



*Hope for the Future Association*



# ***Return Migration and Reintegration challenges***



# **Return Migration and Reintegration challenges**

*An analysis of the activity  
of Hope for the Future Association  
for the period April 1999 – June 2006*

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Sonila Danaj prepared this analysis as an independent researcher upon Hope for the Future request.

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*This is the first attempt to analyze the seven year activity of an association that has been highly motivated to assist in the reintegration of the returning migrants. Its reintegration programme came enriching day after day and new projects developing thanks to the invaluable financial support of different donors that have associated and evaluated its activity throughout the years.*

*We do hope that this first attempt not to be the last one but to be followed by other publications in the near future.*

**Irena Dono**



## Table of Content

<b>1. Type of Study and its Purpose .....</b>	<b>9</b>
1.1 The Background	
1.2 The Purpose of the Study	
1.3 Objectives and Questions raised in the Study	
1.4 Methodology	
<b>2. The Context in which Hope for the Future Operates.....</b>	<b>13</b>
2.1 Introduction	
2.2 Albanian Migration Historical Background	
2.3 Reasons for Migration	
2.4 Return to Albania	
<b>3. Migration Policies.....</b>	<b>17</b>
3.1 European Countries' Policies on Returning Migrants	
3.2 Albanian Government Policies on Returned Migrants	
3.3 The Relation between Governmental and Non-Governmental Institutions	
<b>4. The Goal and the Mission of the Association.....</b>	<b>23</b>
4.1 How was the Association founded	
4.2 Mision and Objectives	
4.3 Target Groups	
4.4 Operating Method	
4.5 Implemented Projects	
4.6 Donors	
<b>5. The Association's Contribution in the Integration of Return Migrants.....</b>	<b>35</b>
5.1 The Association's Activities	
5.2 Forced Return Migrants	
5.3 Voluntary Return Migrants, irregular or not	
5.4 Internal Migrants	
5.5 Achievements	
5.6 Difficulties, causes and solutions	
<b>6. Conclusions, Lessons Learned and Recommendations .....</b>	<b>61</b>
6.1 Conclusions	
6.2 Lessons Learned	
6.3 Recommendations	
<b>Bibliography .....</b>	<b>66</b>
<b>Annexes.....</b>	<b>69</b>



# 1. Type of Study and its Purpose

*H*ope for the Future has been operating in the field of return and internal migrants' reintegration for years and that experience served as the incentive for the completion of this study, which will focus on the analysis of the activities of the association for the period 1999 – 2006. The aim of the study is to analyze the phenomenon of return migration, the peculiarities of the Albanian case, the measures taken to facilitate reintegration, as well as provide the reader with suggestions and recommendations that have been generated by the direct experience of the association with return and internal migrants.

## 1.1 The Background

The association has already seven years of experience working on the reintegration of Albanian return migrants. They have implemented projects like "Take the Future", VARRP, "Take a Step", etc., which have aimed the economic and social reintegration of return and internal migrants. During this period of time the activity of the association has been increasing continuously. They have been the first to work on issues of return migration, either forced or voluntary, to Albania. They are also among the first, who have not limited their activity to economic reintegration, but have also organized social activities, which have been oriented towards the facilitation of the social adaptation of the returnees. At present, the association is growing and enlarging thanks to the new projects undertaken, as well the opening of a regional office in Shkodra.

## 1.2 The Purpose of the Study

This study aims to present an analysis of the activity of the association in the

field of reintegration focusing in the process of return migrants' reintegration. The high volume of work and the characteristics of the cases handled during these years have underlined the need of a study, which will accomplish an analysis of the phenomenon of return migration, their situation after their return in Albania and the concrete contribution of the association in the facilitation of the reintegration process for the different categories of returnees (forced return, voluntary return and internal migrants).

### 1.3 Objectives and Questions raised in the Study

*The main objectives of the study are to:*

- a) highlight the necessity of reintegration programs
- b) identify the concrete contribution of the association on reintegration
- c) evaluate this contribution
- d) draw lessons from the direct experience of the association, and
- e) give recommendations.

*The questions drafted for the development of the study were:*

- a) Are reintegration programs necessary and why?
- b) Which has been the contribution of the association for the reintegration of return and internal migrants?
- c) In what way and up to what point have the various projects of the association influenced the facilitation of the process of reintegration for the returnees?
- d) What results did they have?
- e) Which are the factors that have influenced these results?
- f) What were the lessons learned?
- g) What recommendations could be given?

### 1.4 Methodology

The study is based on the consultation of all the documentation of the association, their six-monthly and annual reports, the questionnaires collected during their activities and a set of interviews conducted by the researcher with the staff of the association and some of the employers who have collaborated with the association in order to achieve the reintegration of the returnees.

Apart from the overview of all the reports and the in-depth interviews with the staff of the association, the research is also based on interviews conducted with a number of clients of different categories, ages, sex and host countries they have returned from. In order to select the interviewees, the researcher in collaboration with the staff of Hope for the Future have gone through the list of clients and selected 31 of them, out of whom 21 men and 10 women.

Among the interviewees there are previous and current clients of the association. They have been involved in the association's major project "Take the Future", and other projects such as VARRP, "High Level Working Group", ALNIMA and "Take a Step". They belong to the three categories of migrants: forced, voluntary returned and internal. Their ages vary from 18 to 45 years old. The interviewees live in Tirana, Berat, Shkodra, Durrës, Vlora and the village of Laknas, where the association is developing its project "Take a Step".

Furthermore, you will have the opportunity to read statistical data collected by the staff of the association during the seven years of activity, which will be used to reflect upon the results of their work and its impact on the returnees and the process of their reintegration in Albania.

After presenting statistics on the number of visitors and clients categorized according to the kind of service they have been provided, there will be an analysis of the work of the association with the different categories of the returnees: forced, voluntary and internal migrants. The analysis will be focused on the work of the association with these groups from the first contact in the host countries, their engagement in the projects of the association, their individual achievements, the difficulties faced and the reasons behind these difficulties, as well as the measures taken by the association to overcome them. Finally, lessons learnt and recommendations will be provided to all parties interested in issues of return migration.



## 2. The Context in which Hope for the Future Operates

### 2.1 Introduction

The fall of Communism in Albania was followed by the migration flows since the early 1990, when hundreds of people rushed into the foreign embassies in the country. Later on, large numbers of people left on boats or through land, and today there are estimated approximately 710.000 Albanian citizens residing abroad (INSTAT, 2004: 34). However, these figures are not confirmed as there has been no exact census of the Albanian migrants living in host countries around the world. The major reason for the lack of exact figures remains the fact that not all emigrants have a regular status and residence permit, and some of them have registered with false identity, like Kosovar for example, as during the Kosovo crisis in 1998 and on they have been applying for political asylum in many EU member states. Among those, the countries with the largest number of Albanian immigrants are Italy and Greece, but many others are also living in Switzerland, Germany and United Kingdom. In these countries there are also irregular Albanian immigrants, whom when caught by the police are asked to leave and in particular cases deported, as well. Their removal from the host country is regulated through the readmission agreement between EU and Albania, and other bilateral readmission agreements signed with other European countries, such as the one between Switzerland and Albania.

## 2.2 Albanian Migration Historical Background

Researchers count three major waves of Albanian migration. During 1991 – 1992, political transition resulted in lack of economic and personal security, which encouraged many Albanians to emigrate illegally. Considering that this was the first wave of immigrants coming from Eastern Europe in general, most of them managed to regulate their status in the host countries. While with the passing of the years, it was expected that the numbers of those leaving would decrease, the opposite happened, and people continued to emigrate through organized criminal channels. Numbers increased during the crisis of 1997, which caused a high state of insecurity resulting into massive departures, also known as the second wave of Albanian migration. The same situation was repeated in 1998, when some people exploited the Kosova crisis to leave the country. This migration wave, which according to some researchers resulted in 100.000 Albanians leaving Albania (see Kule et al., 2002), is called the “invisible” wave, because these people have declared a false identity to the authorities of the host countries, mostly Kosovar identity. All three waves and the continuous migration have been both legal and illegal, or legal migration and illegal residence in host countries.

Originally, Albanian migration was mainly masculine, but was later accompanied by the phenomenon of family reunification, as well as the increase of female emigration (see Misja 1998).

Today, migration has decreased, in particular irregular migration because of the reinforcement of Albanian borders, but also because of the implementation of readmission agreements between Albania and some of the EU countries, which have recently been replaced by the frame agreement between Albania and EU<sup>1</sup>, according to which all Albanian emigrants without residence permit in EU countries will be returned to their country of origin. Thus, Albanian migration towards Western countries has also been accompanied by their return home.

## 2.3 Reasons for Migration

The main reasons of Albanian migration for the period 1990-2006 are economic and political. Among the push factors are the poor living conditions, poverty, high rates of unemployment, lack of individual safety and political stability, as well as a weak rule of law (see De Soto et al, 2002; King and Vullnetari, 2003).

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<sup>1</sup> A frame agreement is the one Albania has signed with all EU member states as if they were a single state, instead of signing individual bilateral agreements with each of these member states. Thus, Albania and the EU have agreed on principle on the rules and regulations of readmitting irregular migrants residing in the respective countries, meanwhile implementation procedures will be defined by the bilateral implementation protocols.

On the other hand, the pull factors like the curiosity about other countries, the wish to experience living in countries with no previous experience of totalitarian regimes, personal career aspirations or a better future have also played their role so that some Albanians have decided to migrate or to remain in host countries (see Bajraba, 2004).

## 2.4 Return to Albania

The principal reason Albanians have been returning from migration is forced return by the authorities of the host communities, after they have been found with irregular documentation or when they have been refused stay or the renewal of their stay in these countries. Irregular Albanian migrants have been returning mostly from countries like Switzerland, Germany, UK, Italy and Greece. However, nowadays there is also a slight tendency to voluntary return, which is very small compared to the numbers of forced return.

Despite the attempts of the host countries to sign readmission agreements with Albania and return irregular Albanian migrants, they often have considered themselves to be powerless finding the same people in their territory, again without regular residence permit. This situation has encouraged many researchers to conclude that physical return of migrants is not sufficient. Among the most important problems that impede return we can mention:

- Low wages or poorer economic conditions than in the host countries;
- Difficult relations between returnees and members of the community that have not been migrants;
- Frustration with business climate, banking system in the country of origin etc;
- Concern about corruption or the “different way of doing things” in the country of origin;
- Few savings to use for consumption or production, which give the impression to the emigrants that their remittances are “wasted” because of development;
- High demands for resources on the side of the emigrant’s family and friends;
- Nostalgia for the host country (Black and Gent, 2005).

These problems highlight the question of how to define effective and sustainable return. Authors like Black and Gent who have been dealing considerably with return, consider return effective and sustainable when individuals who have returned to their country of origin, do not try to emigrate again, but try to rebuild their life in their home country. More specifically, it means that in the country of origin they should be able to find social and

economic conditions appropriate to build a better future. Among the social and economic conditions to be fulfilled we can mention: employment, accommodation and basic services such as running water, roads, electricity, education and health service, as well secure living for the returning individuals and their families. It is necessary to set standards for these conditions, because when migrants return they would like to maintain the standard of living they enjoyed in the host country to a certain extent, if not completely (see Black and Gent, 2004: 12-14).

We should be aware of the fact that when return is voluntary, when return migrants have received some professional training or graduated in the host societies, as well as when they are offered assistance after return, then return might be more sustainable than when these factors are missing (ibid: 17-18). In the same context, return is also seen as a potential for the development of the country of origin, in particular when supporting brain gain and encouraging the transfer and the investment of emigrants' capital towards their country of origin (Black and Gent, 2005). The pessimistic opinion that migrants' return will affect the increase of unemployment has already been replaced by a more positive point of view, as academics now think that return migrants might facilitate the process of "modernization" in their country of origin with their remittances and the experience and skills they have earned in the developed host countries. This attitude explains why there are so many projects assisting voluntary return, in particular of qualified migrants (see Ghosh, 2000 as in de Zwager et. al., 2005: 57).

The same philosophy accompanies the decision of many donors to finance the projects of Hope for the Future, as one of the organizations that have assisted the economic and social reintegration of Albanian return migrants.

After having explained the phenomenon of return and the context in which the demand for migration policies were made at the European level, as well as the response of the Albanian government, the current policies will be presented below.

### 3. Migration Policies

**M**igration affects the lives of all parties be those in the country of origin or in the host community. The fall of the communist regimes in Central and Eastern Europe was accompanied by the migrating of a lot of Eastern Europeans, among whom Albanians, towards Western Europe. When this happened, several of these countries did not have previous experience with large numbers of people moving from and to their territory, apart from citizens of previous colonies, and consequently were caught unprepared in front of the fact. As a result, since 1989 up to the present, several measures have been taken by both parties: sending and receiving, which aim at the regulation of the movement and residence of migrants in their countries, as well as their deportation in the cases when they have been refused the residence permit or when they have entered and stayed illegally. Migration policies include action plans about the movement and the employment of citizens from one country to the other, visa regimes, and the legalization of their residence in host countries, deportation policies, voluntary return and readmission. In order for these policies to be functional, it is necessary for the sending and receiving parties to agree, in particular in relation to return policies.

Yet, apart from the physical return of migrants, countries have not specified or implemented any concrete integration measures. Migration policies in different European countries and in Albania are concentrated in the regulation of the stay and removal of immigrants from host countries, without thinking about the process of reintegration itself, which also helps us understand the need

for projects on the economic and social integration of various categories of return migrants coordinated and implemented by organizations like Hope for the Future. Prior to offering the reader an analysis of the organization's activity, we are presenting an overview of the EU and Albania's policies on migration, where you can notice the lack of those on reintegration.

### 3.1 European Countries' Policies on Returning Migrants

According to Article 23 of the Convention for the implementation of the Schengen Agreement of June 14, 1985, the citizens of third countries that do not fulfill any more the conditions to stay in the Schengen area, will be asked to leave, and in case they do not leave the area voluntarily, will be deported by the Contracting Party<sup>2</sup>.

Similarly, The Action Plan for Return<sup>3</sup> is a document, which defines forced and voluntary return. According to this document, voluntary return is defined as "assisted or independent leave for the country of origin, another transit country or another third country according the will of the returnee." The plan itself is divided into the four following components:

- Immediate and reinforced practical collaboration including exchange of information and best practices, mutual training, reciprocal assistance from the emigration officers as well as mutual return operations;
- Mutual minimal standards on return foreseen on the long, short and middle terms;
- Country specific programs;
- Reinforced collaboration with third countries on issues of return.

The above document is accompanied by the Communication the Community's Policy for the Return of Irregular Residents<sup>4</sup>, which underlines that successful return projects need to have all or most of the elements listed below:

- Counseling and information prior to return
- Assistance on training and employment
- Assistance to travel and/or resettle in the country of origin
- Assistance for accommodation
- Continuous assistance and counseling after return.

Notwithstanding, the most precise documents in regard to return are the bilateral readmission agreements, signed between a member state of the EU

<sup>2</sup> IOM, Guidë për Instrumentat e Zgjedhura Ligjore të BE-së mbi Migracionin. Vienna: IOM, August 2005, p. 45.

<sup>3</sup> Council of Europe, Doc. Nr. 14673/02 (approved on 28.11.2002).

<sup>4</sup> Com (2002) 564 final, 14.10.2002.

or other European state and Albania. The first country to sign an agreement with Albania was Italy, followed by Switzerland (2000), Germany (2002), the UK (2003), and so on. The bilateral agreements have already been substituted by the Readmission Agreement between the EU and Albania, which entered in force in July 2006. According to this agreement, Albania will accept all those returned from the EU countries that have been refused residence permit in these countries.

The text of the agreement, similarly to the other documents above-mentioned, does not take into account what will happen to the return migrants, when they return to their country of origin. However, differently from the other documents, the signing of this agreement is accompanied with programs of assistance for the Albanian institutions, in order to help Albania respect its conditions. The largest project is “The Fight against irregular migration in Albania and the wider region: Targeted support for capacity building in the frame of supporting readmission in Albania”, funded by the European Commission and the Hellenic Ministry of Interior and Decentralization implemented by IOM Tirana. The project has four components, which include research on return policies in Albania, building capacities for readmission, the support for the Ministry of Interior on readmission and reintegration mechanisms used for Albanian return migrants. To implement the reintegration component IOM asked the collaboration of Hope for the Future, as it is one of the major non-governmental actors with the largest experience in the field of return migrants’ reintegration.

### **3.2 Albanian Government Policies on Returned Migrants**

The same as in the host countries, the Albanian governments have found themselves in the past years facing phenomena as emigration and return, which demand for active policies for the development of factors to make return sustainable through reintegration measures and policies that would guarantee sustainability. There have been no such measures in Albania until the National Strategy on Migration and the Action Plan on Migration, which contains specific measures on the reintegration of return migrants, were drafted and passed in 2005. Before that, return migrants are briefly mentioned in the National Strategy on Employment and Vocational Training. At point 3 of the subchapter “On the Delivery of Vocational Training of the Strategy” it is written:

*3. The creation of opportunities for vocational training for groups with social-economic problems. Currently, special groups of the population supported by the relevant status and legal frame have little space in the vocational training system. Special groups according to the legislation are: individuals with disabilities; mothers with several children; individuals under the age of 18; long-term unemployed; individuals from families living under the poverty level; individuals that profit from the programmes*

*of economic assistance; individuals that remain unemployed from the enterprises and institutions which undergo reform, restructuring and privatization; unemployed single mothers; trafficked women; divorced women with social problems; return migrants with economic problems; newly graduated not-oriented in the labour market; ex-prisoners. In the future the state will aim to support these groups through: (i) the application of reduced tariffs in the institutions of vocational training; (ii) giving them priority to incorporate them in other labour market programmes that are applied by MOLSA. The objective is their employment and integration in the social and economic life of the country. (NSEVT: 27-8, translated from the Albanian version)*

Meanwhile, even in the National Strategy on Migration and the National Action Plan on Migration, which has seven measures on issues related to return, only four refer specifically to return migrants. Thus, measure 4 speaks about the evaluation of the concrete opportunities the National Strategy on Employment and Vocational Training offers to return migrants; measure six speaks about the broadcasting of the opportunities that are offered to Albanians as services (in the sense of public services) if they return; measure eight speaks about the enlargement of reintegration services in order to guarantee permanent return; and measure nine encourages capacity building of the National Employment Service and its regional and local employment offices (see Appendix 1). Although we appreciate the Albanian government's attempts to finally deal with the issue of return migrants, the content of these measures is very general and the activities foreseen in them do not solve or assist the reintegration process of return migrants. Furthermore, these measures do not mention the involvement of the different non-governmental organizations such as Hope for the Future, that have been and still are working with return migrants, which implies that state institutions will not take into consideration what has already been done and start anew. Anyways, the measures should have started to be applied this year (2006), which means that the Albanian state's assistance to reintegration is at its very beginning.

A broad view on the migration policies demonstrates the lack of concrete measures and projects on reintegration, which are still very new initiatives, although the process of return has started at the same time as emigration. To fulfill the institutional empty space, it has been and still is necessary the intervention of non-governmental institutions like Hope for the Future, which has been among the first to identify the problem, analyze its complexity and design projects, which have been implemented to support return migrants in the difficult process of economic and social reintegration in Albania.

### 3.3 The Relation between Governmental and Non-Governmental Institutions

The communication between state institutions and non-governmental organizations has been considered decisive for migration policies. The consideration has become official by the Council of Europe's Decree of May 26, 1997 "On the exchange of information in regard to the assistance on the voluntary return of third country citizens", in which it is highlighted that information should be given to all implementing authorities (i.e. non-governmental and international organizations) along with the state institutions of the countries involved.<sup>5</sup>

Furthermore, in the frame of assisting voluntary return, many host countries have collaborated with international organizations like the International Organization on Migration (IOM), which for years has been implementing the program of assisted voluntary return (VARRP), a program that facilitates the return of Albanian migrants whose residence permits to the UK have not been issued and who want to voluntary return to Albania.

Complying with the program, but also with the mission of IOM, it was aspired and managed to build the network of the organizations that deal with migration in Albania. Since then, the network members meet every month and exchange information and encourage collaboration among themselves and the ministries involved in issues regarding migration such as the Ministry of Interior and the Ministry of Labour, Social Affairs and Equal Opportunities. At the same time, IOM has been collaborating with actors such as Hope for the Future on reintegration projects, within the frame of the project HLWG 2002 and VARRP.

Hope for the Future themselves have signed an individual agreement with the Regional Employment Offices of Tirana and Shkodra, which means that the signing parties commit to engage in each-others activities, as it happened with their being invited to participate in the Task Force appointed to draft a policy paper, which will lead to the drafting of a concrete Action Plan for the Reintegration of Return Migrants. However, we must state that the involvement of non-governmental actors in the design of strategies of this kind are sporadic and mostly encouraged by the NGOs themselves and IOM Tirana, and rarely are they an initiative of the state institutions. The noninvolvement of actors with extensive experience such as in the case of Hope for the Future, of course, influences negatively on the quality of governmental actions.

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<sup>5</sup> Ibid, p. 56.



## 4. The Goal and the Mission of the Association

*H*ope for the Future Association is among the first ones that have identified the need to support return migrants and made concrete program in order to offer services that would facilitate their process of reintegration in the home country, as well as make their return sustainable. The project which turned into an association was created when countries like Switzerland and Germany started to return a considerable number of irregular Albanian migrants in 1998. Before analyzing the success of the work of the association, there will be an exposition of its foundation, mission, principles, projects, structure and working method, as well as the economic and social activities organized in order to achieve its objectives.

### 4.1 How was the Association founded

Patrice de Mestral was serving as a priest and counselor in the Swiss prisons, until the day he started to think about the way he could help the young Albanians in these prisons that were waiting to be repatriated. Although the rules of the Swiss state would return them home, the principal reason of their migration: the poor economic conditions was still valid and if these young men were not helped, return would not be successful and there was no warranty that they would not try to return back to Switzerland or other countries of the region through illegal routes.

## HOPE FOR THE FUTURE

This upsetting perspective served as the pushing factor for the creation of project "Take the Future", which started in October 1998, but managed to open its office of Information, Counseling and Support for the young people repatriated from Switzerland in April 1999. While the social-humanitarian association Hope for the Future was founded in November of the same year to implement the Project "Take the Future". In order to support with evidence the development of the project, a questionnaire was conducted for the period 22 November – 20 December and the results demonstrated the need for projects like "Take the Future", which provided assistance for the reintegration of return migrants.

In the preparatory phase of the project, De Mestral was assisted by a Swiss social worker, Franciska Camenzind who was in Albania at the time for a half year period, as well as by Irena Dono, who at the time was employed as an administrator and later as the project manager. De Mestral conducted all the fund-raising for the first two years, and has continued to support the association to find donors for "Take the Future" up-to-date. Camenzind played an important role in the initial phase of the project. De Mestral and she conducted the recruitment and the staff training and together build the project "Take the Future".

At the beginning, the project was small and modest. Its personnel were employed part-time and the funds were limited. Furthermore, the target group were only forced return migrants repatriated from Switzerland. It was very difficult to work with this group, because migrants had had a traumatic experience in the Swiss prisons and they were very suspicious of the mission and the objectives of the association. The first period was spent trying to earn the trust of the potential clients and the creation as well as reinforcement of a positive reputation in order to attract return migrants and offer them the reintegration services projected by the association.

Only with the passing of time, the consolidation of the activity and the first results of the work with return migrants could Hope for the Future gain a respectable position among the most successful associations that deal with migrants nowadays in Albania. Since 1999 "Take the Future" and other similar initiatives have targeted the economic and social reintegration of those returning from Switzerland, as well as other countries like Germany, UK and Italy. At the same time, they have worked with internal migrants, who during the transition period have moved to the capital city and its outskirts.

## 4.2 Mission and Objectives

*The mission of the Association Hope for the Future is:*

*To contribute to the reintegration of the Albanian migrants returned from different European countries in the Albanian society, and to assist the professional and social reintegration of internal migrants.*

To realize its mission, the association built its activity on the statute, which initially covered the objectives listed below:

- To assist in the reintegration in the Albanian society of Albanian migrants returned from different European countries, mainly from Switzerland, Germany and UK.
- To develop new professional and educational perspectives for the future of these young people, in order to support them in their quest to rediscover their roots in Albania.
- To create employment alternatives for the repatriated Albanians as the first step towards their reintegration in Albania.
- To promote their social reintegration.
- To insert into the public debate the fact that many young people in the country do not see their future in Albania, but wish to migrate to other places.
- To raise public awareness on the perils of irregular migration.

These initial objectives have been processed and in the new statute of the association, we read that they also aim:

1. To offer psychological and social counseling services and also day and residential services for the vulnerable groups.
2. To develop new professional and educational perspectives for the future of these young people, in order to support them in their quest to rediscover their roots in Albania, as well as assist internal migrants in improving their professional skills and encouraging employment.
3. To create employment opportunities for return and internal migrants as the first step of their reintegration.
4. To support the capacity building of small businesses in Albania, in order to guarantee sustainable reintegration of return migrants employed by these businesses.
5. To encourage companies and businesses of all types from different European countries to invest and support financially the re-construction of the Albanian society.
6. To insert into the public debate the fact that many young people in Albania do not see any future in Albania and wish to migrate to other places. At the same time raise Albanian public awareness on the perils

and damages of irregular migration.

7. To lobby with the state institutions to protect the rights of return and internal migrants.
8. To help Albanians regain pride in being Albanian and encourage them to participate actively in building their own future in Albania.

### 4.3 Target Groups

The main target group of the association are *forced return migrants* and *voluntary return migrants* that have returned from Western European countries, mainly Switzerland, Germany, UK and Italy. In certain cases return from Greece, Belgium, Ireland that referred by the Regional Employment Office have been offered services. Furthermore, *internal migrants*, who are facing integration problems in the large centers as well as in the Albanian metropolis, have been applying and provided services under the projects of the association. At the same time, *employers* that have been involved in the employment process of the returnees, have been the target of the association. The last group is the returnees, who have wished to register as *university students* in order to improve their future. From all the target groups, *women* have been considered a priority as they might have more serious problems of reintegration because of the Albanian society's patriarchal nature.

### 4.4 Operating Method

The project is based on what is known as the "Concept of Sensible Reintegration and Transformation". The model implies that the basic needs of human beings are not simply material (the green level), although they are the most favored of humanitarian aid, i.e. food and shelter. Yet, it has been observed that most projects of development stop at the structural level (the blue level) concentrating on education, training and good governance. However, all project attempts will be useless, if the target group suffers emotional block and turns to emotional self-seclusion (the red level). Moreover, various studies have shown that the lack of motivation and of vision about the future is one of the main reasons why projects of development fail to succeed (the yellow level). As a result, all reintegration projects of Hope for the Future have a component for each level: the material one (green), structural (blue), emotional (red) and the visionary (yellow) one. In other words, return migrants are offered services such as assistance to vocational training and employment, social reintegration through various group activities and a new perspective on their future in Albania.

*The activity of Hope for the Future is based on the following principles:*

- Offering a suitable amount of time for the process: 9 months is the

minimal period a person needs to adapt to a new situation. It requires at least three years before a community goes through and adapts to the newly created relations.

- Offering the opportunity to overcome isolation such as for example “Open House” meetings. Building trust as a fundamental factor at the individual level, but also at the community level. Opportunities should be offered in order for this to happen.
- Accepting only motivated participants: motivation is the key to success; it can be encouraged, but not created.
- Mutual benefit: the project should be of benefit to both return migrants and their employers.
- Providing equal treatment: attention should be concentrated on the most vulnerable. In this case, selection might cause further tension, which should be avoided.
- The incorporation of integration models: the Balkans is a place of different cultures and customs, even at the country level there are regional differences which should be taken into consideration during the implementation of the project and the direct communication with the beneficiaries of reintegration projects.
- The use of techniques already applied at the local level in order to guarantee the success: every country has its peculiarities, and a foreigner, no matter how professional, will not be able to observe and apply them, although they are crucial for the project success. As a result, it is necessary to employ local staff for the implementation of the project.

These principles have shaped the way Hope for the Future has been working until the present. Collaboration has been divided in phases and from the first contact to the end of the contract, beneficiaries are under the observation and care of the association’s employees, who stay close to these people and help them in order to facilitate the first period of their return to Albania.

Thus, the first contact with Hope for the Future is done through the social worker. Whether the person is eligible for the association’s services or not, everyone is appointed a meeting with the social worker, who has organized her job in phases. In the first phase (the first contact), the visitor is interviewed and the social worker informs him/her about the activity of the association, the projects and the services offered, and then they discuss about the situation of the person, his/her needs are identified, he/she is given information about the labor market and its mechanisms, about the vocational training, other training as well as the emotional support offered. In the end, the social worker fills the personal file and gives the visitor leaflets, bulletins and a form, where the emigrant can write his/her migration story and so on.

Before offering the support of the association, the social worker makes an assessment of the case and sees whether the person is eligible to benefit from the projects of the association, and if that is the case, then she provides them with the list of documents they need to submit in order to apply for those services. The evaluation and the selection of those who will be profiting, is done once a month. At the beginning, when the number of applicants was small, support was offered to almost all applicants, who met the criteria, but with the passing of the years the number of applicants has increased extensively, which means that those selected go onto the waiting list and wait for their turn to be served. The order of the people registered in the list is that of first-come-first-served. However, there are exceptions for those who are in need of immediate support.

Meanwhile, the job network agent is the person in charge of the work in the field. He is responsible for signing the contracts with entrepreneurs and monitoring the clients during the nine month period. Also during the monthly visits in the field, he meets people contacted by their contact point or previous clients, as well as people who come to meet him after they have heard about the existence of the association and want to apply in order to obtain its services. He also revises their documents before they apply officially in Tirana. If they are eligible for the services of the association, they are invited to the central office in Tirana, in order to have a long conversation with the social worker, who is going to evaluate the case as we explained above. Even in the cases when the applicants seem not to meet the criteria, they are still invited to the central office for counseling or referral to other institutions that might best meet their needs and assist them.

Later, the job network agent is involved in the process, when the selected applicants have chosen if are looking for a job or a training course. The agent gets in contact with the new clients and meets them soon after. In Berat and Shkodra his work is facilitated by the assistance of two contact points, who serve as intermediary with the clients of these two regions. The agent and his assistants discuss with the clients about their skills, qualifications and work experience in order to identify the job opportunities suitable for them. The agent makes his suggestions in accordance with the employment opportunities of the region/town where the client lives and when the latter has decided, he negotiates with the potential employers.

It might happen that employment is found through the mediation of the job network agent, but considering that most of the small and medium businesses in Albania operate on the personal family and social network basis, most of the clients find a job by themselves. The difficulty of finding employment through

mediation comes because of the lack of trust in public institutions such as the National Employment Service and the Employment Offices to select and recommend the right people according to the requirements of the employers, as well as because of the informal character of the Albanian labor market, which reinforces the role of personal connections as the principal means of finding a job in Albania.

However, despite whether the returnee finds a job themselves or through the mediation of the association, it is the job network agent who finalizes through a contract the employment terms and conditions between the client and the employer, as well as the apprenticeship contract according to which the employer is going to teach the client a profession, in cases when the latter has no experience on the job. At the same time, the client signs a contract with the association. The dual contract system regulates the waging of the client, who will be paid partially by the employer and partially by the association. The contract also serves as a warrant that the employer will keep the employee for the whole nine-month period of the agreement.

Up to the present, the association has been assisted by two contact points, working as assistants and monitors in Berat and in Shkodra, while there is a third one in Tirana, as these three are the largest centers in which the association is operating and the agent cannot accomplish his tasks alone. The contact points assist and facilitate the work of the association in finding clients in their region. They have been previous beneficiaries of the association and have accepted its offer to help them in their mission. Their selection has been well-thought of, because their being members of the forced return contingent, they have facilitated a lot the work of the association in contacting and recruiting new clients.

The fact that they are forced return and beneficiaries of the services of the association, they are closer to the problems of the new clients, understand them better and are more willing to help. Their placement as contact points has made possible the approaching of many clients and served as guarantee on the work and mission of the association for the whole time of their involvement. The outcome of their work has convinced the association that the method is very efficient in the Albanian context.

The tasks of the contact points include the informal search of those returned recently from migration, in particular from Switzerland and Germany. However, at present thanks to the good reputation the association and its contact points have constructed, many people approach the association themselves and ask about the possibility of their involvement in the projects of the association. The contact points explain the activities of the association, the documents

necessary to apply, as well as where to go in order to submit their application.

Furthermore, the assistants accompany the job network agent in his visits at the workplace and are present when the contracts are signed. After the contract is signed, they go, at least, once a month to monitor the clients in their workplace and report to the agent their progress. Apart from checking on the client's attendance, they have regular conversations with them in order to see whether they are satisfied with what they are doing, what plans are they making about the future and report to the association in order to guarantee services of better quality for them. However, contacts with clients are not maintained only during the period of their apprenticeship, but even afterwards, as former beneficiaries come to ask about the new activities of the association or are invited to participate in seminars and/or social activities like "Open House", as well as when donors come to visit.

During their work with the forced return, it has been observed that many of them have been deported from European countries without being given the chance to solve personal legal issues. As a result, these people have asked for the assistance of the association, which has provided legal consultation for those who need it. In the same spirit, for all those who have gone through traumatic experiences, which influence negatively on their reintegration process, the association has offered psychological and social assistance, which has resulted as very useful in many cases.

#### *Staff relations*

The relation among the personnel of the association could be defined as positive, collaborative and in the overall successful. All employees declared that all the merit goes to the executive director, who has created an appropriate working environment and very good working conditions. Responsibilities are divided and each member of the staff knows their duties and takes full responsibility on them.

Despite the division of duties, there is a deep spirit of collaboration, which is reflected in the process of selecting the successful candidates among all the applicants. Information is also exchanged regularly, and opinions are heard carefully followed by discussions that lead to unanimous decisions. Such practices have had a positive impact on the success of the various projects the association has been involved. Thus, we can say that the staff members try to be understanding towards each-other, take into consideration the various opinions and make sure that everyone is involved in the decision-making.

In the overall, we noticed that the staff is dedicated. The working criteria are correctness and fairness and every action is done following the pre-established

procedures and in collaboration with the other members of the group. Even when interviewed separately, everyone spoke of the relation among them as a warm one, full of understanding and if we would use one of the expressions they used “like a family”, which has directly influenced the success of their work as a team and the fulfillment of the mission of the association they work for.

#### 4.5 Implemented Projects

“Take the Future” is the initial project implemented by the association and constitutes the pillar of its activity since 1999 to date. At first, the project provided services of economic and social reintegration for those emigrants who were forcefully returned from Switzerland. Further, it included also the voluntary returnees. The services provided to these emigrants consisted of: professional qualification through clients’ employment at a private company, where 60 per cent of their salary was covered by the association, and the rest by the employer on the condition that they remained in the respective job place for an exact nine-month period, vocational trainings, language courses, computer and driving license courses, etc., as well as social services. At the same time, the returned emigrants were asked to write down a description of their emigration story, a procedure now turned into an integral part of the Project “Take the Future”.

“Flowers Make Environment Beautiful” marked the first mini-project of the association that took place during April-August 1999. In the period of the Kosova crisis, the office provided short-term employment services for the Kosovars who at that time were staying in Tirana. The Kosovars selected by the social workers of the association engaged in works in front of the building where the office was located, transforming it into a nice flower garden. The project in question made possible that, although being in a stressful and insecure situation, the Kosovars turned into a daily routine keeping themselves busy, even if temporarily.

VARRP, otherwise the Voluntary Assisted Return and Reintegration Project from the United Kingdom, initiated by IOM London, was implemented on basis of an agreement between Hope for the Future and IOM Tirana. From the signatory of the first contract in 2003, IOM has referred to Hope for the Future cases of returned emigrants, who have been provided services of facilitating employment and financial support for their job placement, as well as their inclusion in all the social reintegration activities organized by the associations mentioned by the project “Take the Future”.

##### High Level Working Group

Hope for the Future has been one of the Albanian organizations selected by IOM Tirana to cooperate in the project “Fostering Sustainable Reintegration

in Albania, Kosovo Province and Former Yugoslav Republic of Macedonia, by Building the Capacity of Local NPOs to Provide Services to Returnees,” funded by the European Commission in the framework of the High Level Working Group. IOM Tirana organized trainings with the organizations involved in this project, as well as provided them with computer and other logistics. As part of this project, the association assisted 11 individuals, placing them in nine-month term jobs.

ALNIMA was an initiative of the European Commission, otherwise known as 2002/HLWG/26 Project, in cooperation with the Third Countries in the field of immigration. The project involved three countries: Morocco, Nigeria and Albania. The project itself intended to provide support for the emigrants deported by Italy, in order that they were offered an easier and sustainable reintegration possible in their countries of origin. The goals of the projects included the establishment of a network of public and private entities based in Italy and countries of origin, so that they could enable continuous and sustainable employment of the returnees, acquaintance with the labor market in function of organizing the vocational training of the deported people based on market demands, awareness raising of the groups with high inclination toward irregular emigration on the danger and uselessness of such a move, as well as awareness of the people intending return on what expects them in their country of origin, and the boost of economic development in the countries of origin.

In partnership with the Italian COOPI, the association has been involved not only in the ALNIMA Project, funded by the European Commission (High Level Working Group), but, recently, also in the ALBAMAR project, supported by the European Commission in the framework of AENEAS Program. The above project aims an integrated support for the Albanian emigrants who returned forcefully or voluntarily from Italy. Support will be provided in the aspect of psychological assistance and insertion in the Albanian labor market. Emigrants shall be offered psychological counseling and vocational training in Italy and, further, in Albania where they shall be followed by Hope for the Future and be assisted in their social and economic reintegration in the country. The project is at its initial stage and the association is dealing with the first contingency of beneficiaries.

“Take a Step” is a project aiming integration of women who are internal migrants in the area of Laknas (a village 25 km from Tirana), by offering them vocational training and other trainings, in order to enhance their job opportunities in their residence or elsewhere. Initial courses were followed by other courses for those girls and women with special skills, offering them support for a two to six months period.

At first there were trained mostly women with poor education level, who are also the target group of this project, in order that they qualified to find a job later on, socialize through various social activities, become aware of their role in the family and society, create self-esteem and be educated with the concept that this new life situation is a big challenge but not impossible to overcome. In addition, "Take a Step" aims at providing emotional support and full access in the social, cultural and educational activities organized by the association on a periodical basis.

Moreover, during this project, individual or group self-employment initiatives shall be encouraged. This shall be a small-extent support, including procurement of small equipment, technical support and other similar facilities. The association hopes that once the women receive full vocational training, they be able to convey their experience and knowledge to other women.

**"MIGRAVALUE"** project (Steering Economic and Social Cohesion in the CADSES Space: Valuing Migration as a Development Tool), funded by European Commission in the framework of Interreg III B Cades and including 14 European partners, aims at launching a model for the active management of migration as a key tool for the integrated economic and social development of host and source regions. It shall enhance the spatial cohesion of interested regions by valuing the financial and human capital of migrants.

MIGRAVALUE is focused on productive returns, by activating sustainable systems to channel migrants' remittances to fuel local development in home countries, sponsoring a connection with development dynamics in host regions; address the social dimension of development by devising cooperative and trans-national welfare programs.

It concretely supports investments in the migrants' origin countries by mobilising migrants' resources to finance entrepreneurial initiatives, thus limiting negative brain-drain effects and promoting the circulation of the positive outcomes of migration, including knowledge of new organisation and competition methods.

## 4.6 Donors

The private donations collected by Mr. **de Mestral** were the first funding resources in support to the "Take the Future" project and "Hope for the Future" association. Today, de Mestral is still collecting funds from private Swiss donors, but the project has expanded its scope and received larger budgets than before. The association is supported by several donors that operate in the region, particularly in Albania. The donors include:

**HEKS** differently known as the Swiss Interchurch Aid has operated projects in the Balkans since 1993 to develop and strengthen the democracy in the countries. "The reintegration of the refugees and emigrants in the Balkans" is one of the projects through which HEKS has assisted Albania. HEKS has also supported "Take a Step" project. Besides operating as a donor, HEKS has assisted the association during its negotiations with **IOM Tirana** and **EED** on such funds that enabled the continuation and increase of the number of returnees the association has assisted.

During 2001-2002 the association was supported by **SDC** (The Swiss Agency of Development and Cooperation) with its headquarters in Bern. In 2003, a new donor agreed to support the association. The support of **EED** helped the association target group expand and "Hope for the Future" has assisted the returnees from Germany and internal migrants since 2003.

**IOM Tirana** is another partner and financier of "Hope for the Future". The VARRP program focuses partly on the economic reintegration of returnees from UK. Hope was also involved in another IOM project funded by EC (HLWG project). The cooperation with IOM Tirana has been satisfactory and the best indicator is the continuation of the project till today through the renewal of annual contracts.

**The European Commission** has financed several projects in which "Hope for the Future" has been involved. It first supported the ALNIMA project and the High Level Working Group and is currently financing the ALBAMAR project in the frame of the AENEAS program and MIGRAVALUE project in the framework of the INTERREG IIIB CADSES program.

## 5. The Association's Contribution in the Integration of Return Migrants

*I*n a context similar to the Albanian one where return has transformed into a phenomenon highlighting the need of projects related to social and economic reintegration, the contribution of the association proves to be highly significant. It has been based on many projects in function of the mission and goals of the association.

### 5.1 The Association's Activities

The projects of the association are based on a series of activities intended toward the social and economic reintegration of the individuals returned on forced or voluntary grounds and of the internal migrants, as well as to ensure success and continuity of its mission. Following the description of the main projects of the association, and the donors, it would be necessary to make an analysis of all the activities carried out by the association during the various projects and of their impact in the life of returnees and internal migrants, in order to evaluate the success of the work performed by the association in these years.

***The reintegration program consists of the following activities:***

Migrants' professional reintegration, including:

- opportunities to take up a profession in the small or medium businesses for a nine-month period;
- facilitation of job placement;
- negotiation of working terms and contract, as well as financial support for the beneficiaries;
- financial support for attending higher education;
- financial support for vocational training.

Social reintegration, including:

- Counseling sessions. The association provides an opportunity to the returned emigrants to talk about their situation, problems, concerns and hardships, in an effort to ease or address them, so that the emigrant achieves social reintegration.
- Written histories by emigrants, in an effort to make the beneficiary recall the past, accept it, and, therefore, look to the future for new perspectives in his/her native country.
- "Open House" activities provided the returned migrants with the opportunity to discuss reintegration related issues in large groups, in order to benefit from the experience of one another.

All the above-mentioned activities and others shall be explained in detail further on.

***Career Counseling***

Hope for the Future welcomes all the returned emigrants who have come to hear about its reintegration projects or who were referred to this association by other stakeholders, such as the regional employment offices, IOM Tirana or other non-governmental organizations, as well as referrals by private individuals as emigrants or beneficiaries of the project. These individuals submit their data to the association and then undergo an interviewing process with the social workers to have afterwards an evaluation on whether they are eligible to benefit from the projects of the association. Nevertheless, they are offered primary counseling with regard to individual necessities of the person who has addressed the office.

Counseling focuses on the wishes and aims of the returnees as compliant with the skills and training they have or want to develop. Clients are supplied with data on the labor market and on the chances for success in this market, as well as are provided with advice and specific guide on building a career in Albania.

### ***Apprenticeship***

As mentioned above, in order that an individual is reintegrated in the life of his/her country, it is necessary that he/she finds a permanent and well-paid job. A significant part of the contingent contacted by the association do not have a professional training required in the labor market in Albania or their region and, consequently, they are forced to find a job however and wherever it is the case. The motives of having no profession are related to the transition period. If they were of an adult age at the change of the communist regime, the neutralization from the market of a series of professional profiles made the expertise of these people unworthy. However, the majority do not have a profession due to the fact of leaving Albania in minor age or of being too poor to pick up a profession. Learning a profession during the transition has become harder, as a result of the closure of a series of vocational schools in the areas far from Tirana or the big cities, being thus impossible for many young people to acquire a professional education, in order to find job in Albania. Although some of them have stayed abroad for a determined time period, the lack of a legal status has forced them to work in the black market without any qualifications and working on temporary jobs, which, therefore, has forced them change jobs frequently, without being able to pick up a profession. It is worth mentioning that the contingent involved with the crime has not made the slightest effort to learn any professions, and if they lacked one even before leaving Albania, the experience in the foreign country has not at all added to their professional skills.

Subsequently, the nine-month contract signed with the association and an employer gives them the opportunity to pick up a profession, and this is considered the minimum indispensable employment period to achieve this. Persons in cooperation with the agent of labor network of the association contact an employer with whom a contract is signed: with regard to those persons who have a profession, an employment contract is signed, while for the rest the contract is one on learning a profession, according to which, the employer is to teach the profession to the client of the association. In accordance with the agreement reached with the employer, the association initially covered 60% of the payment, while the employer 40%. This move aimed at attracting the employer to recruit the client and teach him/her a profession; on the contrary, it would be rather hard to make him do so under that-time conditions. Later on the association had to review such procedure, given that the income considered as sufficient during 2000-2002, is not at all so at the time we are speaking, therefore the association does no longer influence the will of the employer to supply the client with what the latter deserves according to the work done. Taking also into account the funds available, it has been agreed that a monthly salary supplement of Lek 10,000 is provided in the framework of the project "Take the Future" and Lek 15,000 for the VARRP beneficiaries, regardless of the salary supplied by the employer.

In this way, the employer as well has a further motive to recruit and keep at work the association client, at a time when the latter benefits in return, first as he/she gets a job and generate incomes for him/herself and the family and second he/she is provided with the opportunity to apprentice a profession in demand on the labor market in Albania where he/she lives in. The client manages to acquire the day-to-day details of the profession by specializing through work. Moreover, the very fact that the association declares that 80 % of the cases were extended the contract following the first established period, implies that the Albanian employers have been satisfied with the progress of the association's clients, considering they have decided to keep them and pay them that part of the salary subsidized by the association during the first nine months. Such indicator is quite convincing in regard to the efficiency of the applied methodology.

The method in question has indeed proved to be the most efficient among the others, considering that vocational training courses offered by the state-owned Vocational Training Centers lack the appropriate material and didactic basis and fail to provide a wide range of courses. Further on, they operate in some of the big cities and not throughout the territory of the country.

#### ***Facilitation of Job Placement***

Learning a profession goes along with the facilitation of the job placement in compliance with the format applied by the association, given that the signatory of the contract on the salary subsidy implies higher readiness by the employers to recruit the association clients, who, although work full-time, are paid partial salary.

However, facilitation of the job placement should not be viewed only within the perspective of the economic assistance. Involvement of a contract constitutes a concrete step for the return emigrants, so that they are integrated in the Albanian labor market. This step leads to a research of the labor market, getting to know and adapt with it. The agent of the job network and the contact points of the association give their direct assistance through job suggestions, using all the means including job vacancies published by the regional employment offices in Tirana and Shkodra, information from various publications in newspapers, such as *Çelsi*, or *Biznesi*, private information sources, etc. The association establishes a database of job offers that facilitates the proper work in placing the clients in the labor market.

#### ***Negotiation of working terms and contract***

A significant number of emigrants have stayed for a considerable time in a Western European country and have been used to the employment rules and contractual components. On the other hand, under Albania's conditions

where the informal labor market occupies a significant percentage (around 29% referring to reports by the Ministry of Labor, Social Affairs and Equal Opportunities), having a regular contract offers guarantee for the clients of the association, as well as a secure job for a period of nine months. The intervention of the association in this process has enabled guarantee provisions for satisfactory working terms, as well as respect toward the client on one hand, and seriousness of the latter on the other.

### ***Financial Support to Attend Higher Education***

The association has been approached also by individuals who after having returned from abroad have asked to attend university studies. These people have been provided financial support by paying the registration fee in the case of part-time university studies, or have been offered a monthly assistance the same as to those apprenticing a profession; but this time the assistance is aimed at enabling the beneficiaries to afford the expenses of the first academic year. Such assistance has been provided with the aim to encourage the qualification of returnees and also because attending the school means a several years commitment which helps the social reintegration of the returnees. The association considers the integration of young people with different education levels a very positive element, given that they could learn and benefit more from the experience and knowledge of one another and could engage in more lively and interesting social activities.

### ***Financial Support for Training Courses***

Some of the returnees have the due skills they could use to find a job in Albania, but, in the meantime, they do not meet conditions such as having a driving license, computer knowledge and sufficient command of a foreign language. The association has offered through various projects it has implemented, such as Take the Future or Take a Step, the opportunity for these people to attend a training course, where individuals have been offered payment for the driving license course, an elementary or advanced computer course for specific programs, language courses, and others which the clients have seen as indispensable to their employment. While the job placements are enabled by the joint efforts of the agent and the clients themselves, the vocational training courses are selected and suggested by the social workers and the agent of labor network, who carefully identify those courses matching the requirements of the clients for a reasonable price. Such courses have also proved very useful and some of the beneficiaries have moved from one level to the other making evident progress in their knowledge, which further have helped them to find a better job.

### ***Starting a Small Business***

With its third year of activity, Hope for the Future eyed to bring in new services that would become a further guarantee to a sustainable return and

reintegration for the returned emigrants. For this reason, clients were offered the opportunity of applying and benefiting financial support to establish small businesses in group or by themselves.

These services were offered to four groups and one individual, but only one group continues its activity to date. The format of this activity implied giving an amount of \$ 6,000 -10,000 (depending on the type of business and group composition), out of which \$ 2000-3000 would be a grant and the rest to be returned in \$ 100-200 monthly installments with no interest for a period of 3 years. The activities in question did not result as successful as expected and the beneficiaries violated the terms of the contract. They interrupted the activity and, except for a minimum amount, they failed to pay off their financial dues. Meantime, the fourth group opened a carpentry manufacture in the framework of the project "Take the Future", which continues its activity today, although they were not able to pay financial obligations to the association.

There are various objective and subjective reasons that led to the failure of such initiative. In 2002 when the service was first provided, Albania was going through serious power shortages for long hours causing a slowdown and even closure of many private activities. In addition to this, the persons who applied and were supported by the association did not possess the basic knowledge on how to start a business, let alone to keep it; they had lack of knowledge and difficulties in marketing as well as no similar experiences in this regard. The lack of experience made them skeptical on the very progress of their projects, as they expected big profits since the first stages of the business and failure to achieve that caused them to abandon the taken initiative. At that time, the association managed to ensure them the loan, without, however, providing them with the due entrepreneurship expertise for these small businesses.

Consequently, it was considered reasonable to interrupt this activity, which was deemed as a significant risk, and be reconsidered as something useful but that would need to start with the organization of training workshops to teach these young people how to start a business. Currently, there are many individuals who apply to receive funding from the association, but such efforts are based on the same starting point, and the association has considered it as containing risk elements the same as in the above-mentioned experiences. In an effort to identify most optimal ways and opportunities to reactivate such service, it was considered that by the end of the fifth month a survey is carried out to collect information related to:

- The follow-up of the vocational training;
- The wish of the client to get involved in a project on a small business;
- Knowledge possessed by the client on the management of a small business.

Afterwards, the collected information was processed and made the basis to identify the issues that would be part of the workshops and the clients to be selected for participation in such workshops. In the process there were taken into account criteria such as the wish to start a small business, professional skills acquired during the nine-month course, as well as secondary criteria including age, education, economic standard, civil status, and so on.

In the framework of the Kape and ALNIMA project, the association has organized two workshops in cooperation with the Albanian Partner in Micro-credit and Tauleda (Durrës Regional Business Agency) where clients were invited to participate and learn how to start a business, how and where they could apply for a loan, how to write a curriculum vitae, as well as to prepare for a job interview. All these components have proved quite fruitful. The returnees have attended the workshops with great interest and have made efforts to benefit at best from them. There were distributed also leaflets and books on business ("ABC of an enterprise," "How to Increase Sales," which were obtained with the help of TAULEDA APM). At the same time, they have been invited to attend the workshops organized by IOM Tirana as part of drafting a policy paper on the capacity building of regional employment offices for the reintegration of returned migrants, which took place in May 2006. The clients have not only attended such activities, but have also provided their input through discussing their own experience, forwarding recommendations and suggestions, in order to help as much as possible those persons going through an experience they had previously lived.

How can a business start, which are the steps to undertake in order to start a business, the preparation of a business plan, ensuring financial support, as for example applying for a loan from the bank or any foundation, registration of the activity and issue of the license are some of the topics treated in these seminars. At the same time, from the work with the repatriated young people in Albania the staff of Hope for the Future has identified "taking a loan" as among the services of higher interest to young people. Based on such necessity, the participants were introduced to crediting practices in Albania.

Following a thorough analysis of the situation and experiences viewed in the perspective of the current development of the small business, Hope for the Future Association aims to support its clients with, whereby:

*- Training Workshops*

Training workshops shall continue to be organized, where people are provided information on the market and its mechanisms, the business they represent. They shall be trained on how to manage their own business, in order that they are the most successful possible. Such trainings shall aim to provide not only

technical knowledge, but also practical hints. For this reasons, the workshops shall be alternated with study visits in various business companies.

*- Exchange of Experience*

Study visits should be enabled in business companies operating in the same field, in order to have exchange of experience.

*- Expertise*

Expertise should be ensured by experts of respective fields, with the aim to acquire, improve and monitor existing small businesses.

*- Purchase of Working Equipment or Tools*

Small businesses should be offered help in the purchase of work equipment or tools, be them perhaps second hand ones. The process of purchasing machinery (either new or used) should take place in cooperation with the business, as the latter has to cover part of the financial cost. In this context cooperation with the big business could take place. Those machineries which will no longer be used by the big business and are in good working state shall be given to the small business with a reasonable price.

***Assistance for the Purchase of Working Equipment***

Another form efficiently applied by the association in function of the economic reintegration of its clients is also purchasing of equipment to start a small business. Individuals from various projects, who have attended training courses or have apprenticed a profession for nine months, have expressed their will to work on their own and the association has helped them with the purchase work equipment, such as sewing machines for two clients in Tirana, a milling machine for a wood-carver in Berat, equipment for starting a car-wash, as well as future prospect to buy other sewing machines for the most skilled and committed women of Laknas.

Under the circumstances where the level of incomes is poor and the great wish to work and get integrated in the labor market, provision of such modest assistance becomes even more important, as it opens a green light in the framework of sustainable employment and continuous incomes, resulting in sustainable reintegration. All the interviewed cases show that this assistance has proved decisive for their life, given that it was provided in the due moment, following the apprenticeship, and served as a powerful starting point to build their life in the country with a better financial future.

***“Open House” Meetings with Project Clients/Beneficiaries***

“Open House” meetings take place on a periodical basis, approximately on monthly basis in Tirana and quarterly basis in the region. These meetings have

been organized to offer the young people the chance to meet with one another and talk about their situation, conditions under which they left and returned, as well as their involvement in the activity of the association as a form to facilitate their social reintegration in Albania. In addition to free discussions that aim the establishment of new friendships, focused discussions on pre-determined topics take place, according to a calendar drafted by the social worker. Some of the topics under discussion included young people and drugs, husband-wife relations in the Albanian society or knowledge of and protection from sexually transmitted diseases (the two last topics were discussed with Laknas women). The purpose of this type of discussions is to raise awareness of the young people on different contemporary issues and their involvement in the course of social life of their country, helping them not to feel excluded or out of the context.

“Open House” meetings have also been used to approach small and medium businessmen who have employed clients of the association.

### ***Information Exchange with Trainers***

The second dimension added during the third year of the activity was related to bringing trainers and clients with one another and with the association at the same time, so that needs were identified and appropriate trainings were provided to them. Thus, they would become more capable of delivering due training to the clients of Hope for the Future, which would be competitive in the Albanian labor market. This goal was attained through “Open House” activity that took place with the participation of various entrepreneurs the association has worked with, and enabled information exchange with specialists of the association. These meetings did not however had the hoped for outcome, as the association was not able to offer them concrete opportunities for the development of their business. They requested equipment and mediation with Swiss-based businesses in order to carry out visit studies and have exchange of experience with Swiss businessmen. They wanted to purchase used machinery in a good working state. The association was not able to undertake a similar step, therefore, such meetings did not continue further.

### ***Cultural and Sports Activities***

Cultural activities consist of visits in tourist or historical towns, such as Kruja, going collectively to movies or the stadium, or organization of various celebrations. In addition, the association has organized soccer matches or has awarded the prize for the best history written by young people involved in the project.

Young people have shown great will and wish to get involved in these activities and participation has been on positive levels. Some of these young people left Albania in their teens, which means they did not have the possibility to live

their age and, consequently, currently manifest problems of social integration. These activities are very useful, because in the same premises where they learn and entertain, friendship could be developed leading to social integration in Albania.

### ***Donors monitoring and the Swiss groups visits***

One of the regular activities of the association is also the organization of donors' monitoring visits. These group visits are organized from time to time. The donors of the project "Take the Future" as well as other potential donors and students and journalists interested in the work of the association have been invited to visit Albania organised by de Mestral. During these visits, the guests were provided the opportunity to closely see the work of the association, meet the project beneficiaries, as well as to get to know Albania. Visits have been concentrated not only in Tirana but also in other cities where the number of the returnees is significant and which need for intervention and economic development, so that concerning phenomenon like irregular migration are prevented, and, on the other hand, sustainable return is ensured.

Summing up, the visiting activity involves introduction with the association and its day-by-day work, with its clients and places they come from. Visitors have also met representatives of other organizations operating with returned emigrants, such as IOM Tirana, or have been involved in "Open House" meetings, as well as in the activities with young people, in which awareness raising on dangers of illegal migration and stay in countries like Switzerland continued. Further, a work assessment is made, which has proved useful for the association as a way to be transparent with the donors, in order that the latter reconfirm their support and that funds are given for the association and for investments in Albania. In particular cases, such as the activity of October 2004, visitors prepared a booklet (Albanien: Kape të Ardhmen, Im Land der Skipetaren) with pictures from their visit and information on Albania, Albanians and the association. The publication in question aimed to attract the attention of those persons who might or had already expressed interest in Albania and the project of the association, and who could become convinced to provide financial support in regard. In this way, these people convey information on the association in Switzerland and, together with Patrice de Mestral, they constantly try to attract donors for funds to be used for the association activity.

### ***Awareness Raising Meetings on Migration with Young People***

Besides those activities aiming the professional and social reintegration of return emigrants, the association has also another goal, established by her statute, to prevent the phenomenon of emigration, particularly the irregular one, which takes young people in the wrong path toward crime. To meet such purpose, the association has organized awareness raising meetings with high

school students, in which staff members have introduced the association to the young people and discussed emigration with them. Similar activities have been organized several times and the association has also invited its clients to have conversations with the young people on their emigration experience. Moreover, as mentioned above, when starting such activity the association cooperated with a youth organization called RIART, which drew a fumet with a topic from Albanian migration.

RIART is an organization of artists who host artistic activities with young people, aiming an active involvement of the youth in the society. In their joint project with Hope for the Future their drawings on the topic of emigration gives in 46 pages emigration histories of young people nowadays, what drives them toward the risk of irregular emigration, as well as the reality of those emigrating. In addition to the history accompanied with drawings, the cartoon drawings show also information on RIART itself and on Hope for the Future. At the last pages of this publications is included a questionnaire, in an effort for the association to understand the attitude of young people toward emigration, motives underlying such attitude, the country they would like to emigrate to, the reasons and, among others, they are asked to give their opinion on the future of Albania and the existing link between this and emigration. This publication with cartoon drawings has been distributed in secondary schools and has also been delivered during the awareness raising activities with the young people on the risks and uselessness of irregular emigration.

This form of awareness has proved very effective, as it applies the appropriate and clearest means to the understanding of the young people of that age group, preventing to picture the reality aggressively through reflecting concrete situations they might have been through or have faced closely. Further, this is a material that can be taken home and read by other young people or people close to the participants in the awareness activities, without giving an impression of over-preaching that is probable to give the contrary effect among people of this age group. This cartoon drawing publication is nice, interesting, attractive and realistic, being, therefore, one of the most successful forms to raise awareness of youth in the meetings in high schools.

So far, meetings and conversations with young people have been taking place in Sami Frashëri and Petro Nini Luarasi High Schools in Tirana, Kristaq Capo and Babë Dudë Karbunara High Schools in Berat, as well as in Prenkë Jakova Artistic High School in Shkodra. In addition to discussions with young people and meetings with returnees, they were delivered copies of the cartoon drawing publication and were asked to fill in the questionnaire contained there. The sample was selected within 15-18 age groups. Asked on attributing a qualifier to emigration, only 24.93% provided a positive opinion, while 61.19% were

negative and about 13.88% of them were neutral. Out of the entire percentage, only 11.9% had previously emigrated, but 47.88% would be inclined to emigrate if such an opportunity presented itself; while 43.91% believed that their family would support their intentions to emigrate. Regardless of this, only 17% would opt for emigration in front of education in Albania, reflecting the awareness of the Albanian youth that higher education is far more important and aimed at rather than economic emigration. The majority of young people (88.95%) believe that reduction of emigration has come as a consequence of the growth of economic standards in the country, witnessing thus a positive perspective on their future in their native country. Nevertheless, around 68.56% out of them still believe that Albania's progress will be correlated to emigration. (See the full data of the survey and related aggregate tables in Annex 2)

These data show that, although there is a prevailing negative opinion on migration and Albanian young people believe that the future of the country is not as desperate as it was during the 1990s, a still considerable number out of them intend to emigrate in the belief their family would support such move. However, emigration remains a second alternative considered by the young people only after attendance of higher education. Concerning proves the fact that a significantly high percentage of young people (68.56%) think that Albania's progress and improvement of living standards in the country continue to depend on emigration and its remittances, which leads us to believe that such phenomenon is still deemed as a good remedy to enhance living standard in Albania.

## 5.2 Forced Return Migrants

At its foundation, Hope for the Future was designed to assist the groups the Swiss police detained for weeks or years before returning to Albania. This target group is considered as the hardest to integrate as the emigrants have been involved in criminal activities in their host countries, like Switzerland, and thanks to these activities they have earned a luxurious, effortless living. This greatly contrasts the living in Albania, where people lack a permanent, well-paid job. The returnees find themselves at the starting point of being poor and hopeless. Moreover, even after legal tribulations in Switzerland, they find it difficult to get back to the minimum wage jobs Albania offers. Besides, their crime related past makes them doubtful in the employers' perspectives by reducing their chances of employment and reintegration into the community. Therefore, Hope for the Future intervention is very positive. It has changed the lives of these people in various aspects.

### ***First contact***

Some of them have firstly been contacted in Switzerland. As they were

imprisoned, the association found it easier to contact and talk to them on the services it provided upon their return in Albania. De Mestral himself was the first to visit the prisons and tell the youngsters about Hope for the Future project and the chances of cooperation upon their return in order to facilitate their staying. Apart from De Mestral's conversations, the association paid visits to Swiss prisons to meet Albanian youngsters. The association reached a larger target group by distribution guiding leaflets and brochures and through the contact points in Tirana. The third approach to reach the beneficiaries in the host country consisted of the media. In 2001, the association recorded a documentary that was broadcasted in Tirana and the Swiss prisons. The youngsters have been shown the opportunities in Albania and real illustrations on the services the association provides for those returned from Switzerland. Visitors of the association have written in the Swiss media about the project "Take the Future" and the association Hope for the Future by further spreading its work and mission in reaching potential beneficiaries.

Beside the association's publicity, a great number of those who heard of it in Switzerland were skeptical of its real opportunities and services. But once returned to Albania, some of them left aside their skepticism to join the association and see the services up close. At start, they were very doubtful on the association purposes, particularly when they heard it was funded by Swiss resources. Many did not see the reason the Swiss were trying to be helpful once they returned them forcefully. Others thought they could be able to recover the income they had left behind or the Swiss authorities had confiscated. The association has been facing a very tough period as it had to explain its aims and goals. In time, the situation smoothed as the first beneficiaries became the advertisers and "spokespersons" of the association. The very assistants who work as contact points in Berat, Shkodra and Tirana were selected among the beneficiaries. In the incoming interviews the association noticed that they had spoken to other returnees who came and talked to the staff and thus some of them became beneficiaries.

### ***Involvement in the projects of Hope for the Future***

Coming to the association's office is only the first step toward cooperating with the association. But meeting the social worker is paramount to the following stages. The people are ensured to be properly treated and their privacy protected, therefore the social worker and the rest of staff are always very careful. The interviewees, among who also those returned from Switzerland, speak of a warm and friendly reception. They also reflect the personnel's seriousness and accuracy along the concrete assistance that helped them change their lives.

The returnees from Switzerland and Germany benefit from the project "Take the Future". Upon their return, they contact the association either directly or

through the contact points in Berat and Shkodra. The beneficiaries are selected after the first interview. The services they benefit from cover apprenticing a profession or facilitating employment for nine months while working for an employer the association has contracted. The beneficiaries in the project train in carpentering, mechanics, construction, cooking, hairdressing, tailoring and others. The association has also involved people specialized in sophisticated computer programs. In a nutshell, every profession the beneficiaries have wanted to learn has been supported. Thereby, they can reintegrate into the Albanian society which could offer and has offered them greater employment opportunities.

In the mean time, during the nine-month period, the association regularly monitors the work of its beneficiaries and meets them personally every month to supply their wage. The beneficiary receives the wage from the employer and no kinsman has the right to retrieve it. The employer and the employee sign the receipt. Thus, the association makes sure the beneficiary is following the apprenticeship and talks to him/her every month to learn on the new advances, to know if he/she feels well and is aware of the benefits. Monitoring can also be conducted differently. One of the association representatives, generally the agent of the job network, meets the customer at work to check if he/she goes to work regularly and talks to the employer on the apprenticeship progress. In Berat and Shkodra, it is the contact point who conducts the monitoring process.

Continual monitoring and regular contacts have been an efficient approach to ensure the successful completion of contracts and achievement of the project goal, i.e. to give the chance to learn a profession or to facilitate the employment process in order to enable the returnees' reintegration in their resident districts. Monitoring has reduced deceits and contract breach.

Besides being monitored in the work progress, the beneficiary is always in contact with the social worker, who is alert on his/her problems during the professional apprenticeship. The staff helps the customers solve the problems with the country they have been returned from or problems with the Albanian authorities. The association tries to facilitate the reintegration by advising the beneficiaries, providing information and referring them to the proper authorities.

Some applicants have pursued another approach. They preferred following a computer training course, a language or driving license course in order to earn certain qualifications that facilitate employment. Thereafter, some of them have been able to find a job themselves or through the association's apprenticeship program.

The social aspect is another facet of the association relationship with its clients. The individuals the association works with have left Albania years ago and their cultural and social reintegration is difficult. The country and the people have changed since their emigration. The returnees themselves have experienced events others have not and therefore they find adaptation very hard. In the “Open House” there are held activities and parties, contests on the best emigration story etc. On the other hand, trips to Kruja and football matches between the beneficiaries are also organized. In addition, the association arranges meetings with other people to share same or similar experiences, to talk to others in order to see their experience is not unique and make friends in this transitional Albania. Talking to previous returnees gives them hope to integrate and facilitates their return so that they can live in the best possible conditions.

The interviewees assert their happiness in participating in social activities. Most of them have participated in at least one and they all believe that meetings are a great opportunity to meet people and not to feel alone. They find the writing of their own emigrants’ stories very valuable as the association gives them the chance to tell about their lives, without judging them and from their own personal perspective. Thus, the returnees are asked to present their story in a written form. This helps them mention what they could not say orally or skip when speaking with the social assistant. The “Best story” award at the end of the year and its full or abridged publication in the “Hope” newsletter have served as very good incentives. The greatest effort to hear their voice and make their stories public is “At the crossroad of life” publication. It comprises several emigration stories and is published in Albanian and German to reach both Albanian and foreigner readers, the Swiss in particular.

### **5.3 Voluntary Return Migrants, Irregular or Not**

Hope for the Future started its work with the voluntary returnees in 2001 by assisting a limited number. Their number increased when the association fund was financed by the German donor EED (German Evangelical Church Development Assistance) but mainly by the IOM (International Organization for Migration) in the frame of the VARRP project. The legislations of Germany or the UK envisage that individuals who are refused the residence permit shall be voluntarily returned to their country of origin. Their number has increased steadily and the more time goes by the more have EU countries become convinced that Albanians may be safely returned to their country. Many emigrants disappointed or unable to integrate in the west have reached the same conclusion, as well.

The association has treated the voluntary and the forced returns similarly.

In the frame of the “Take the Future” project, procedures are the same. More people are willing to participate than previously. As the association staff affirms, the voluntary returnees are used to the assistance system in the host countries and they are more active than the forced returnees. The interviewees have asked for assistance and once they have known about the association, they have approached and followed all procedures to benefit from the supporting and economic and social reintegration programs.

The beneficiaries the VARRP project of IOM refers are exempted from this group. They receive a financial support of approximately 15,000 lek a month for a one-year period (according to the recent agreement with IOM) and are only supported in finding a job. They are as well involved in the social activities, seminars and workshops the association holds. Thus, except from the positive discrimination of 5,000 lek more than the rest, the beneficiaries referred by IOM VARRP are not differentiated.

The association finds it easier to work with the voluntary returnees as they have returned on their free will. They have come to never leave again. Only a strong disappointment from Albania or an emergency situation would make them to. As they have returned on their free will, they aim to reintegrate and would do anything to adapt to the Albanian society (such as finding a job). The good will and willingness to reintegrate makes them more cooperative to the association’s help. The association has also been very successful with them.

Nevertheless, we must admit that there are still people who remain disappointed from the Albanian reality and take the migration road back again.

## 5.4 The Internal Migrants

The collapse of the old regime had substantial effects on the Albanian society. It influenced the economy, in terms of unemployment and poverty in the highlands and rural areas in particular. The high level of unemployment and poverty alongside the political ordeal in the last 16 years made many people move from their original residential areas to the center of Albania, to Durrës and Tirana in particular. Tirana district expanded and the new residents built entire informal areas. The largest group of incomers is from Northern Albania.

The uncontrolled movements have been very disturbing at the economic and social context. The new residents settled on the lands of others, and started a major conflict, the conflict of property. The informality in these areas revived the blood feud as well as health and social problems which resulted from the lack of services and urbanization. The residents’ setting uptown has neither

reduced the poverty, nor improved the employment rate.

The abovementioned made internal migrants part of the association objectives from 2003. Their involvement was sporadic up to 2005. They managed to fulfill their objectives only through the “Take a Step” project presently located in Laknas, Tirana. Focusing on the women migrants’ needs, the association drafted a specific project to their aid. This was indispensable as Laknas women are unemployed and their integration in the community appears to be very hard.

They firstly contacted the association with the mediation of public institutions and during the staff’s first visit in Laknas. As in the case of other projects, while the friends’ network channels of information distribution have proven pretty efficient, as well as the activation of Hope beneficiaries who are residents in that area. During the interviews, some women declared that their friends or acquaintances had informed them about what the association was doing in their community.

This project has concluded an important stage. The apprenticeship courses (tailoring and cooking have been greatly selected, but there are also teachers who have taken computer courses and economists who have taken language course) have terminated. The results are visible. Women assert they have learnt a lot from the training courses and are truly enthusiastic about these opportunities. As most women are married have children and poor household finances, the “Take a Step” project has also offered a small economic assistance like a hygiene/nutrition package upon the successful completion of the course.

At this stage the project has managed to:

- Give women the opportunity to leave the household and undertake something that did not concern their families, but themselves, i.e. the chance to learn a profession, become helpful and useful for themselves;
- Give women the opportunity to get a job outside home, be able to compete in the local labor market and provide extra income at home;
- Give women the opportunity to leave the household and meet other women in the community, increase and strengthen individual and group friendships, know each other’s concerns, support each other with initiatives they had not thought before;
- Get women to know and improve their position through seminars on protection from sexually transmitted diseases and the relationships between men and women in rural areas.

## HOPE FOR THE FUTURE

The above achievements were confirmed by the interviews the beneficiary women gave, as well as by the Hope for the Future staff. The staff is presently helping women to get employed and is also considering financial support to help them start their own enterprise. The association has laid the ground in employing some women and more of them will be employed in the future.

The association's work in Laknas has gone beyond trainings and meetings. It has also raised the awareness on various negative phenomena. The association has held the two abovementioned meetings about health and relationship related issues. Specialists of the field have spoken to women about the sexually transmitted diseases and how to establish relationships with the men in the community. Still, acute issues continue to be nourished such as keeping young women at home, not sending them to school because of insecurity and stereotypes of the old backward tradition. The association has tried to meet families with such problems, talk to the parents and start a dialogue between the parties so as to convince them allow young women attend school or at least be able to go out of the house. The efforts are ongoing and we will elaborate on the results in future publications.

In the same spirit, the association has stressed that integration and improving conditions of the internal migrants should be long term. The association has first tried to receive the local authorities' attention and involve the migrants in such initiative so that the objective of integrating women into the community will continue even after the association terminates its work in the area. A contemporary tradition shall therefore be set on the right treatment of all social groups in the Albanian community.

### **5.5 Achievements**

Hope for the Future is an association with an increasing activity. It was the first to deal with the issue of the forced and voluntary returns in Albania. It was the first not to be simply satisfied with the economic reintegration of the returnees but to hold social activities to facilitate their social adaptation. As previously mentioned, Hope for the Future works with three main target groups: the forced returnees, the voluntary returnees and women internal migrants.

From November 1999 to date, hundreds of people have come to the association office. There are 901 men and 136 women out of 1037 applicants in "Take the Future" project alone.

Table 1: Number of applicants according to sex

Year	Men	Women	Total
Year 1999*	47	2	49
Year 2000	173	12	185
Year 2001	233	25	258
Year 2002	152	4	156
Year 2003	99	6	105
Year 2004	84	42	126
Year 2005	70	23	93
Year 2006**	43	22	65

\*Year 1999 covers the period Nov-Dec.

\*\* Year 2006 covers the period Jan-June.

All these people have been provided counseling by the social worker. Their cases have been examined one by one, once the documents have been handed. The staff has, then, selected the persons to profit from the services and signed contracts with most of them. We underline the fact most of them are offered services, because not all the visitors have been a contingent for the association and its mission.

If we have a look at the list of contracts signed between Hope for the Future and the returnees, we can notice that 56 contracted were completed in 2000, 54 signed in 2000 and completed in 2001 and only 5 were interrupted. In 2001, 99 contracts were completed, 83 continued and completed in 2002 and 5 were interrupted. The 2002 reflects the highest number of completed contracts: 113, while 77 were signed during this year and completed in 2003 and only 11 were interrupted. In 2003, 105 contracts were completed, while 47 continued and completed during 2004, and another 8 did not finish their term. The number of contracts in 2004 was 164, 78 out of which were completed, 77 were completed the year after and 9 were interrupted. Out of 146 contracts in 2005, 93 were completed, 41 continued through 2006 and 12 were interrupted. The data are estimated based on the fact that part of the beneficiaries signed the contracts during one year and they continued onto the next. The total number of the beneficiaries is calculated out of the amount of those whose apprenticeship contracts have expired every year. This applies to training courses or student contracts. The table reflects the numbers more specifically.

1999-2000	2001	2002	2003	2004	2005	June 2006
Contracts expired this year	56	99	113	105	78	28
Contracts signed this year expected to be expired next year	54	83	77	47	77	41
Interrupted Contracts	5	5	11	8	9	12
<b>Total</b>	<b>115</b>	<b>187</b>	<b>201</b>	<b>160</b>	<b>164</b>	<b>83*</b>

\*During 2006, 28 contracts have been completed, while the rest is in process as the year has not finished yet.

The above table shows that for the period 1999-2006, 572 contracts were completed and 50 others interrupted by the clients of the project "Take the Future" for the apprenticeship program. Contracts have been mainly interrupted because clients have emigrated again. Thus, beneficiaries have terminated the contracts in 91.96% of the cases.

Yet, the above figures reflect the apprenticeship contracts only. The association has also offered training courses, financial support for students and economic assistance. The beneficiaries of each year are:

	1999	2000	2001	2002	2003	2004	2005	June 2006
Courses	0	7	9	12	7	6	7	2
Students	0	5	2	4	2	6	6	7
Apprenticeship	20	95	133	116	70	91	70	32
<b>Beneficiaries</b>	<b>20</b>	<b>107</b>	<b>144</b>	<b>132</b>	<b>79</b>	<b>103</b>	<b>83</b>	<b>41</b>

From 1999 to June 2006, the association supported 50 people who attended regular computer, language or driving license courses. On the other hand, 32 students were financially supported in either school fees, or apprenticeship funding. From the start of the project till the end of June 2006, the project "Take the Future" has supported 627 people to learn a profession.

Besides these categories the association also works with other categories that benefit from the economic assistance programs; financial support to start a small business; and other benefits from other projects. The number of beneficiaries not mentioned before is as follows:

- 15 people received support in starting a small enterprise
- 4 people received support in purchasing work equipment

- 112 people benefited from the economic assistance
- 74 people benefited from the VARRP project referred by IOM up to August 2006
- 11 people benefited from the HLWG project
- 21 people benefited from the ALNIMA project of COOPI.
- 50 women benefited from "Take a Step" project.

One of the main objectives of the association is to support women. The number of female applicants is smaller than males as women have emigrated less than men in countries like Switzerland and Germany and the number of the forced or voluntary returnees is smaller. The association has engaged most female applicants in their programs as women's reintegration is more difficult than men's considering that the Albanian society is conservative and it is not easy for women to get employed. There is another factor that negatively affects women's employment: the transition period increased the unemployment rate in general and research has identified women and rural residents among the most vulnerable groups. Composition of beneficiaries according to their sex:

	1999	2000	2001	2002	2003	2004	2005	June 2006
Male	20	98	119	129	65	70	58	60
Female	0	9	14	3	7	27	18	25
Total	20	107	133	132	72	97	76	85

The association office is located in Tirana but its activity is spread around Albania. In July 2006, the association opened its first branch in Shkodra. The distribution of information and the two focal points in Berat and Shkodra have enabled the access to many clients from Tirana, Central, North and South Albania. The majority of returnees are from Tirana, as it is the city with the largest population (approximately 800.000 inhabitants) and the families of many returnees have moved to Tirana despite of their place of origin. Others are temporarily staying over their relatives who have moved before and are trying to find a job, earn some income and rent a house. However, a more detailed account of the geographical distribution of the beneficiaries would be:

	1999	2000	2001	2002	2003	2004	2005	June 2006
Tirana	15	49	59	42	17	52	38	38
Central Albania	2	5	8	1	3	2	5	4
North	2	22	26	22	22	17	15	30
South	1	31	40	67	30	26	18	12
Total	20	107	133	132	72	97	76	85

Finally, figures demonstrate that each year, 60-84% who conclude a nine-month period apprenticeship, while receiving part of the salary from the association, continue to work in the same job and the employers pay their entire salary.

*Percentage of clients who worked in the same profession from 2000 to 2005*

Year	2000	2001	2002	2003	2004	2005
Work in the same profession after the expiry of contract	60%	80%	84%	81%	72.4%	72.5%

The table shows that the smallest number of clients, who continued to work in the same job after the contract expired was 60% in 2000 and the highest percentage was the 84% in 2002. The last years the percentage has been a little more than 70% and the overall average percentage of the six-year operation of the association (the association started its activity in November 1999 and the year 2006, in which his article is being written is not finished yet) is 74.98%. This is a very cheering figure that reflects the constructive work of the project "Take the Future" with regard to the economic reintegration of the returnees, which have been previous beneficiaries of the association.

### **Individual achievements**

An optimistic indicator of the association's achievements is the fact that 74.98% of its clients continue to work at the same workplace after the contract expired. This shows that these people have apprenticed a profession and the employers find them reliable as s/he is willing to keep them and pay the rest of their salary.

Some individual achievements are worth mentioning, too. Apart from the association's support, these people have not only had the good will to find and keep a job in Albania, but they have also become specialists in their domains. Some have become freelancers, are very successful and keep improving. And at this point, we would like to mention some appealing cases. It is true that these people have helped themselves to reach their present standard but they all emphasize their involvement in the Hope for the Future projects as a turning point in their lives. They dedicate their easier and successful reintegration to the project that helped them engage in jobs and gave them a reason to move forward. Here there are given some of their stories.

Hashim a 43-year old man is from Tirana. He returned from Italy in 2003 and was admitted into the ALNIMA project for a six-month period. In the frame of the small enterprise promotion, the association helped him buy a sewing

machine to open a small tailor's workshop. At that time, Hashim participated in the seminars held jointly with the Albanian Partner for Micro-Credits on small enterprises. Today, the tailor's workshop is a small, consolidated enterprise. Hashim and his wife work full time there, and this has become the only source of income for their family. They are very happy with their achievement and thank the association who stretched its hand at a crucial moment of their return, when everything seemed hopeless and hard to overcome.

Hektor, a 21-year old young man returned from Switzerland as he had no residence permit in the country. He joined the project "Take the Future" and learnt to become a woodcarver. Due to his talent and commitment, the association donated him the wood carving machine he could not afford to buy. He also had the chance to work with Hope for the Future after his contract expired. Today he is one of the most skilled woodcarvers in Berat. The association logo itself carries his signature.

Bledi is from Shkodra. His case was also successful. He returned to Albania in 2000 after doing his time in a Swiss prison, in which he had attended a computer course. This skill facilitated his job in a computer shop where he kept working one year after his contract expired. Afterwards, he started a small enterprise. He opened an internet center and five years later, Bledi became the owner of a selling and computer service shop and is a very successful businessman in Shkodra. He also appreciates the intervention of the association for giving him the chance to work in the computers business, which he had detected as very profitable since his stay in Switzerland.

"Take the Future" carpentry opened in 2001 is one of the association initiatives. At the time Hope for the Future aims to involve its young beneficiaries in private enterprises. Up to the present, it has supported 13 youngsters in building small businesses, but the carpentry is the only one to outlive the others. It was five young men that had the idea of building a carpentry workshop, when they were involved in the project "Take the Future" and they applied for the fund the association puts at the disposal for these kinds of initiatives. The association loaned \$7.000 and granted \$3.000 to these people. They have not been able to get the loan back because the young men have not been able to repay. But bearing in mind the various difficulties businesses face in Albania, like for example the continuous power shortages (in 2001, Albania suffered drastic shortages of power supply) this initiative is counted as a success for as long as it is still owned by the beneficiaries of the association.

Adrian, from Hamallaj returned voluntarily from the United Kingdom in 2004. During the contract period he worked as the manager of a bar in Sukth and kept working there for another six months. He has recently opened and runs

his own traditional Albanian local bar-restaurant. It is still early to evaluate such enterprise. But we learnt that his profits increased in one week and if he continues at such steady pace, he is going to be very successful.

Edlira is another successful case. She returned voluntarily from Germany in 2004 and joined the project "Take the Future" later on. She signed a nine-month contract and took up a minimum wage job in a map and atlas publishing house. The association supported her financially to learn the PhotoShop computer program. At first, she was the one to ask for a job, but nine months after, it was the employer who asked her to stay and work as an Art Designer on a much better salary. Edlira considers the intervention of the association very influential in her reintegration in the Albanian society.

## 5.6 Difficulties, causes and solutions

Working on the process of reintegration is a new experience in Albania. Hope for the Future is among the first to deal with the reintegration of the returnees and internal migrants. The difficulties this pioneer association has faced are numerous. The staff has observed these difficulties to identify their causes and the ways to overcome them.

One of the main difficulties has been the distribution of information on the association and its services. Initially, it was the donors themselves who managed it but later the staff realized they had to use media advertisements and the publication of articles on the association and its services. Therefore, articles started to be written in the Albanian and Swiss media about the work of the association, "Take the Future" documentary was broadcasted, and the "Hope" bulletin and the emigrants' stories on "At the crossroad of life" were published. Recently, the association has constructed its web-page ([www.shprese.org](http://www.shprese.org)) and everyone interested in the association can find information both in Albanian and English.

The staff has noticed that it is not easy to work with and talk to the forced returnees. They are suspicious everyone who tries to help without any personal profit and thus hesitate to ask for help. Winning the people's trust was their first challenge. At first, the returnees would come one by one but now they bring others with themselves. Skepticism, which explains the small number of applicants (there were 49 applicants in 1999, 47 men and 2 women) faded with time. In 2000, there were 173 men and 12 women who registered to benefit from the association services. Such success was guaranteed thanks to the quality services and the staff discreet and friendly attitude. The association kept its promises, respected the rules and was willing to help its clients as much as possible. It also made good use of their informal network to spread the

information on its services among return migrants. Two previous beneficiaries also became assistants of the labor network agent in Berat and Shkodra. The association employed these people because they shared similar experience with the returnees and because with their performance they have mirrored the association's serious attitude and purposes.

The forced return and movement from a European country to a transformed Albania shock a substantial number of returnees, both psychologically and emotionally. Observing the confusion and difficulties while communicating with them, the association's social workers have identified the need of psychological counseling. Therefore, a psychologist has joined the staff. She will deal with all sensitive cases that require psychological and social counseling.

Yet, it is difficult to reach, contact and involve all the returnees, as many of them live in remote areas and monitoring is almost impossible. Therefore, the association set up a regional office in Shkodra and recruited a job coordinator and social worker to provide the services for the northern region. The association selected Shkodra because the greatest number of the recent applicants has been from the north, and this made the region a priority.

As most of the forced returns have been involved in criminal, profitable activities, it is difficult to work with them. Their return period is very tough because of the low wages and lack of stability at the workplace. There is a huge difference between the earnings in Albania and what they used to earn abroad, and many returnees find it hard to accept a minimum-wage job as a means of survival. In order to help these people, the association has explained them the Albanian labor market and what jobs are suitable for their qualifications and has let them free to choose. They have also been given the opportunity to find a suitable job on their own, which has given them the impression that they are choosing what's best for them and therefore, the association's methodology has been more acceptable and lasting.

However, the association has also faced frauds. Several people have claimed to be returnees in order to profit from the economic support. And to avoid such deceit, the association has compiled a list of documents the applicants have to supply in order to prove they have lived abroad and have returned within the period of a year. The examining of documents and the continual monitoring of the clients' work has helped avoid cases frauds definitively.

Finding a job for the beneficiaries is another difficulty the association has faced. As abovementioned, most clients find a job by themselves. It is difficult to mediate in the Albanian market, which is founded on informal, family small and medium businesses. This obstacle has not been overcome yet because the

labor market in Albania remains informal and the association can not change things by itself. Anyhow, this fact has not hindered Hope for the Future to seek help for its clients. It has searched for job opportunities through personal acquaintances, advertisements of work positions on the Çelsi paper and recently by signing an agreement with the Regional Labor Offices in Tirana and Shkodra. They refer the association's clients to the recruitment office for employment, and they help them find a job based on the qualifications they have and the job offers available.

Talking to the employers who hesitate to cooperate with the association and write formal contracts is another difficulty. To overcome such issues, the association invites the employers to the office to explain the situation, takes the client to visit them at the workplace and holds "Open House" meetings. These approaches have proven successful up to a certain point. The mediations on the conditions of the contract always overcome the obstacles and secure the recruitment of clients. "Open House" meetings, on the other hand, have not been very helpful because the employers' demands for working devices or loans to expand the businesses are exempted from the objectives or competences of the association.

Supporting the clients' small business initiatives is an objective of the association, which has not been fulfilled yet. Hope for the Future can not provide financial support without selecting the people qualified to start and run a small or medium business; or training the interested people. The applicants need to define collaterals to guarantee they will pay back the loan and not suffer financial losses and above all, they need to prove their activities will be successful through such initiatives.

It is essential to communicate and receive the support of the state institutes. The expansion of the association's activity and reputation increases the chances for cooperation. The IOM projects have proven very helpful in involving public institutions and non-profit organizations and getting them together in joint activities. Building a communication bridge is not easy. Despite the difficulties agreements of cooperation have been signed with the Regional Employment Offices in Tirana and Shkodra and the municipality of Shkodra, but no agreement was signed with the municipality of Tirana yet. The agreements have proven profitable since the association has been able to train the beneficiaries in the good state apprenticeship courses at low fees; to receive job offers; to register the unemployed in the lists and many more. At the same time, public institutions have referred to the association cases of returnees to involve in its programs.

## 6. Conclusions, lessons learnt and recommendations

This study was undertaken to assess the association's activity and its contribution in the reintegration context. It aimed to identify the peculiarity of the work experience, learn useful lessons and suggest general and specific recommendations so that not only the association can improve its services, but that the donors, beneficiaries, policymakers and the academic community may benefit from them, as well.

### 6.1 Conclusions

Hope for the Future has started working with return emigrants since 1999 while there was no other stakeholder dealing with the forced return. Several European countries were returning the illegal Albanians, but were soon finding them back in the streets of Switzerland, Germany, Italy and elsewhere; thus, realizing that a return process unsupported by reintegration measures does not diminish illegal migration or criminality.

Hope for the Future has been working with the forced and voluntary returnees and internal migrants and has supported them through a series of projects, such as "Take the Future", VARRP, "Take a Step", etc. The returnees are involved in economic reintegration programs such as apprenticeship courses; recruitment close to an employer to learn a profession as the association provides for their

wage for a nine-month period; seminars on how to start a business and some other programs. Social activities are also held aiming at facing the social issues of the returnees and finding the solutions to allay the return in the psychological and social context. The association has continuously spread its activity and managed to open an office in Shkodra.

There were 901 men and 136 women applicants for the project "Take the Future"; but only 627 of them have signed a contract with the association. Meanwhile, there have been 237 people who have benefited from other projects. Out of the overall number of beneficiaries, 91.96% of them have been able to complete their contracts. The figure itself suggests the good impact the project has had in these people's lives. During the interviews they have stressed the importance of cooperating with the association in the early stages as it was the only stakeholder to facilitate their economic and social reintegration in the country and help them settle and build their lives in Albania again. The 75% of clients, who kept working in the same jobs after their contracts and the nine-month subsidy expired, is another positive figure. Several people did not only learn a profession, but they also became specialists of the field and undertook small, private enterprises either on their own, or in cooperation with partners.

The successful years of experience with the returnees have ensured the association the respect in the migration-oriented association network. Many have collaborated with Hope for the Future in several cases such as the draft of the policy document on the returnees' reintegration in the frame of the Agreement of Readmission signed between Albania and the EU, managed by IOM, Tirana. The association has deepened the cooperation with state institutions and signed agreements of cooperation with the regional employment offices in Tirana and Shkodra.

These actions clearly demonstrate that the association is moving towards a more important stage which comprises policymaking, engagement in the governmental and nongovernmental stakeholders' network on migration, focusing particularly on return.

## 6.2 Lessons learnt

*The association has learnt several lessons from its experience:*

- The association should continually make its activity public in order to reach the beneficiary target groups and other interested parties in the reintegration process.
- Community awareness should be continuous.
- A nine-month period is minimum and indispensable in learning a profession.

- Professional apprenticeship courses should be promoted for individuals who do not have a profession to compete in the Albanian labor market.
- Small business initiatives should be assisted, even though this is hard at the moment.
- The above initiative may prove successful if trainings on starting and running a small business are organized and measures that secure the loan are guaranteed.
- Emotional and spiritual supports are fundamental in the social reintegration: a cultural center would be very useful to strengthen the service.
- The returnees need psychological counseling.
- The returnees need legal counseling.
- The employer's community should be approached and invited in the activities of the association in order to be informed of the phenomenon and its role in the reintegration process of the returnees.
- Cooperation with the local and international organizations that work on reintegration or migration in general should be expanded and strengthened in order to enhance optimistic results.
- Cooperation with the state institutions should be expanded and strengthened in order to facilitate the procedures and offer effective assistance to a sustainable and successful reintegration.
- The support for internal migrants should be offered to the most vulnerable people who live at the extreme level of poverty.
- Women remain the group who needs the major support; thus projects should prioritize them.

### 6.3 Recommendations

A series of recommendations were made when we were interviewing the personnel and examining the seven-year activity of the association. The recommendations are presented hereinafter in order to identify where there is room for alternations and improvement in the economic and social reintegration of the Albanian returnees and internal migrants.

#### *Recommendations on the economic reintegration services*

- The beneficiaries should be informed about the association and its services in the emigrants' host countries so that they could know where to address during the first returning period. Detention centers, embassies, consulates and the emigration offices in the host countries could distribute the information in brochures or leaflets according to the readmission agreement the two countries have signed.
- Informative leaflets on the association and its services should be

distributed at the border points.

- The apprenticeship period should be longer, possibly 12 months. In such a period the clients manage to learn a profession sufficiently and get acquainted with the current employer and the Albanian labor market, as well.
- More beneficiaries who wish to buy working devices and become self-employed should be provided with assistance.
- Counseling on starting a small business should be offered.
- Trainings on starting and running a small business should be organized.
- Mediating on loan facilitations in starting a medium and small business should be offered.
- The beneficiaries should be offered grants and interest-free loans or loans, whose installments could be paid after one or two years based on collateral.
- Efforts should be made to get the Albanian business support the reintegration programs on the market.

#### *Recommendations on the social reintegration services*

- The voluntary or the forced returns should be provided with psychological counseling because they face a swift change of environment which affects the psychological being.
- More social events should be organized so that the returnees and the internal migrants can enjoy themselves and talk to one another.
- Public awareness campaigns should be held on women's education in the informal and rural areas in particular.

#### *Recommendations on the Hope for the Future staff*

- The staff should continuously be trained in order to be in contact with reintegration novelties in terms of policies, legislation as well as the professional context.
- Human capacities should enlarge in proportion to the work load.
- The youth, students in particular, should be informed about the recruitment opportunities and field work, which they might get involved in.

#### *Recommendations on Hope for the Future*

- The association should spend more time and energy on making its work and contribution in the reintegration context public.
- The association should reach up to the remote areas where there are little chances of employment and integration is tough.
- The association should try every means to secure financial support for these people.

- The association should give emigrants the opportunity to speak about their interests publicly.
- The association should involve in lobbying the issues regarding emigrants, returnees in particular.
- The association should participate in migration policy-making procedures and activities, especially those relevant to returnees and their reintegration in the country.

*General recommendations*

- The lawmakers and state institutions should facilitate the legal procedures on the small and medium businesses the returnees wish to start.
- State institutions should facilitate loan-taking procedures for the returnees.
- The state role in the employer-employee relation should be strengthened in order to reinforce and protect the position of the latter by providing employees with health and social insurance.

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# **Annexes**



## Annex 1. Specific measures for the returnees in the National Action Plan for Migration:

No.	Measures	Actions	Preliminary demands	The institute in charge	The implementing institute	Duration
3	The evaluation of the concrete opportunities in the Strategy on Recruitment and Apprenticeship of the returnees.	<ol style="list-style-type: none"> <li>To draft an evaluation report on the apprenticeship opportunities currently available, the needs and shortages.</li> <li>To undertake concrete measures in the Strategy on Recruitment and Apprenticeship in order to increase the level of the returnees' employment in the country.</li> </ol>	The competition of the evaluation report.	Ministry of Labor, Social Affairs and Equal Chances (MLSAEC)	MLSAEC	2006 2007-2010
6	The publication and distribution of leaflets on the voluntary return, in order to inform the returnees on their status and their rights, as well as the services provided by the diplomatic representations, consulates and the associations on migration under the support of national and international organizations.	To publish the leaflets that provide information on the returning procedures, the available social services on integration, etc.		MLSAEC	Ministry of Public Order Ministry of Foreign Affairs, MLSAEC	2006 –on-going.
8.	The expansion of the reintegrating services to warrant a lasting return.	<ol style="list-style-type: none"> <li>To draft and implement joint recruitment programs with the private enterprise.</li> <li>To provide counseling on careers, job application and apprenticeship.</li> </ol>		MLSAEC	NRS in cooperation with the Albanian Chamber of Commerce and the Rural Development.	2006 –on-going.
9.	Increase the capacities of the National Recruitment Service (NRS) and its local and regional offices.	To draft special training programs on the assistance to the returnees.	Reference measures 40.	MLSAEC	NRS	2006

**Annex 2. Data collected form the questionnaire answered by high school students.****"SAMI FRASHERI"**

	No.	Age			Considerations of emigration			Have you ever emigrated?		If you had the chance to emigrate	
		15	16	17	Posi- tive	Nega- tive	Positi- ve & Nega- tive	Yes	No	Yes, I would	No, I'd hesi- tate
Women	52	7	32	13	2	42	8	2	50	13	39
Men	38	4	23	11	7	30	1	4	34	18	20
Total	90	11	55	24	9	72	9	6	84	31	59
Percen- tage	100	12.2	61.1	26.7	10	80	10	6.7	93.3	34.5	65.5

## COMPREHENSIVE HIGH SCHOOL

Do you think your family would approve?		If you had two options, which would you choose?		The most essential factor to decrease emigration:			The Albanian prosperity will be due to emigration?	
Yes	No	Emigrate abroad	Study in Albania	Increase of the economic level	Fight against illegal migration	Liberalization of the migration policy	Yes	No
13	39	5	47	47	3	2	36	16
11	27	5	33	34	2	2	28	10
24	66	10	80	81	5	4	64	26
26.7	73.3	11.1	88.9	90	5.5	4.5	71.2	28.8

	Favored country					
	Italy	Germany	UK	France	USA	Other
Women	13	9	17	2	8	3
Men	8	5	12	0	9	4
Total	21	14	29	2	17	7
Percentage	23.3	15.5	32.2	2.3	18.9	7.8

## "KRISTAQ CAPO"

	No.	Age			Considerations of emigration			Have you ever emigrated?		If you had the chance to emigrate	
		16	17	18	Positive	Negative	Positive & Negative	Yes	No	Yes, I would	No, I'd hesitate
Women	67	17	24	26	17	43	7	7	60	44	23
Men	33	7	16	10	14	17	2	12	21	21	12
Total	100	24	40	36	31	60	9	19	81	65	35
Percentage	100	24	40	36	31	60	9	19	81	65	35

## COMPREHENSIVE HIGH SCHOOL

Do you think your family would approve?		If you had two options, which would you choose?		The most essential factor to decrease emigration:			The Albanian prosperity will be due to emigration?	
Yes	No	Emigrate abroad	Study in Albania	Increase of the economic level	Fight against illegal migration	Liberalization of the migration policy	Yes	No
42	25	16	51	62	3	2	49	18
12	21	4	29	29	2	2	22	11
54	46	20	80	91	5	4	71	29
54	46	20	80	91	5	4	71	29

	Favored country					
	Italy	Germany	UK	France	USA	Other
Women	24	6	18	2	8	9
Men	10	3	6	9	3	2
Total	34	9	24	11	11	11
Percentage	34	9	24	11	11	11

## "BABË DUDË KARBUNARA"

	No.	Age			Considerations of emigration			Have you ever emigrated?		If you had the chance to emigrate	
		15	16	17	Positi- ve	Negati- ve	Positive & Nega- tive	Yes	No	Yes, I would	No, I'd hesita- te
Women	46	29	16	1	9	33	4	2	44	16	30
Men	24	10	10	4	10	13	1	5	19	15	9
Total	70	39	26	5	19	46	5	7	63	31	39
Percentage	100	56	37	7	27	66	7	10	90	44	56

## COMPREHENSIVE HIGH SCHOOL

Do you think your family would approve?		If you had two options, which would you choose?		The most essential factor to decrease emigration:			The Albanian prosperity will be due to emigration?	
Yes	No	Emigrate abroad	Study in Albania	Increase of the economic level	Fight against illegal migration	Liberalization of the migration policy	Yes	No
16	30	3	43	38	7	1	22	24
9	15	5	19	22	1	1	13	11
25	45	8	62	60	8	2	35	35
36	64	11.5	88.5	87	11	2	50	50

	Favored country					
	Italy	Germany	UK	France	USA	Other
Women	13	3	16	3	7	4
Men	9	2	7	2	2	2
Total	22	5	23	5	9	6
Percentage	31.5	7.1	33	7.1	12.8	8.5

## "PRENKE JAKOVA"

	No.	Age				Considerations of emigration			Have you ever emigrated?		If you had the chance to emigrate	
		15	16	17	18	Posi- tive	Ne- gati- ve	Positive & Ne- gative	Yes	No	Yes, I would	No, I'd hesita- te
W	16	3	6	5	2	3	9	4	0	16	5	11
M	12	2	7	3	0	8	4	0	3	9	8	4
Σ	28	5	13	8	2	11	13	4	3	25	13	15
%	100					39.28	46.42	14.28	10.71	89.28	46.42	53.58

## ART SCHOOL, SHKODRA

Do you think your family would approve?		If you had two options, which would you choose?		The most essential factor to decrease emigration:			The Albanian prosperity will be due to emigration?	
Yes	No	Emigrate abroad	Study in Albania	Increase of the economic level	Fight against illegal migration	Liberalization of the migration policy	Yes	No
8	8	1	15	14	1	1	8	6
6	6	5	7	9	2	1	5	5
14	14	6	22	23	3	2	13	11
50	50	21.42	78.58	82.14	10.71	7.14	46.42	39.28

P.S. To the question "The Albanian prosperity will be due to emigration" 4 students answered: this will be seen in time.

	Favored country					
	Italy	Germany	UK	Switzerland	USA	Other
Women	5	0	4	0	1	6
Men	5	2	2	1	0	2
Total	10	2	6	1	1	8
Percentage	35.71	7.14	21.42	3.57	3.57	28.57

## "PETRO NINI LUARASI"

	No.	Age			Considerations of emigration			Have you ever emigrated?		If you had the chance to emigrate	
		17	18	19	Positive	Negative	Positive & Negative	Yes	No	Yes, I would	No, I'd hesitate
Women	50				9	22	19	5	45	26	24
Men	15				9	3	3	2	13	9	6
Total	65				18	25	22	7	58	35	30
Percentage	100				27.7	38.5	33.8	10.8	89.2	53.8	46.2

## COMPREHENSIVE HIGH SCHOOL

Do you think your family would approve?		If you had two options, which would you choose?		The most essential factor to decrease emigration:			The Albanian prosperity will be due to emigration?	
Yes	No	Emigrate abroad	Study in Albania	Increase of the economic level	Fight against illegal migration	Liberalization of the migration policy	Yes	No
29	19	15	35	46	3	1	40	8
6	8	1	14	13	2	0	10	5
35	27	16	49	59	5	1	50	13
53.9	41.5	24,6	75.4	90.8	7.7	1.5	76.9	20

P.S. To the question "Do you think your family would approve?"  
 4,6 % of students (2 women and 1 men) answered:  
 parents would hesitate to approve but would not prohibit them from emigrating.  
 To the question "The Albanian prosperity will be due to emigration"  
 3,1 % of students (2 women) answered: neither yes, nor no.

	Favored country					
	Italy	Germany	UK	Switzerland	USA	Other
Women	13	1	22	1	9	4
Men	1	2	3	3	4	2
Total	14	3	25	4	13	6
Percentage	21.5	4.6	38.5	6.2	20	9.2

## SUMMARIZING

	No.	Considerations of emigration			Have you ever emigrated?		If you had the chance to emigrate		Do you think your family would approve?	
		Positive	Negative	Positive & Negative	Yes	No	Yes, I would	No, I'd hesitate	Yes	No
F	231	40	149	42	16	215	104	127	108	121
M	122	48	67	7	26	96	65	57	44	77
Σ	353	88	216	49	42	311	169	184	152	198
%	100	24.93	61.19	13.88	11.9	88.1	47.88	52.12	43.91	56.09

## TABLE

If you had two options, which would you choose?		The most essential factor to decrease emigration:			The Albanian prosperity will be due to emigration?	
Emigrate abroad	Study in Albania	Increase of the economic level	Fight against illegal migration	Liberalization of the migration policy	Yes	JO
40	191	207	17	7	155	72
20	102	107	9	6	78	40
60	293	314	26	13	233	111
17	83	88.95	7.37	3.68	68.56	31.44

P.S. 1 To the question "The Albanian prosperity will be due to emigration" 4 students answered: this will be seen in time.

P.S. 2 To the question "Do you think your family would approve?" 4,6 % of students (2 women and 1 men) answered: parents would hesitate to approve but would not prohibit them from emigrating.

To the question "The Albanian prosperity will be due to emigration" 3,1 % of students (2 women) answered: neither yes, nor no.

	Favored country					
	Italy	Germany	UK	Switzerland	USA	Other
Women	68	19	77	6	33	28
Men	33	14	30	15	18	12
Total	101	33	107	21	52	40
Percentage	28.53	9.32	30.22	5.93	14.69	11.30





***Return Migration  
and Reintegration challenges***