

**United Nations Development Programme**  
**“Self-employment IV and Technical Assistance to Support the Government Operational Plan for ALMMs for 2010”**

**Final Report 2010/2011**

**Implementing Agencies – UNDP, ESA, EC and APE**  
**Implementing period – 1 year (April 2010- April 2011)**

<b>Total budget:</b>	<b>USD 4,667,109</b>
Government:	USD 4,497,109.83
UNDP Track Fund:	USD 170,000
Spent Government:	4,042,136.00
Spent UNDP:	170,000.00
Balance :	265.989,00

Abbreviations:

**MLSP** – Ministry of Labour and Social Policy

**ESA**- Employment Service Agency

**EC**- Employment Centre

**APE**- Agency for Promotion of Entrepreneurship

**RIC**- Roma Information Centres

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**KEY RESULTS:**

***At the Policy Level***

- Case Study of a cumulative type<sup>[1]</sup> was developed examining organizational structure and performance in the period 2000-2010 both for UNDP and governmental structures including human resources involved, targeted beneficiaries and established linkages among them. These types of Case Study serve to aggregate information collected at different times.
- Report on the Impact Assessment of the ALMM- Formalization of the existing business, implemented as a part of the Governmental Operational Plan for ALMM for 2008 represents a continuation of the efforts to implement the impact assessment of the measures and programmes that have been realized in accordance with the Governmental Operational Plan for active measures and programs for employment. This activity has been realized for the first time in 2009 with the implementation of the impact assessment of the Self-employment Programme for 2007. In regard to the findings, they have proved that Formalization of Existing Businesses Programme have immediately positive effects on the economy, and within five years on State finances. The results indicate that there are net benefits for the economy that can be seen even after the first year of the programme implementation, whereas the net benefits for the government can be seen after the fifth year.
- As part of the capacity building activities of the project, selection process has been performed for engagement of International consultant that will assist efforts of the governmental institution, particularly Adult education centre in setting up framework for training programmes for adult learner i.e. unemployed people. The objectives of the consultancy engagement were to examine existing legal arrangements in the country in relation to the adult training programmes provision and to provide possible models for the verification of such programmes, and to assist national institutions in setting up legislation in line to the lifelong learning EU regulations and directives.
- The information workshops held in order to enhance and strengthened the capacities of the EC and RICs in order to better follow the procedure, promote the ALMM and extend the inclusion of Roma population.

***Extensive support to the beneficiaries in establishing and extending their businesses***

- In *Self-employment measure* as anticipated 700 candidates have successfully gone through process of preparation of training on basic business management, business plans and registration of the business

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<sup>[1]</sup> These types of Case Study serve to aggregate information collected at different times. The idea behind these studies is the collection of past cases that will allow for greater generalization without additional cost or time being expended on new, possibly repetitive studies.

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- as anticipated. All the 700 newly established businesses were provided with equipment and materials as stated in the signed agreements, therefore the procurement process successfully completed.
- *Formalization of existing business* has reached the projected objective of 250 new companies registered /formalized and the procurement process successfully completed.
- Pilot measure where it is defined to create up to 50 new employments in companies’ registered under Self-employment measure in 2007 and 2008 has been completed with 50 new jobs generated and the completed procurement.
- In training for deficient skills on the labour market and those for supporting employment of Roma total of 161 candidates were envisaged. Implementation has demonstrated low interest of candidates resulting with participation of 37 candidates attending the trainings and 33 candidates attaining the certificates.

<p><b>Outcome 1:</b>  <b>Efficient policy-making and improved policy-implementation accountability of all relevant national stakeholders</b></p> <p><b>OUTPUT 1</b> Capacity development as cross cutting activity for all components under the project</p> <p><b>OUTPUT 2</b> Self-employment Programme model further improved, in line with new target groups set in OP 2010, as well as capacity building activities concerning RICs</p> <p><b>OUTPUT 3</b> Formalization of existing business Programme model further improved in line with new target groups set in OP2010</p> <p><b>OUTPUT 4</b> Support for additional employments in firms registered through the Self-employment programmes in 2007 and 2008 will be piloted</p> <p><b>OUTPUT 5</b> Model with mechanisms and procedures for implementation of the Active Labour Market Measures – Training in skills and occupations deficient on the labour market further developed and regionally up scaled in line with the efforts for strengthening institutional capacities to effectively develop and implement initiatives for trainings according to the labour demands. In addition, this model will be used for provision of training under the Roma Support Programme</p>	
<b>ACTIVITIES</b>	<b>RESULTS</b>
<p><b>OUTPUT 1</b> Capacity development as cross cutting activity for all components under the project</p> <p>1.1 Two (2) two-days workshop organized with national partners involved in the implementation of the activities</p> <p>1.2 Increase of the capacities of involved partners, especially staff of ESA, through developed partnership and coordination among key partners, and transfer of knowledge on implementing the active labour market programmes and measures</p> <p>1.3 Capacities of MLSP, ESA and other national institutions relevant in the field of ALMMs further will be strengthened and increased through organized study visit.</p>	<p>1.1 Completed in March 2010 with aim to review and to give final recommendations for the further implementation process</p> <p>1.2. One day workshop organized with all 30 EC and 8 RICs to introduce them with procedures and to enhance the way of informing the general population for employment opportunities</p> <p>1.3. Study tour organized in June 2010 the objective of the visit was to strengthen the capacities of the institutions in Macedonia that are active in the sphere of ALMM, with an emphasis on the creation of new measures and monitoring and evaluation of the created measures, through the foreseen visits to the institutions and organizations in Estonia.</p> <p>1.4 Report on the Impact Assessment of the ALMM- Formalization of the existing business, implemented as a part of the Governmental Operational Plan for ALMM for 2008 has been conducted with aim to measure the financial and economic impact of the measure in the</p>

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<p>1.4 Capacities of MLSP and ESA built through performance of impact assessment of the Formalization of existing business Programme, implemented in 2008</p> <p>1.5 Capacities of the Adult Education Centre strengthened, in accordance to the priority needs of the AEC</p> <p>1.6 Capacities of RICs to play active role among the Roma communities in order to have efficient application process build</p> <p>1.7 Capacities of MLSP, ESA and other national institutions relevant in the filed of ALMMs further strengthened and increased concerning programming and planning ALMMs by elaborating findings of the evaluation of the design of the pilot programme</p>	<p>country. The activity has been successfully implemented with national counterparts</p> <p>1.5 The Adult Education Centre is to be a subject of consultancy by the International consultant setting up framework for training programmes for adult learner</p> <p>1.6. Capacities of RICs have been further strengthened through regular contacts on the field and providing assistance to the employees in RICs</p> <p>1.7. Evaluation of the Pilot measure has been dully executed by the International expert and the measure has recognized as regular measure in OPE 2011</p>
<p><b>OUTPUT 2</b> Self-employment Programme model further improved, in line with new target groups set in OP 2010, as well as capacity building activities concerning RICs</p> <p>2.1 Call for applications and opportunities for self-employment promoted</p> <p>2.2 Training on development of business ideas provided</p> <p>2.3 Development of business plan supported</p> <p>2.4 Business plans evaluated and selected, firms registered</p> <p>2.5 Small capital grants provided to the firms through delivered necessary equipment and/or materials</p>	<p>2.1. During the application process 2590 unemployed applied</p> <p>2.2. On training 1000 candidates were invited, 980 encircled and 899 produced business ides</p> <p>2.3 During this period a 750 business planes have been prepared by 80 APE consultants, as it was envisaged. The plans were prepared in cooperation with the beneficiaries and all consultants were obliged to visit the beneficiaries at least once during the preparation period.</p> <p>2.4 The prepared business plans have been evaluated by the Experts Committee based on the approved Evaluation Matrix and the short lists of 700 businesses have been registered.</p> <p>2.5 After the information has been disseminated the Agreements have been signed between UNDP, EC and the beneficiary after which the procurement process has been completed.</p>
<p><b>OUTPUT 3</b> Formalization of existing business Programme model further improved in line with new target groups set in OP2010</p> <p>3.1 Call for applications and opportunities for self-employment by formalization of the existing business promoted</p> <p>3.1 Business plans evaluated and selected, firms registered</p> <p>3.2 Small capital grants provided to the firms through delivered necessary equipment/ materials</p>	<p>3.1. During the application process 799 unemployed applied</p> <p>3.2. Mini business plans have been fulfilled by the beneficiaries, and selected by the Selection panel. During this period 250 new business were registered /formalized as it has been set in the Operational Plan for Employment 2010 and the ProDoc.</p> <p>3.3. The procurement process is ongoing and 70 % of procurement cases have been completed</p>
<p><b>OUTPUT 4</b> Support for additional employments in firms registered through the Self-employment programmes in 2007 and 2008 will be piloted</p>	<p>The Pilot measure has been completed entirely except the monitoring part that should happen after the transfer of assets. 40 companies registered through Self-employment 2007 and 2008 have been support in generating 50 new jobs.</p>

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<p><b>OUTPUT 5</b> Model with mechanisms and procedures for implementation of the Active Labour Market Measures – Training in skills and occupations deficient on the labour market further developed and regionally up scaled in line with the efforts for strengthening institutional capacities to effectively develop and implement initiatives for trainings according to the labour demands. In addition, this model will be used for provision of training under the Roma Support Programme</p>	<p>Despite of additional effort paid by the Technical group the measure Training for deficient skills on the labour market has not shown success. Namely, out of 161 candidates envisaged only 37 while 33 gained the certificates,. The figures are leading us to conclusion that in general the interest for this measure is very low and that this measure will have to suffer significant changes in design.</p>
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