explained that the distance from their dwelling is very crucial, in particular for women with small children. Anyway, most of them argue that they would accept a job in Tirana with a better salary, in order to cover the transport costs.

In terms of the tools used by them to find a job, the Employment Office is the main option. They get informed occasionally by their relatives and friends, as well “Çelësi Newspaper”. Very few use social media to get information for job vacancies. Most of the unemployed do not have knowledge on the informative tools of job search.

Something evidenced by focus group discussions is that most of them are discouraged and not proactive to find an employment opportunity. From the results of the survey, the mentality is not among the main reasons of unemployment due to the hesitation of respondents. This was noticed also during the focus group discussions. When asked about some hypothetical situations such as: What would you do if you find the job you like, but your husband does not approve it?

“Of course, I would not accept. I do not have other choice”(Focus group discussion).

To reveal more on the issue, the participants of the focus group were put on a hypothetical situation: Who would sacrifice the job to take care of children?

“The woman has to raise the children” – (Man, focus group discussion)

“A Man can work more than a woman” – (Women, Focuss Group Discussion)

There were many opinion expressed by both women and men enforcing the assumption that mentality is one of the reasons preventing women employment. This was mentioned also by the representative of Kamza Employment Office. She gave examples of her daily work showing the existing harsh mentality of the area.¹⁸ Also, the focus group’ participants emphasized the fact that all the companies have exaggerated requirements such as: university diploma, foreign languages, and experience even for low-skilled jobs. Even the representative of Employment Office of Kamza confirmed this fact, illustrating the requirements of some job vacancies’ examples occasionally in violation of the Labor Code.

¹⁸ Most of women gave their parents, parents in law or husbands’ mobile phone number (something noticed also during the survey conduction). Married women do not take even a small decision without asking their husbands (Interview with Ms. Luljeta Demollari, representative of Kamza Employment Office)

Table 10: Duration of unemployment vs Reasons of unemployment

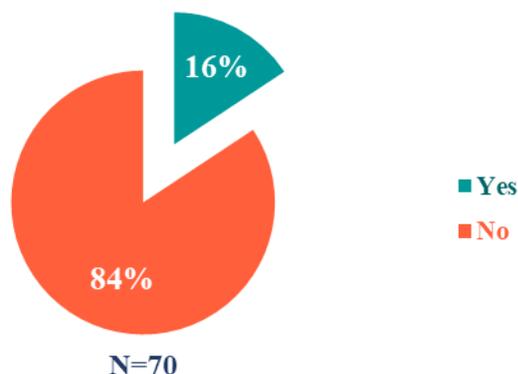
Duration of Unemployment	Reasons of Unemployment					
	I have not searched for a job	No information where to search for a job	Lack of educational level	No employment opportunity related to my profession	The opportunities found were far away my dwelling	Take care of kids
Less than 6 months	5.5%	11%	17%	44%	17%	5.5%
6-1 year	0%	17%	8%	50%	25%	0%
Above one year	11.5%	8%	19%	23%	11.5%	27%
Never worked before	27%	5%	10%	24%	15%	19%

As can be shown from the table 10, those who have never worked before give three main reasons such as: a) they have not searched for a job”, b) no employment opportunities related to their profession and c) respondents (women), who resonate their unemployment because of “taking care of kids”. The situation is quite the same for those who belong to the long term unemployment category.

During the focus group discussions, women explained that lack of public childcare services and the problems related to the schedule of existing public kindergartens, which impede women to be part of the labor market.

The reason related to lack of employment opportunities in compliance to their profession is quite debatable in cases of long-term unemployed persons; because they are excluded from the labor market and have miss the information regarding the labor demand.

Chart 34: Employment opportunities refused



In terms of employment opportunities refused, only 16% have refused a job (chart 34). During the focus group discussions, the participants stated the lack of exposure to many employment opportunities adding the fact that very few of them have conducted an interview recently.

The three main and most frequent reasons given by those who have refused a job opportunity were: 1) Long distance from their dwelling, by explaining that the job offered was in Tirana with a minimum salary. After the calculation of all related costs, they have found these offers unfair and not reasonable; 2) Low payment and poor working conditions; 3) Being constrained due to the lack of childcare services (given as a reason only by female respondents). Women declare that the husband is the decision maker whenever they consult a job opportunity.

The participants in focus group discussions complained that the only job opportunities available are in the fashion industry (shoe and clothes factories) arguing that the salary is very low (even under the minimum salary defined by the decision of Council of Ministers No. 399/2017)¹⁹ accompanied by poor working conditions such as: working more than 8 hours per day, working during the weekend etc.

“My sister was working in a factory. She had an emergency because her child was in hospital and the company did not give her the permit, but they prevent her to get out of the door”. We cannot work in such conditions” (Focus group Discussion).

¹⁹ Decision of Council of Ministers No. 399 ‘For Determining the Minimum Salary at National Level dated 3.5.2017. Available at: <http://www.qbz.gov.al/Botime/Akteindividuale/Janar%202017/Fletore%2098/VKM%20nr.%20399,%20date%203.5.2017.pdf>

In terms of respondents' profession, the majority of them (**56%**) do not have a profession at all. Only 7% of the sample has a university degree in chemistry/informatics/agribusiness engineering. *Female respondents dominate among those who have no profession at all.* Also, professions such as engineer, physiotherapists, hairdresser, tailor, cleaning woman and teacher belong to the female category. Other professions such as construction worker, driver, electrician, plumber etc. are men's domain.

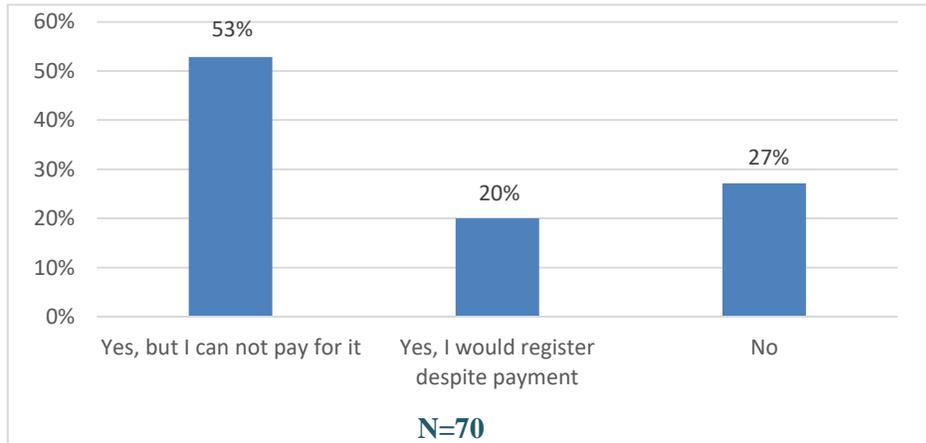
To be emphasized is the fact that those who work in construction industry belong to short-term unemployment category. On the other hand, those who have no profession either have never been employed before, or are part of long-term unemployment category. Those who have a profession as engineer highlight the fact that there are no available jobs for their profession; as well the jobs they have found are far away their dwellings.

Most of the respondents who have no profession are married women, which it is related with the fact that in these suburban areas women lack education and are married very early dedicating their lives to the family. Lack of education and mentality directs women towards social roles such as home care and upbringing of children, which requires time and energy by limiting so the integration of women in the community.

Perspectives of the Future

The section below provides some information for future opportunities in the labor market according to the respondents' point of view such as their willingness to attend a vocational training; their desired job and salary; number of hours willing to work in the future and desire to emigrate abroad.

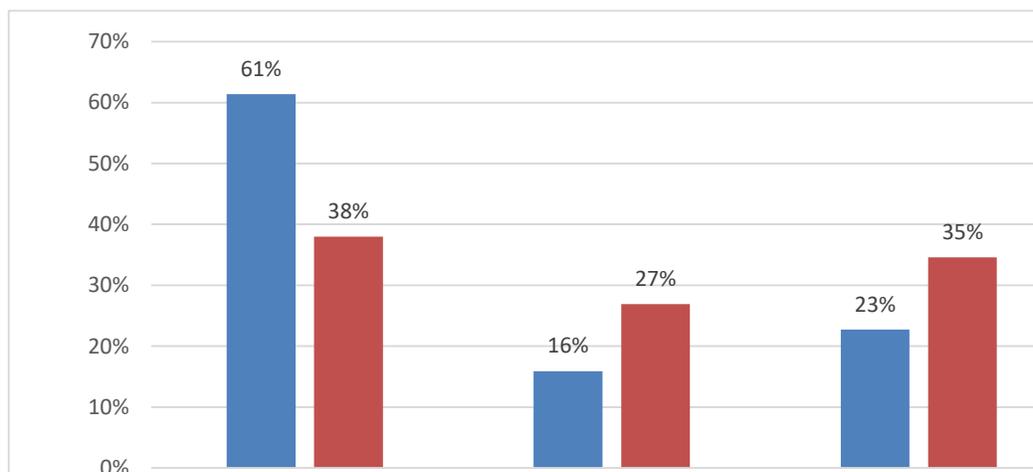
Chart 35: Willing to attend a vocational training



As can be shown from the chart 35, 73% of the respondents are willing to attend a vocational training, but most of them (53%) do not have possibility to pay for it.

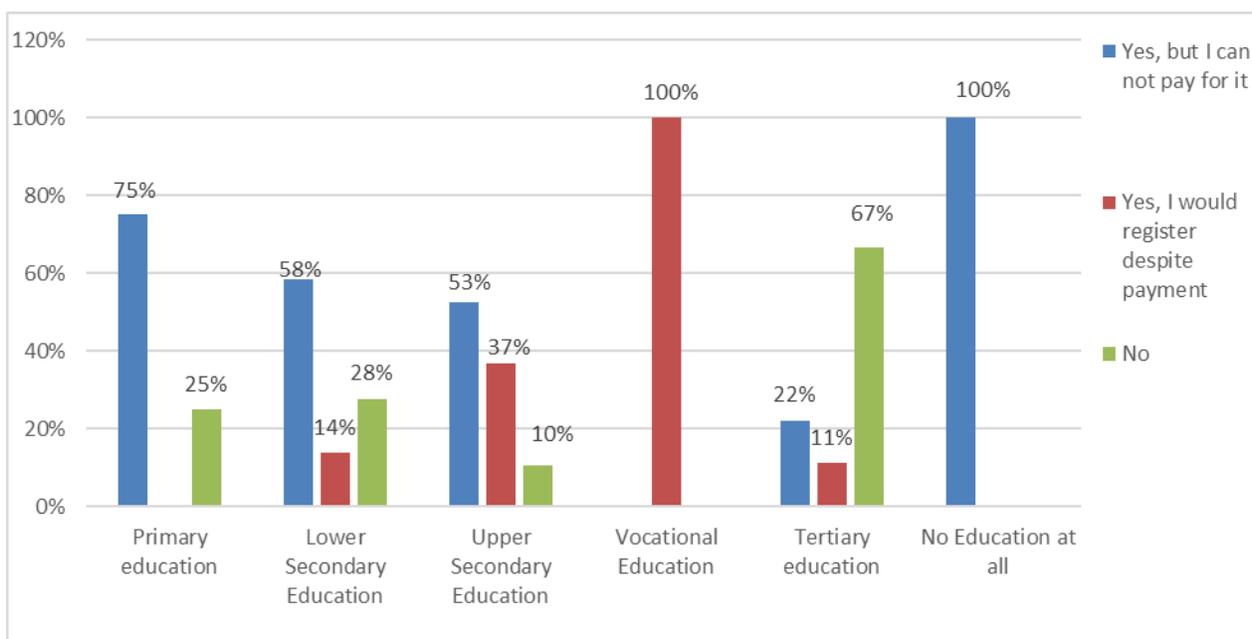
Those who are not willing to attend a vocational training argue this fact due to lack of time because they have kids or they have a profession and do not consider the training as necessary. Most part of this category explains that their urgent need is to find a job and not loose time for trainings. As part of focus group discussions, most of the participants claimed that they attended some vocational training suggested by other people or relatives, but they were discouraged by the fact of not finding a job in compliance to the training received. However, the willingness to attend trainings was evident, but accompanied with the motivation to find a job easily. As well, these unemployed youngsters lack knowledge on the most potential kinds of vocational training, which match to the labor demand in Kamza.

Chart 36: Willing to attend a vocational training according to gender



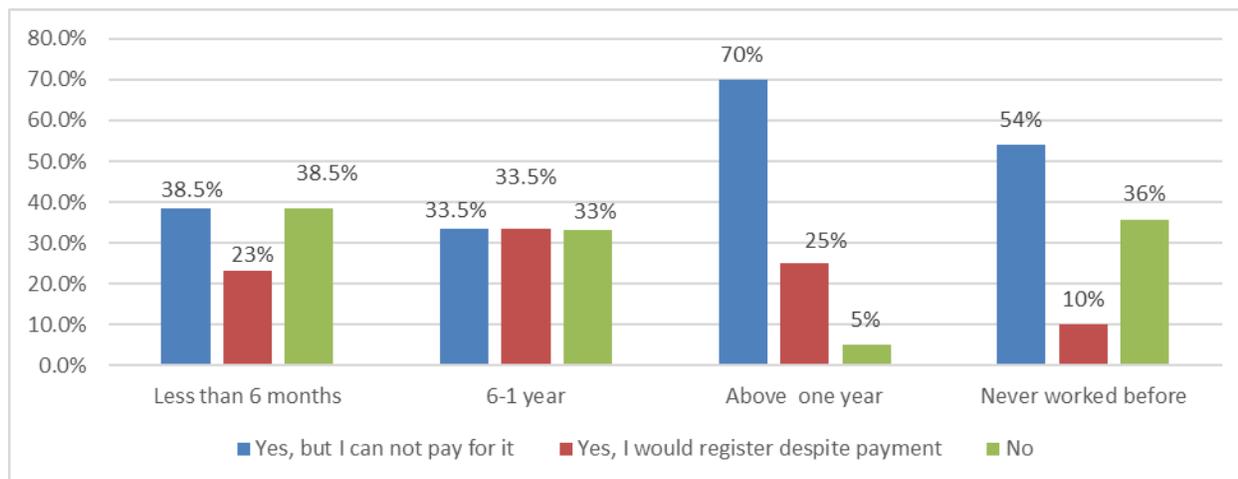
As can be seen from the chart 36, the majority of female respondents (**61%**) are willing to attend a vocational training, but have no possibility to pay for it, which is related also with the fact that women have an insignificant role in the management of the household budget and decision making related to the important expenses. This is enforced even more by the fact that *men predominate when it comes to the category of the respondents who are willing to attend training despite payment.*

Chart 37: Willing to attend a vocational training according to educational level



All youngsters, who have no education or low level of education, are willing to attend a vocational training despite their impossibility to pay. In contrast, among the respondents with tertiary education, most of them do not prefer to attend a vocational training because they have a profession (chart 37).

Chart 38: Willing to attend a vocational training according to duration of unemployment



There is an obvious difference between those who belong to short-term unemployment category and respondents that are long-term unemployed. *Long-term unemployed and respondents who have never worked before show a greater willingness to attend a vocational training.*

On the other hand, there is a significant percentage (approx. 36%) of respondents who have never worked before that would like not to attend a vocational training. Women that have small children dominate in this category.

Table 11: Types of vocational training

Types of vocational training	Ranking
Tailoring	1
Any vocational training offered	2
Cooking	3
Plumber/Erector/Mechanic/Welder	5
Hairdressing	5
Foreign Languages/Computer Course	6

IT & Graphic Design	7
Pastry	8
Hospitality & Tourism/Management/Nurse/Early Childhood Educator	9

Five most requested vocational trainings are: a) tailoring training; b) respondents who would attend any vocational training offered; c) training for plumber / erector / mechanic /welder; d) cooking; and e) courses in foreign languages/computer and hairdressing. Female respondents would prefer more to attend hairdressing and tailoring training, while male respondents would like to get a vocational training for plumber/erector/mechanic/welder. Those without a profession would prefer mostly trainings in tailoring, cooking and pastry.

As part of the focus discussions, it was noticed that these youngsters would attend any vocational training offered, because they do not have information on the market needs.

Table 12: Types of desired job

Desired job	Percent
Everything	24%
Plumber/Erector/Mechanic/Welder	12%
Tailor	11%
My profession	11%
Hairdresser	8%
Cooker	5%
Construction worker	5%
IT	5%
Teacher	4%
Nurse	3%
Pastry Chef	3%
Babysitter	1.5%
DJ	1.5%
Hospitality & Tourism	1.5%
Driver	1.5%
Management	1.5%
Wood worker	1.5%

A significant part of the sample (24%) has **no preferences** regarding their desired job. Meanwhile, male respondents would like to work as plumber/erector/mechanic/welder.

Mainly, female respondents would like to work as hairdresser, tailor, cooker etc. Most of those who would like to practice their profession are women with tertiary education.

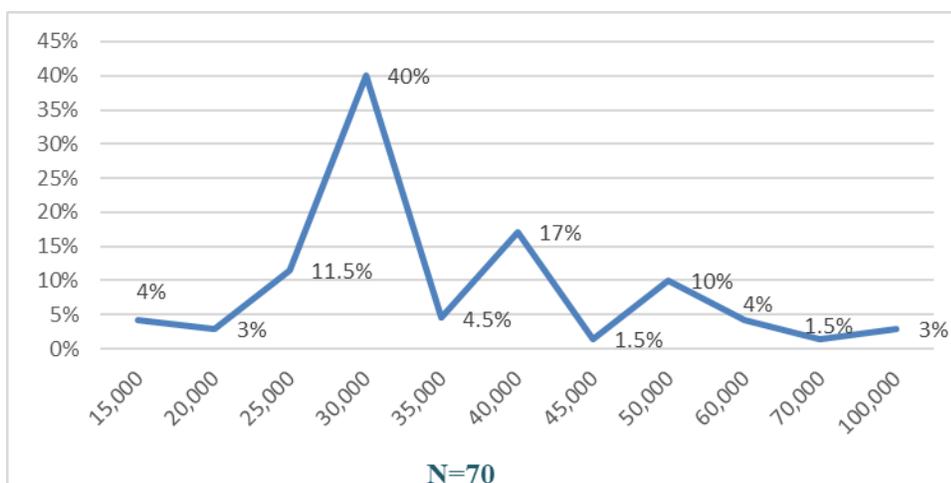
There is a tendency mostly noticed among those with tertiary education to work in the public sector. This was expressed also by the representative of Employment Office of Kamza. This tendency is a prominent phenomenon among all youngsters in Albania, due to the perception created in the society that the public sector provides a stable job associated with proper working conditions.

Respondents without a profession have expressed their desire to work in these types of jobs:

- a) Every job offered (29%)
- b) Tailor (21%)
- c) Cooker (16%)
- d) Hairdresser (10%)
- e) Plumber/Mechanic (10%)
- f) IT (9%)
- g) Babysitter/Nurse (5%)

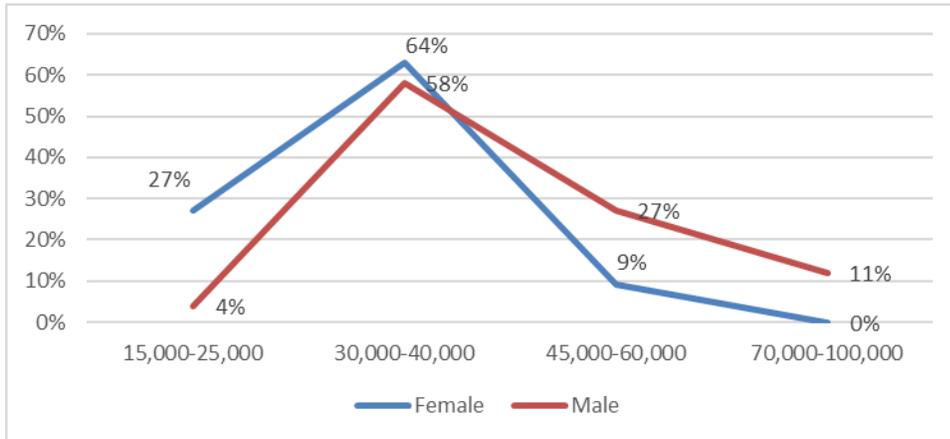
In general, the respondents would like a different job from their past experiences, looking for more stable, not seasonal jobs. Even though, there is a convergence between their profession (in cases they have a profession) and the type of the desired job.

Chart 39: Desired Salary (ALL)



As seen from the chart 39, **40%** of the respondents would like a net wage of 30,000 ALL, followed by 18% of the respondents who are almost satisfied with the minimum salary (up to 25,000 ALL).

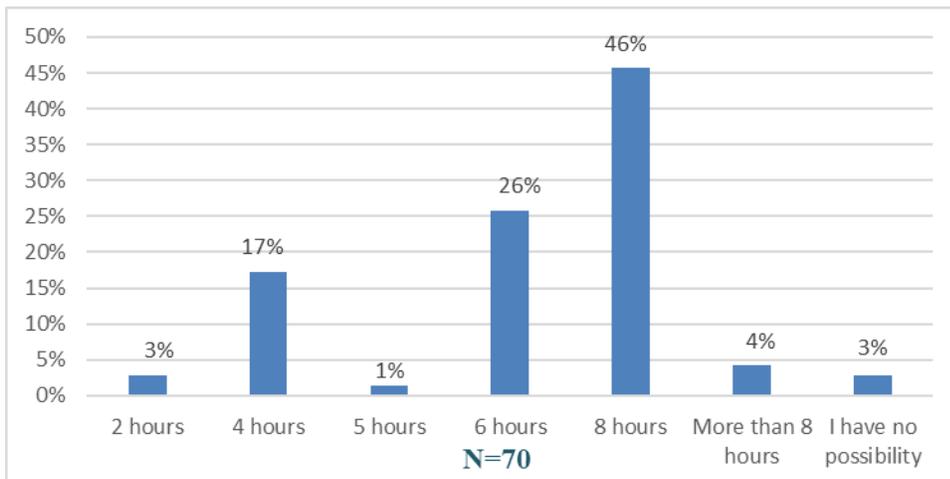
Chart 40: Desired salary according to gender



As can be seen from the chart 40, women have lower expectations about their potential salary than men. For example, 38% of men would satisfy with a salary from 45,000 to 100,000 ALL, while only 9% of women aim a salary from 45,000 to 60,000 ALL.

There is a slight correlation between educational level and desired salary. Those with tertiary education seek for a higher salary than those with lower education.

Chart 41: Number of hours willing to work



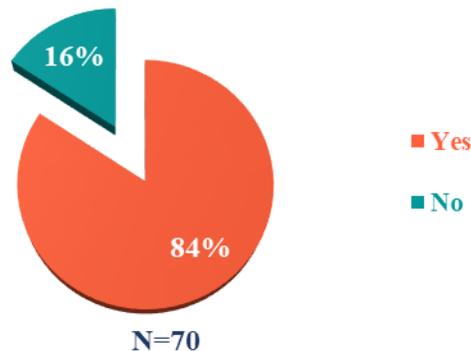
The majority of the respondents declare that they are willing to work 8 hours (as defined in the Labor Code), followed by 44% that would like to work from 4 to 6 hours due to the responsibility of childcare (chart 41).

In terms of facilities required to work, respondents mention as most important:

- A job, which is not far away their dwelling;
- A stable salary
- Social Insurance
- Fixed schedule
- Compliance with the employment contract.

During the focus group discussions, the participants explained that most of the companies in the private sector do not respect the terms and conditions determined in the contract such as the working hours, the salary, social insurance etc.

Chart 42: Desire to migrate abroad



Even though, most of the respondents would like to emigrate abroad, in cases they have to make a choice between staying in Albania (if they find their desired job) and migrate abroad, the majority of them (85%) would choose to not abandon the country.

During the focus group discussion, they expressed their hope to emigrate abroad, because the country imposes an unsafe future to them. They lack possibilities to fulfill their basic needs and expenses, as well to provide proper education for their children.

Institutional Perspective

This section presents the findings carried out by the content analysis of the in-depth interviews with the representatives of Kamza municipality, Employment Office of Kamza and the Ministry of Health and Social Welfare.

Municipality of Kamza

As part of the methodology, three representatives of Kamza municipality were interviewed, in particular the General Secretary, the Director of Educational Issues and the Specialist for Children Protection and Gender Equality. The municipality of Kamza provided to the researcher's internal documents such as the Social Plan, which served as a quite good basis of data and information related to institutional capacities of municipality.

The population of Kamza municipality underwent a rapid exponentially increase which multiplied by 20 times since 90'. Hence, the municipality was unprepared for this volant change of the population and they started to explore new informal areas, where internal migrants built their settlements. The municipality acknowledges the fact they could not provide the necessary services such as road infrastructure, water supply, playgrounds, schools etc. to the new areas emerged.

The heterogeneity of the population inheriting small and unique subcultures is translated into consequential social problems such as high level of poverty, exclusion from the labor market accompanied with excessive rates of crime, violence and harsh mentality. The representative of the municipality, who works closely with the women, victims of domestic violence and poor people explains that women have an inferior status in the family. The police station No. 5 in Kamza has the highest concentration of the reported cases of domestic violence. Each month, there are about 15 new cases of women, who receive the "protection order". Most of them have aggressive conflicts due to the lack of incomes which generate alcohol addiction to their husbands and domestic violence in the family.

The municipality finds difficulties to manage the situation due to lack of human capacities and financial resources. The high level of unemployment and poverty deepens more in some areas such as Bathore and Valias. The municipality has a day called "Meeting with Citizens" and only during that day, they receive about 200 requests for employment. However, the municipality' representatives argue that it is neither the municipality's competence to find jobs for the citizens, nor to play the intermediary role between them and business. They assert firmly that the intermediary role for the employment of the citizens is a responsibility of Employment

Office. The municipality plays the intermediary role rarely in emergent cases of women victims of domestic violence that have received a protection order.

The specialist for the Children Protection and Gender Equality expressed that most of the citizens rely on economic aid and have become dependent to this financial source. The municipality is planning to substitute economic aid obtained in cash with a “basket of goods and services”.²⁰ The municipality representatives have noticed that people are afraid of losing the economic aid and often they do not accept a job. Most of these people are long-term unemployed, or have never worked in their life and they cannot understand the importance of being employed even with a low salary.²¹ Many people work in the informal sector, which gives them the possibility to obtain also the economic aid.

The municipality’ representatives rank several reasons affecting unemployment in this area according to their experience in the field:

- ✚ Lack of workplace culture: Since most of internal migrants have no working experience or are long-term unemployed, they have difficulties to enter in the labor market and get used to the principles, procedures and rules of a working place. The interviewed persons give examples of cases when they intermediated with companies to employ a person in need and after many endeavors, they either refused the job or showed inappropriate behavior abandoning the workplace since the first week;
- ✚ Low level of education: Most of internal migrants have low level of education or no education at all;
- ✚ Lack of working experience: There is quite a large number of people (mostly women), who have never worked in their life;
- ✚ The mentality: As described above, there are many cases of women, who do not have the permission of their husband to work;
- ✚ Small children: Most of the women claim that they have small children and no possibilities to work and to take care for the children simultaneously. The municipality supports this reason by mentioning the lack of public nurseries in Kamza, limited number of kindergartens (21 public kindergartens in Kamza settled within the school’ building) as well limited schedule of public kindergartens.
- ✚ Lack of diverse industries in the region of Kamza: The majority of the job vacancies are concentrated in the fason industry. This type of industry implies a bad reputation among

²⁰ Basket of Good and Services – In kind Support and Social Services replacing the economic aid given in cash.

²¹ Expert Interview with Ms. Esmeralda Troci, Specialist of Children Protection and Gender Equality, Municipality of Kamza

employees due to poor working conditions, low salaries, and attempts of breaching the Labor Code.

- ✚ Lack of financial means: Most of the unemployed persons need a vocational education, but they do not have enough incomes to attend a training.

Based on the interviews with the municipality of Kamza' representatives, there were several identified issues, some of which were translated into future plans by the municipality of Kamza to improve the situation in terms of unemployment and poverty level:

- ✚ There are no public nurseries in the whole area of Kamza and this is one of the objectives of the municipality for the future.
- ✚ There are only 21 public kindergartens in Kamza, out of which 2 or 3 function in some rented spaces by the municipality and the rest are settled within the school space. The kindergartens function with a limited schedule until midday. The municipality claims that they lack funds and full competence to change the situation regarding the conditions and schedule, because public kindergartens have to function in separate spaces and not in the same building with primary schools.²²
- ✚ There is one vocational school in Kamza, administration of which falls under the competence of Tirana municipality,²³ and it is considered as unreasonable by the municipality of Kamza. The municipality of Kamza has a restricted responsibility and cannot chase the progress and the quality of this educational institution. The vocational school offer programs in the field of ICT, Social Health Services (Pediatrics, Geriatrics), Hospitality & Tourism, Transportation Means Services (Generic services, Agriculture (Fruit – Growing, Horticulture and Plant Protection); Agro-Food Technology, Agricultural Economics, Economy & Business (Banking, Marketing).
- ✚ Displacement of Employment Office from Kamza to Tirana. This change of location has become a huge concern for the unemployed people and the municipality, creating additional barriers for the jobseekers and hindering the process of their employment.
- ✚ There are no public and private centers for children and people with disability. Since in the area, there are many people with disability, in particular children as well homeless people, the municipality has provisioned to build a Social Care Center.

²² Law No. 139/2015 “On Local Self-Government”, article 23, dated 02.04.2015. Available at: <http://www.qbz.gov.al/Ligje.pdf/qeverisja%20vendore/LIGJ%20Nr.%20139-2015.pdf>

²³ The same problem is with the Multifunctional Daily Center for Elderly, which fall partly under the competence of Tirana municipality and partly under the competence of Kamza municipality.

Despite that the municipality has defined some objectives regarding these issues; these are not accompanied by the amount of budget yet. The municipality stated that they have limited financial means to implement and put these objectives in practice.

Employment Office of Kamza

This section presents data obtained by the Employment Office of Kamza about the number of the jobseekers registered, number of active jobseekers, number of jobs intermediation. As well, the representative of Kamza Employment Office provided in depth insights based on a long experience working with unemployed people and private companies in Kamza region.

Table 13: Young Unemployed Jobseekers in Kamza (2018)

Age	Number of registered jobseekers
15-19	28
20-24	40
25-29	41
30-34	39
Total	148

Table 14: Number of registered jobseekers vs Number of Intermediations

Year	Total number of the jobseekers	Number of active registered jobseekers (15-34)	Number of Intermediation
2016	250	37	213
2017	548	94	454
2018	459	148	311

As shown from the table 15 the highest number of jobseekers is registered during 2017. The representative of Employment Office indicated that people **over 50 years** register mostly as jobseekers. This is the most difficult target group to be employed, because all the companies tend to employ workers under 40 years old. In terms of gender, **men** are more likely to be registered in the Employment Office. Most of the registered have lower secondary education.

Approximately, 90% of jobseekers register with the purpose of **benefiting the economic aid**, or to receive the certificate for health insurance, bank and court statements, scholarships rather than finding a job.

In terms of the jobs required, most of them do not have specific requests for the type of jobs due to the lack of a profession and working experience. Those with tertiary education tend to seek employment in the public sector and the Employment Office orients them to apply to the Department of Public Administration. Only those who have completed vocational education are really interested to find a job in the private sector.

Regarding the requirements when seeking for a job, most of the women prefer a part-time job because they have small children as well lack of childcare services in Kamza, which becomes a huge burden for women employment. Additionally, the location of the workplace is one of the requirements. Very few of them have accepted a job in Tirana. Some of the jobseekers registered at the Employment Office tend to ask for higher salaries disproportionately with their level of education and qualifications.

Youngsters are more likely to be employed faster after registering at the Employment Office. Also, those who have completed a **vocational training** could be employed easily particularly in companies of fason industry, as one of the biggest job providers.

There is a high tendency to refuse a job offer, because many of unemployed persons do not want to lose economic aid. According to the law, those who refuse a job have a penalty of 3 months deactivation from the Employment Office and penalty of not receiving the economic aid for 6 months. Regarding the reasons of job refusal, when the Employment Office informs them about the job offer, they either do not appear at all, or pretend having health issues. Based on data provided by the Employment Office of Kamza, only 15 persons did refuse the job during 2018. Conversely, during the interview the representative of Employment Office of Kamza explained that they do not report the total number of job refusals due to the penalties aforementioned they could be subject of. Taking into consideration their economic situation, these penalties would be devastating for unemployed people and this is the reason behind the fact of not reporting the job refusals.

The job vacancies currently available in the Employment Office of Kamza consist in:

- a) Tailor
- b) Call center
- c) Construction Worker
- d) Sales Agent
- e) Storekeeper
- f) Waiter
- g) Welder

- h) Security Guard
- i) Architect
- j) Electronic Engineer

The Employment Office indicates that there are more job vacancies for women than men. The requirements of potential employers are: young age, good health conditions of the candidate, willingness to work, accuracy. Most of the job vacancies require at least a foreign language and some positions require a driving license. Some job vacancies such as: office manager, mechanical engineering, teacher and economist require a university degree.

Some distinctive remarks related to unemployed jobseekers, as well potential employers identified by the representative of Employment Office consist in:

- ✚ Some private companies set overwhelming criteria for their potential candidates. In some cases, the requirements are too discriminatory in complete breach of the Labor Code. There are examples of private companies that do not prefer women with small children as their potential employee.
- ✚ Mentality is an obvious phenomenon among unemployed people in Kamza. Women do provide their husbands' mobile phone number and they do not take any decision without receiving the husbands' or parents in law' approval.
- ✚ Most of unemployed people in Kamza lack workplace culture, because the majority of them are excluded from the labor market due to the long term unemployment and lack of education. There are numerous of cases that find a job and abandon it during the first week of work, causing high turnover of the employees for the companies.

Employment Opportunities in Kamza

Private sector is the biggest job provider in the country. Based on the data obtained by the National Business Center,⁴ there are 3055 businesses located in Kamza and 985 businesses located in Paskuqan. About 91% of businesses are registered as sole proprietorship, followed by the rest registered as Limited Liability Company, Joint Stock Company, and branch of a foreign company. In terms of the origin of the capital, 97% of the companies have Albanian capital and the rest have either foreign capital or joint Albanian and foreign capital.

Table 15: Location of businesses in Kamza

Location	Number of Businesses
KAMËZ	2050
PASKUQAN	590
BATHORE	554
BABRRU	288
LAKNAS	149
VALIAS	139
FRUTIKULTURE	111
KODËR E KUQE	53
ZALL-MNER	42
FUSHË E KËRCIKEVE	29
SHPAT	25
BULCESH	10

Most of the businesses are concentrated in Kamza, followed by Paskuqan, Bathore and Babrru (table 15).

Table 16: Economic Activity of Business Sector in Kamza

Economic Activity	Number of Businesses
Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles	1448
Accommodation and Food Service Activities	735
Transport and Storage	415
Manufacturing	332
Other Service Activities	319
Construction	190
Human Health and Social Work Activities	96
NULL	92
Administrative and Support Service Activities	86
Information and Communication	73
Education	67
Professional, Scientific and Technical Activities	65
Arts, Entertainment and Recreation	55
Agriculture, Forestry and Fishing	20

Financial and Insurance Activities	15
Water Supply, Sewerage, Waste Management and Remediation activities.	12
Mining and Quarrying	9
Real Estate Activities	5
Electricity, Gas, Steam and Air Conditioning Supply	3
Public Administration and Defense; Compulsory Social Activities	3

According to the database obtained by National Business Center, most of businesses in Kamza are concentrated in the sector of Trade, Accommodation and Food Service activities, Transport & Storage and Manufacturing and Other Service Activities (table 16). Among these sectors, manufacturing sector provides the largest number of jobs.

Beside the secondary data collected, the researchers conducted face to face interviews with 8 representatives of the companies, usually the general directors and the economists. The selection of these companies was based on the database of businesses obtained by the National Business Center. The Employment Office suggested several companies which fulfilled the criteria to be part of the sample. From 8 companies interviewed, 5 belong to the fason industry (clothes, shoes) because this is the most prominent sector in Kamza, which provides as well the biggest number of jobs. Three other companies, part of the sample belong to the construction industry, wood processing industry and aluminum manufacture. The companies belonging to the fason industry have from 2 to 9 years established in Kamza, while other companies have a larger experience ranging from 11 to 23 years operating in the market.

In terms of the number of employees, the companies operating in fason industry part of the sample employ from 73 to 400 workers, out of which above 85% are women. Three other companies have a workforce ranging from 40 to 310, out of which over 74% are men. The average age of the employees in these companies is 35 years old.

Potential of Businesses for Expansion

From the sample, the companies (7) have Albanian capital and work mostly for foreign markets such as: Italy, Germany, France, USA. One of the companies has its branches distributed in Kosovo, Montenegro, Macedonia and Malta.

All the companies have a great potential to expand their commercial activity and increase their workforce from 25 to 50 employees within a year. One of the companies explained that they have a factory with a capacity up to 400 employees, but they have only 73 workers.

Another company interviewed plans to expand its activity by opening a PVC factory, which is expected to create a large number of job vacancies.

In demand Professions and Job Requirements

Most in demand positions for the companies belonging to the fason industry are:

- Tailor/Sewer
- Cutters/Pressers
- Operator
- Storekeeper
- Pattern Makers
- Textile Engineering

In other companies, some of most demanding positions in particular for men are:

- Welder
- Construction worker/Bricklayer
- Storekeeper
- Mechanical Fitter
- Mechanical/Electrical Engineering
- Wood worker using pellet production machines
- Sawmill worker

Based on their experience, the business representatives interviewed ranked several important job requirements in terms of qualifications, skills and education. Some of mentioned criteria are as below:

- **Eager and Willingness** to work
- **Work ethics:** Punctuality, Meet targets and Deadlines; Comply with the Employment Contract.
- **Experience:** It is preferred to hire employees, who have some experience related to the specific job. There are companies that do not consider as crucial the experience, because they offer a training/mentoring period for the potential employees.
- **Education:** Certainly, based on company's field of operation most of the employees must have a vocational education such as tailor, welder etc. Some specific positions such as: storekeeper, engineer need a university degree and in some cases at least a foreign language such as English. *One of the companies operating in fason industry has*

established a vocational school due to the difficulties dealt with hiring unqualified workers.

- **Flexibility:** Some of the business' representatives would like to employ workers, who are flexible and can work occasionally with long hours and during weekends.
- **Health Issues:** The companies employ workers who do not have health problems in particular for the positions that require physical strength. As well the employers do not want to have issues with sick leaves and interruptions at work.
- **Age:** Even though some fason companies have employed persons over 50 years old, they are always seeking to hire younger workers, who are healthy and are more likely to be productive.

The business' representatives were asked whether they have difficulties to find stable employees fulfilling their job requirements. All the companies agree that they notice a lack of willingness and workplace culture among the employees in Kamza. As well, most of the employees have never worked in their life and consequently they have difficulties to adapt in a working environment obeying to the company's rules, discipline and procedures.

Saying the above, all the companies part of the sample deal with the difficulty to find experienced and qualified employees. Some companies have created the conditions for mentoring period such as 3 months paid training period or vocational school in order to solve this barrier related to unqualified labor force. One of the biggest companies manufacturing aluminum reports trouble in finding skilled welders.

For all the companies would be easier to hire qualified and trained employees, but they find it almost impossible in the current labor market.

Employee Turnover

Most of the companies operating in fason industry report high employee turnover ranging from 3 to 15 employees per month, or converted in a monthly employee turnover rate²⁴ ranging from 4 to 12%. Other companies operating in wood processing and manufacturing aluminum have an average employee turnover rate of 2% (monthly). *It is evidenced that the companies employing more women (over 85%) have a higher employee turnover rate than other companies, where the majority of the employees are men (over 74%).* Taking care of children and lack of childcare services contribute to the high turnover rate.

²⁴ Formula: Monthly Employee Turnover Rate = Number of Employees Left/Average Number of Employees *100%

Regarding employee turnover, all the companies report as a problematic issue the abandonment of the workplace from the employees. Despite the duration of employment, many employees abandon their workplace without notifying the employer and giving specific reasons. The companies claim that this phenomenon comes from lack of workplace culture and ethics. Some of the reasons mentioned regarding the high employee turnover rate are:

- **Emigration:** Many employees leave the job and try to emigrate abroad, a widespread phenomenon in particular in Kamza;
- **Family and Health Issues:** Most of the employees leaving the job give these reasons according to the business' representatives. Some of the companies explain that there are many women, who report the childcare issue due to lack of childcare services and other substitute choices in the area.
- **Failure to afford the workload:** Since most of the employees do not have work experience, they find it difficult to bear the workload and technical requirements.
- **Moving up to competitor companies:** The phenomenon of employees who leave the job and head off to competitor companies in fason industry is very common. After gaining some experience, they go to the competitor for a better salary or working conditions.

Recruitment Sources of Labor Force

Most of the companies collaborate with the Employment Office of Kamza, which supports them in filling their job vacancies. Some of the enterprises use "Çelësi" newspaper, announcements in radio or the online platform "www.DuaPune.com". Some companies mention internal sources of recruitment such as their employees suggest relatives or friends who could be suitable for the job vacancy. Some people go directly to the company and ask for a job and if there is an available job vacancy, they are immediately taken into consideration.

The majority of business' representatives interviewed have used the Vocational School of Kamza as a recruitment source, but they have been dissatisfied with the quality of students and have interrupted the cooperation with this institution. One of the companies operating in the fason industry mentioned that they recruit up to 30 students per year from the Vocational School of Kamza, while a company manufacturing aluminum recruits up to 3 students annually.

Salaries and Working Conditions

The representatives of the businesses state that in general the working time is 8 hours. The companies neither apply part-time jobs nor shift work, because they find it not productive. Only

one company applies seasonal shift work. Three enterprises admitted that they pay the overtime hours solely. They confessed that rarely employees have to work during the weekends. They have been flexible with the working hours in some cases of women with children, but this cannot be replicated for all women, because it brings negative consequences to the production and work operations. For example, some companies have given leave permissions to mothers that had the first day of children's school. However, some of the companies explain that it is difficult to give frequent leave permissions due to a continuous flow process of operation.

In general, the companies are willing to employ women with children, despite the fact women ask more often for leave permissions, which affects the work process. In cases they need to take time off for personal reasons, they have to replace this time in the weekends or working with overtime hours.

During the interviews with the business' representatives, the interviewers monitored some details such as: the closed door of the company, the supervisor screaming to the employees with children for delaying at work. These are some examples that usually do not come out from interviews.

In terms of the payment, the minimum gross salary is 24.000 ALL/month (138All/hour), as defined in the Decision of Council of Ministers No. 399/2017.²⁵ The average salary for the operational workers could increase up to 30.000 ALL/month, while the maximum salary could increase up to 40.000 ALL/month. For other administrative and senior positions, the salaries are much higher. The companies admit that with the performance improvement, the employees are likely to benefit an increase in salaries after 3 or 6 months. Very rarely, the companies apply performance bonuses or bonuses for the New Year. In necessary cases, they apply salary advance²⁶ in order to support an employee who is struggling with economic difficulties.

One of the companies provides also the free transport for the employees in order to facilitate them and reduce their costs.

In cases that a qualified employee asks to leave the job, few companies have applied sometimes a salary increase. However, the business' representatives explain that this is not a

²⁵ Decision of Council of Ministers No. 399 'For Determining the Minimum Salary at National Level' dated 3.5.2017. Available at:

<http://www.qbz.gov.al/Botime/Akteindividuale/Janar%202017/Fletore%2098/VKM%20nr.%20399,%20date%203.5.2017.pdf>

²⁶

usual practice, because employees get used to it and pretend to leave the job only to benefit a better salary.

Some of the company' representatives acknowledged the fact that there are companies in fason industry, which do not treat employees in accordance to the Labor Code, as well provide to them poor working conditions. This is one of the reasons why many unemployed people, in particular women are not willing to work in this industry.

Conclusions

Below are presented the main conclusions of the study based on the analysis of qualitative and quantitative data, as well a cross analysis of unemployed jobseekers, public institutions and private sector's points of view regarding the issue.

Socio-Economic Conditions of Internal Migrants

Most of the internal migrants are long-term residents in Kamza with over 11 years coming from northern areas mostly from Burrel, Kukës, Dibër, as it is shown in other previous studies. The main driving reasons to settle down in Kamza were better living conditions, better employment opportunities and the free land, which represented an attractive opportunity, difficult to be found in the capital city.

The young internal migrants claim that they lack the legalization permits of their housing and have dealt so far with bureaucracies related to this issue, but they find the same situation in schools and other public institutions. The public services are not fulfilling even their basic necessities such as: the water supply, road infrastructure, playgrounds etc.

A large percentage of unemployed respondents declare either no family member employed, or only one family member employed. The families that have 3 or 4 members employed (7%) have at least one family member in emigration. Most of unemployed youngsters (85%) declare average household income up to 40,000 ALL. In general, their household expenses are much higher than incomes. This is the reason why most of survey respondents have unpaid debts to their relatives and neighborhood store. Consequently, very few of them (14%) declare savings up to 5,000 ALL, which serve mainly to fulfill their basic needs. The majority of the respondents (69%) state that no family member has a bank account. Very few from the unemployed respondents (24%) receive economic aid mostly as families in need. Only 17% of the respondents receive remittances. It seems that remittances constitute a significant financial source for these families, because they declare higher household incomes as well some savings.

Most of those who receive remittance do not have debts. Thus, there is a slight tendency of those who receive remittances to have a more stable economic situation than those who do not receive at all.

Main determinants of unemployment

Some of the main reasons of youngsters' unemployment in Kamza revealed from the findings carried out by all stakeholders' analysis:

- Most of the respondents do not have any **profession**. Most of unemployed people have **never** been employed or belong to the **long-term** unemployed category, a finding confirmed by the business sector, Employment Office and the survey simultaneously. This means lacks of experience and exclusion from the labor market. Based on the survey, focus group discussion and Employment Office, most of unemployed people lack knowledge on the type of jobs demanded in the labor market due to above reasons.
- **Level of Education** is one of main factors affecting unemployment in the area. The majority of young unemployed people have completed the lower secondary education. Women constitute the majority among those who have no education at all, or have a lower education. Vocational education is almost inexistent among unemployed people. As well, respondents' partners result as less educated than the interviewed themselves.
- One of the main reasons given from the respondents, but also from other stakeholders interviewed is the problem of **childcare services** described below in details. Most of women pointed out the fact of taking care of children preventing them to work, because they do not have any other possibility related to their child care. Business representatives and the Employment Office indicated some cases of job refusal or job resignation from women who had to take care of children.
- **Mentality**: Married women prevail among those who have no profession and belong to the long-term unemployed category. As well, based on the survey' results; husband or father prevails among the family members employed regarding the respondents' statement. Consequently, the role of the decision maker regarding the family expenses and managing the household budget belong predominantly to men either the husband, the father or the father in law. The role of the husband is major in nuclear families, while in families with three generations or more, the role of the father/father in law and mother/mother in law is more prominent. Saying the above, young women have an inferior position in the family in terms of finances, as well are oriented towards social roles such as home care and upbringing of children, which limits their integration in the labor market.

- **Passive jobseekers:** From the results, it is obvious that most of young unemployed are passive jobseekers, in particular women due to the discouragement from the labor market. Another reason of being passive is that they do not have knowledge on informative tools of job search. All of them rely predominantly on the Employment Office, as the only source of seeking a job.

Childcare Services

Based on the above analysis, child care services do affect employment of women in Kamza. This is a concern highlighted by the respondents themselves, municipality, Employment Office and some businesses. According to the survey, in cases of not using any childcare service, mother is the person who takes care of children. The main problems with childcare services carried out are:

- There are **0 public nurseries** in Kamza, as well the infrastructure of **public kindergartens** is lack. Residents of Bathore claim that there is not any childcare service near the area, confirmed also by the municipality.
- Problems with the **schedule and infrastructure:** The existing kindergartens are settled within the buildings of the public schools, which function with a limited schedule until midday. Beside the schedule, the infrastructure of kindergartens is not appropriate to be used for a kindergarten.
- Child Care for Children with **special needs:** Some of the respondents confessed a major concern related to children with special needs due to lack of services related to this issue in the area. Also, based on the municipality' Social Plan, there are no public or private day care centers for children with special needs. There are only two non-profit organizations providing support to children with disabilities in the whole Kamza, but in general these NGOs have small capacities and try to help children or families under very deteriorative conditions.
- Unemployed people lack **financial means** to use private childcare services, since 75% could either pay nothing or up to 3000 ALL for the nursery/kindergarten.

The municipality claims that they lack funds and full competencies to change the situation regarding the nurseries and kindergartens, even though they have provisioned it as one of the municipality's future objectives. Based on the law No. 139/2015, they do not have the full competencies to intervene in the infrastructure in order to separate existing public kindergartens from the public schools, as well as to build other kindergarten/nurseries. It seems

that the issue has been pending between local and central government and no stakeholder is advocating for this concern, which results to affect the inclusion of women in the labor market.

Businesses admit that it is a problem to recruit stable employees. Women with children often ask to take time off, which causes work interruptions and productivity reduction. Taking care of kids is identified as one of reasons given by the women employees who leave the job.

The Opportunities of Employment in Kamza

According to the Employment Office of Kamza, there are more job vacancies for women, even though men constitute the majority of those who register at the Employment Office. In terms of age and educational level, youngsters and persons who have a vocational training are more likely to find a job easily.

Only 9% of the companies established are registered as limited liability companies, joint stock companies and branches of foreign companies. Most of the companies are concentrated in Kamza, Paskuqan, Bathore and Babru. In terms of the economic activity, most of businesses are concentrated in the sector of Trade, Accommodation and Food Service Activities, Transport & Storage and Manufacturing. However, manufacturing sector provides the largest number of jobs. These companies employ a range from 70 to 400 employees. Some of the companies interviewed declare a potential to expand their operation and increase their workforce with 25-50 employees per year.

Most in demand job positions according to the companies interviewed and the main job vacancies available on the database of the Employment Office are in line with the main sectors concentrated in Kamza such as:

- Tailor/Sewer
- Cutters/Presser/Pattern Makers
- Welder
- Construction Worker
- Waiter
- Sales Agent
- Call Center Operator
- Wood Worker
- Storekeeper
- Mechanical/Electrical/Electronic Engineering

Regarding some professions such as tailor and welder, there is a convergence between available job vacancies and the willing of unemployed people to be employed in such professions as well attend a vocational training in this regard.

Requirements of Potential Employers vs Employee Skills/Qualifications

According to business representatives and Employment Office, the main criteria required by potential employers are:

a) Willingness to work; b) Work ethics; c) Experience; d) Education (Most of job positions require a vocational education, beside some specific position such as engineer, storekeeper, economist etc. which require a university degree); e) Age (Companies prefer to employ youngsters, who are less likely to have health problems).

Based on the interviews with Employment Office' representative and focus group discussion, sometimes companies set overwhelming criteria for their job vacancies, occasionally even discriminatory violating the Labor Code.

Unanimously, the representatives of municipality, Employment Office and business sector identify a lack of workplace culture among the employees in Kamza. There is a high turnover of employees, in particular job abandonment. Since most of the employees lack education and experience in the labor market, they find it difficult to adapt in a working environment meeting the company's procedures and organizational culture. Also, business sector mentions emigration and the phenomenon of moving up to competitor companies as reasons of high employee turnover.

There is a discrepancy between the job offer and workforce skills, because companies claim that it is hard to find qualified and experienced employees. They have difficulties to find welders, tailors, electric/mechanic engineers etc. Even the vocational school in Kamza does not offer programs related to these professions. Thus, some companies have established training/mentoring periods or vocational programs to solve the problem of unqualified workforce.

In general, the business representatives emphasize that the Vocational School of Kamza has not been a useful recruitment source, because the students have not resulted skillful and correct. Employment Office is the main source of recruitment where businesses in Kamza rely on.

Also, there is a spirit of skepticism among young internal migrants related to fason industry. They claim that the salaries offered are under the minimum salary defined by the law; as well the companies provide poor conditions and exploit their employees. Some big companies

explained that there are businesses in fason industry that do not respect the Labor Code and have created a bad reputation regarding this industry.

Perspective of Unemployed Youngsters

Based on the survey' responses and focus group discussion, most of unemployed youngsters are willing to attend a vocational training, but they highlight the impossibility to pay for it. In the past, some of them have completed a vocational training, but they have not been employed, which has created a hesitation among them to embrace other opportunities regarding vocational education. They would like to attend some vocational education, which would help them finding a job easily. In terms of gender, women show hesitation when it comes to attend a vocational training despite of payment, because they have a minor role in decisions regarding the expenses in the family.

Those who have completed tertiary education show no willing to attend vocational education, because they want to find a job in line with their field of graduation. The category of youngsters with a university degree tends to acquire a job in public administration. Others do not have any specific preference regarding their future job because they do not have information on labor market. The representative of Employment Office explained that very few unemployed people who register come with clear ideas on the jobs they are interested in. Some of the potential jobs mentioned during the survey are: Tailor, Cooker, Hairdresser, Plumber/Mechanic, IT etc. Based on the survey, most of them would get satisfy with a net salary up to 30,000 ALL.

Their main conditions required to work are: stable salary, social insurance, job nearby their dwelling and a fixed schedule. They admit that sometimes they have refused a job offered by the Employment Office or some relatives, because the job has been very far from their dwelling with a minimum salary, which has not been considered as a reasonable option.

Most of the unemployed youngsters would like to emigrate, a phenomenon very widespread mentioned as a concern even from business sector. The respondents argue that the country conveys an unsafe future for them ranging from lack of possibilities to fulfill their basic needs to inappropriate education for their children. Anyway, if they would find a job in line to their basic requirements and education, most of them would not abandon the country.

Remarks and Gaps of Public Institutions

The heterogeneity and the rapid increase of the population in Kamza brought major socio-economic problems to the area, such as high level of unemployment, extreme poverty accompanied with higher crime rate. A large increasing number of women victims of domestic violence have been one of the consequences of the economic problems and mentality dealt by families in this area. On the other hand, the municipality was unprepared for the population growth and increased number of informal settlements and failed to cover all the area with the necessary services such as: infrastructure, water supply, schools, nurseries etc. The municipality admits the fact of not ensuring all the services due to lack of capacities to cover the emerging areas in Kamza.

Taking into consideration the problems of the area, several services are missing in the municipality. The municipality has provisioned some of these services as future objectives. The municipality finds very difficult to provide these services, because there is no such budget allocated to put these objectives in practice, adding also the lack of collaboration with the central government in terms of finances. Some of the problematic issues are:

- There are no nurseries in Kamza;
- There are only 21 kindergartens, which offer a poor infrastructure settled within public schools and limited schedule;
- There are no public or private residential/daily centers for children and people with disabilities.
- There are no public or private daily center for youngsters;
- There is only one public center for women, victims of domestic violence, but taking into account that there are about 15 new cases/per month of women who receive the “protection order”, the capacity of the public center is not sufficient.
- There are no multifunctional community centers to treat the issues of people in need.
- There is no social housing and social canteen provided to families and people in need.
- The municipality does not play a role as intermediary between businesses and jobseekers except for women victims of domestic violence that receive the “protection order”.
- The displacement of the Employment Office of Kamza to Tirana is considered as unreasonable by all unemployed jobseekers and the municipality. This has created a burden, in particular for people with disability and women with new born children, who have no possibility to go every month to Tirana.

→ There is one vocational school in Kamza, administration of which falls under the competence of municipality of Tirana. Thus, the municipality of Kamza has not the responsibility and possibility to monitor the progress of this institution.

The representative of Employment Office highlights the fact that most of unemployed jobseekers register at the Employment Office with the purpose of benefiting the economic aid. This is one of the main reasons of job refusals confirmed also by the representatives of municipality of Kamza.

In terms of central government' vision, there are almost no tailored strategies and policies related to internal migrants. The strategies are focused more on returned migrants in Albania. But, considering the problems created by the intensive movements within the country, the integration of internal migrants in the society and labor market is scarce. Thus, there is a huge gap regarding policies and institutional measures undertaken from the state to address the needs of internal migrants, which deepens inequalities, poverty and unemployment rate among these groups in the society.

Recommendations

The following recommendations stem from above findings and provide information about five possible areas of intervention serving to different actors interested to enhance the employment of young internal migrants in Kamza. The potential entry points recommended could help Risi Albania to design further interventions in the area.

Improve the Childcare Services in Kamza. This is one of the issues pointed out by the findings as a barrier hindering the employment of women in particular.

- ✚ There is an immediate need for collaboration among central government and the municipality of Kamza to allocate budget for the construction of nurseries, a service completely missing in the municipality.
- ✚ An intervention should be oriented also toward kindergartens in terms of infrastructure and schedule. With the separation of kindergartens from public schools, the schedule will be prolonged; as well the quality of staff will be improved.
- ✚ The municipality in collaboration with nonprofit organizations, or donors should establish a day care center for children with disability, since the considerable number of children with special needs does not receive the proper treatment, but mothers have to take care full time for their children and consequently be excluded from the labor market.
- ✚ As companies struggle to retain employees with children and reduce the costs coming out from employee turnover, another option experimented from many companies in other countries is on-site child care facilities for employee' children. This option has resulted successful, because it reduces delays in work, absenteeism, employee turnover and increases the job satisfaction and motivation. During the interviews two companies expressed their willingness to implement an onsite child care center if a reliable proposal would be presented. The pilot of an onsite childcare center in the workplace would create an added value if it comes as a joint collaborative initiative combining funds and other support from business, the municipality and any interested donor.

Increase the role of the municipality in terms of intermediary services for youth employment. With the new administrative territorial reform, areas of competence for the municipalities have expanded. On the other hand, the municipality of Kamza has the willingness to embody employment promotion and intermediation within its structure.

- ✚ Firstly, the Employment Office of Kamza should be transferred again from Tirana to Kamza, because it has created a burden for all unemployed persons in Kamza, as well a gap between the municipality and unemployed people.
- ✚ Secondly, in line with the initiative of Risi Albania consisting in the establishment of the Carrier Guidance office at the municipality of Tirana, it is the perfect timing to take into account the needs of youngsters in Kamza related to carrier guidance. From the findings, the youngsters in Kamza lack workplace culture, experience and information on the employment opportunities and tools of searching a job.
 - Develop the capacities of the municipal staff who will be working in this structure to guide young unemployed people of Kamza on job opportunities and job searching tools;
 - An employment web portal could be established as part of this structure proving all the employment opportunities in the area;
 - Frequent campaigns raising awareness of young unemployed people on employment opportunities;
 - A program consisting in several modules oriented in soft skills, helping young unemployed people currently excluded from the labor market to adapt within an organizational culture, ethics and to comply with the procedures and policies of a workplace.
- ✚ The municipality needs to establish cooperation with local VET providers. According to the database obtained by the National Business Center on the VET providers who possess the license, in Kamza there are only 13 private VET providers, while in Tirana there are about 375 private VET providers.
- ✚ The municipality should envision some raising awareness campaigns in collaboration with nonprofit organizations to raise the awareness of parents and families regarding the importance of education attainment.

Enhance the vocational education among young internal migrants in Kamza. Since most of the youngsters lack education and there is strong evidence that VET is better placed than general education in providing the skills needed in the labor market, an intervention should be oriented towards VET. Even though in Kamza there is a vocational school, it has resulted that the collaboration between the vocational school, the municipality of Kamza and the business sector is scarce.

- ✚ Firstly, the administration of the vocational school should be transferred from the municipality of Tirana to the municipality of Kamza in compliance to the law No.139/2015 “On Local Self-Government”.²²
- ✚ On the other hand, more in-depth labor market survey with the businesses in the area would enable the improvement of the approach and curricula of the Vocational School in Kamza. We recommend that programs offering vocational training and employment opportunities should take into consideration the job offers and business sectors concentrated in Kamza in order to improve the existing labor market mismatch.

Expansion of projects and nonprofit organizations’ activity in the area. The municipality should create an enabling environment in order to attract donors and civil society organizations to extend their activity in Kamza.

- ✚ Local nonprofit organizations and not only should extend their activity in Kamza and orient the future projects to intervene in infrastructure and services of childcare, engagement of youngsters in social activities, awareness of youngsters toward employment opportunities and carrier guidance.
- ✚ There is need to enhance the emerge of grass-roots organizations in the region of Kamza to tackle issues of inequality such as creating social canteen for people in need, offering services to children with special needs, youngsters etc.

Need to intervene in strategies and institutional measures. Since there is a huge gap regarding policies and measures undertaken from the state to address the needs of internal migrants, it is necessary to improve these strategies.

- ✚ It is necessary to specify internal migrants as a vulnerable group in the future strategies that local and central government is going to design such as the National Strategy on Employment and Skills, the Strategy for Development and Integration, Territorial Planning and Development policy document etc.
- ✚ Research initiatives should be focused on internal migrants’ exclusion from the labor market, which could feed national strategies and policy documents in the matter.

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