

Factsheet

3.000.000€

INVESTED BY LEAD FIRMS
IN AFTERMATH OF EYE INTERVENTIONS

20.000

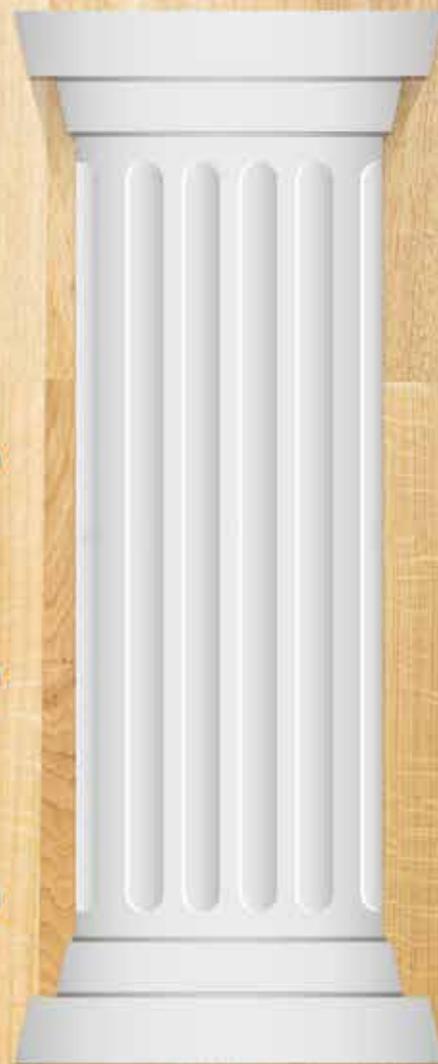
JOBS ADVERTISED

BY JOB MATCHING SERVICE PROVIDERS

10.000

KOSOVARS

TO HAVE BETTER SKILLS



Implemented by:



Financed by:



Mission statement: to increase job opportunities for youth in Kosovo by matching their competences with market needs.

Approach: The first project in Eastern Europe that applies the 'Making Markets Work for the Poor' (M4P) approach for sustainable market systems development.

New partnership: Consortium partnership between the lead agency HELVETAS Swiss Intercooperation and the local partner, Management Development Associates (MDA)

CONTEXT

Kosovo remains one of the poorest countries in Europe with a GDP per capita of €2,674 (IMF, 2012) and an economic performance that has been unable to keep pace with a growing labour supply. Close to 35% of the population lives in poverty and 12% in extreme poverty. In 2013, an estimated 45% of the labour force was unemployed, which is 4.5 times higher than the average unemployment rate in EU countries. Young women and men under 25 years of age make up 49% of the Kosovar population and of these, 20% are aged between 15 and 24 years comprising about 30% of the working-age population. This will lead to a rapid expansion of the labour force in the near future, as an estimated 200,000 young people will reach working age in the next five years.

Young Kosovars are twice as likely as other adults to be unemployed. At 73%, the youth unemployment rate is the highest among any group in the working age population of Kosovo, and almost 5 times higher than the average for the European Union.

Within the age group of 15-24 years old, women experience even more difficulties than men to enter the labour market. The unemployment rate for young men is 68.5%, while 81.7% of young women are not employed. Unemployment rates among minorities are the highest among Roma, Ashkali and Egyptians, while Serbs and Turks have better employment rates than Albanians.

INTRODUCTION

Kosovo's economy is not able to provide enough jobs for a rapidly increasing workforce; 20,000 to 30,000 youths enter the workforce every year. Hiring by the government was high in recent years, but it has now reached its limits, while private sector demand has yet to pick up.

The root causes of youth unemployment in Kosovo are:

- Weak labour demand by the private sector
- Inadequate skills supplied by the training and education system
- Insufficient matching services to link supply (jobseekers) and demand (employers)

MAIN INTERVENTION AREAS

SKILLS SUPPLY

Goal: Facilitate the skills development system to effectively develop the skills of young women and men to better match the needs of businesses in targeted subsectors.

Progress: EYE brought together higher education providers and the private sector representatives of the Information and Communication Technology (ICT) and Agribusiness sectors to discuss the inadequate skills supply coming from the education institutions. To enable the dialogue, EYE supported the ICT, and lately, the Agribusiness sector representatives to conduct skills gap analyses. The findings of ICT skills gap were widely distributed to all relevant stakeholders. Two private training providers have already positively responded to the findings and have started to adopt their curricula to the market needs. In addition, the public university of Kosovo, which accounts for 63% of the overall numbers of students in Kosovo, has established an "Industrial Board" which brings together private companies and the Faculty of Electric engineering to work together in adopting the curricula according to the sector needs. The public university is planning to replicate this model in other faculties, starting from the Faculty of Agriculture. In addition, EYE is facilitating a process through which Vocational Education Schools, the private sector and the municipal authorities come together to establish a sustainable internship placement scheme. EYE is also assisting the Ministry of Education to establish an Education Information System which would then feed into the Labour Market Information system and produce relevant skill gap information data in an ongoing manner.

Ongoing: EYE will continue to facilitate the process for the establishment of Industrial Boards for other sectors. In addition, EYE will facilitate the establishment of internship schemes beyond the 14 schools which we have targeted this year. EYE will also work facilitating the establishment of education information system to ensure that the data is integrated into the wider Labour Market Information System.

MATCHING SERVICES

Goal: Ensure supply and demand are matched better by enhancing the market system for matching and career guidance services, so that young Kosovars have better access to different services offered by both the private and the public sectors.

Progress: EYE worked with both public and private job matching service providers to increase the number of users, revenues, and new services provided to young jobseekers. In addition, EYE engaged 6 universities to improve their career guidance services to their students. Interventions with three private job portals have triggered significant market development. The job ads have increased for 82% in 2013 and the job portals are already seeing increase in their revenues by charging for these services. EYE's engagement with career guidance professionals aims at increasing their capacities for delivering the needed services to students. With the Public Employment Services (PES), EYE reached an agreement for facilitating the establishment of a performance evaluation system in place to measure the quality and quantity of services provided by job councillors.

Ongoing: Facilitation is continuing with private job matching providers to establish sustainable business models. With PES, EYE is assisting the respective Ministry of Labor and Social Welfare to finalize the performance evaluation system, establish a multi-channelling services (online, e-mail, phone), and self-service facilities for public job matching service providers, with a goal of enabling job-seekers' easier access to information. Additionally, EYE will facilitate the training for 20 Career Guidance Counsellors to improve their overall service.



LABOUR DEMAND

Goal: Ensure that private sector companies invest more in opportunities that generate employment and enable youth entrepreneurs to improve their access to the support services that allow them better operate their businesses.

Progress: The assessment of EYE in private sector development in Kosovo showed that private companies face inadequate human capital management and development. For this reason, EYE brought together a number of lead firms and consultants to work together under the Human Capital Development Initiative to improve the dynamics of demand and supply for human resource services. EYE's interventions aim at building the capacities of service providers to conduct in-house diagnostic of human resource issues within the selected lead firms who are committed to make financial investments to improve their human capacities. EYE has selected a company, a leader in food processing market to intervene in their internal restructuring and strategic planning with a focus on human capital development. The company will share its experiences with others through Centre for Entrepreneurship and Executive Development (CEED), a local business platform that serves as a knowledge sharing community for lead firms. In addition, EYE has introduced "opportunity Fund" using 5 companies to support innovative and sustainable business ideas for enhancing employment.

Ongoing: EYE will continue to support the Human Capital Development Initiative by engaging 4 other lead companies to co-finance the application of new human resources practices recommended by local HR consultants. In addition, EYE is applying same model in supporting the initiative for the Young Growing Companies (start-ups older than 2 years) with the aim to identify joint growth opportunities. The Opportunity Fund will continue to provide individual support to sustainable business models that offer new employment opportunities and better business practices in the future.

Gender mainstreaming

The EYE project's own assessment has shown great imbalances between young women and men in the youth labour market: women are much more likely to be unemployed, also having less education than men according to official data in Kosovo. In order to mainstream gender into project interventions the EYE project will – amongst other things – conduct the following measures:

- Focus on those subsectors and economic activities that promise job creation for young women
- Review all interventions from a gender perspective and ensure participation of women in related events
- All outcomes under the project as well as impact at the goal level will be monitored in a gender-disaggregated manner
- Gender equity and mainstreaming is applied as a principle in the internal functioning of the project and in the cooperation with the partners

EYE at a glance

Donor: Swiss Cooperation Office (SCO-K)

Implementers: Helvetas Swiss Intercooperation - HSI (lead agency) and Management and Development Associates-MDA-

Timeline: January 2013-December 2016

Budget: 7,182,430 CHF

Beneficiaries: Young women and men, ranging in age from 15 to 30

Sector focus: Agribusiness, ICT, Health, Construction

Partners: Lead firms, Skill providers and trainers, Job matching services, Public employment services (PES), Business service providers, Business associations

EYE Enhancing Youth
Employment

Enhancing Youth Employment (EYE) Program

Financed by the Swiss Cooperation Office in Kosovo

Implemented by consortium of

HELVETAS-Swiss Intercooperation & MDA

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