

GENDER EQUALITY AND EMPOWERMENT OF WOMEN FROM RURAL AREAS THROUGH INCLUSION INTO THE LABOR MARKET

FINAL PERFORMANCE AUDIT REPORT

BRIEF





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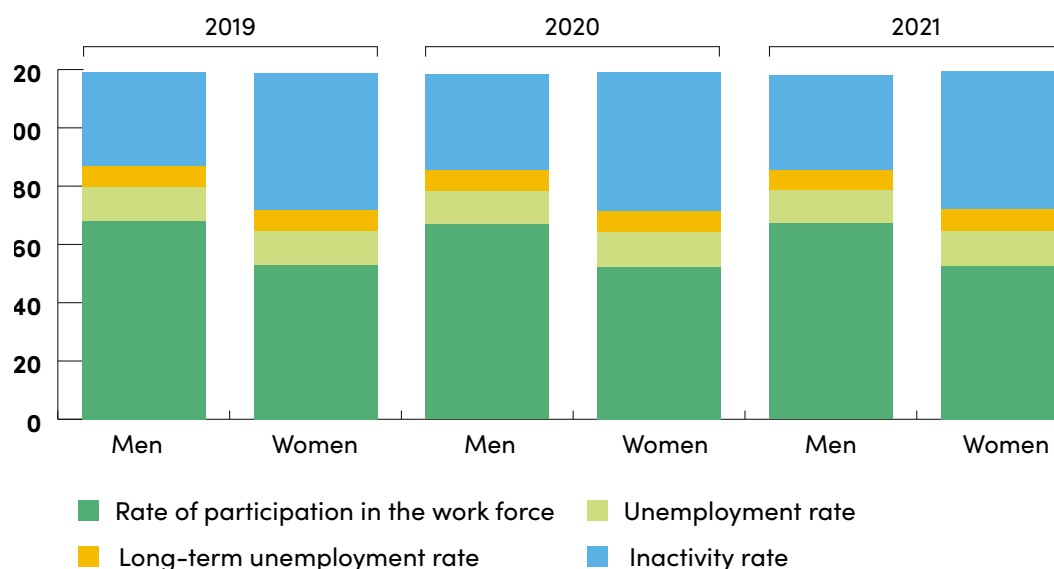
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Tirana 2024

Background

Official data from the National Agency for Employment and Skills (NAES) show that the level of unemployment is higher for women and people living in rural areas and people with low level of education.

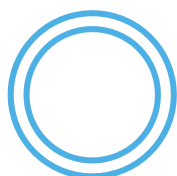


According to this data and other open data related to this topic, and in accordance with the Annual Work Plan, Supreme Audit Institution of Albania carried out the performance audit on the topic "Gender equality and empowerment of women from rural areas through inclusion into the labor market".

The performance audit aimed the evaluation of effectiveness of national employment policies for women in rural areas by analyzing:

- The national employment promotion programs, if they have been diversified and adapted to specific regions, on a gender basis;
- Conditions that facilitate the employment of women from rural areas, such as investment in public services, crèches and kindergartens, or transportation from rural areas to central regions;
- Cooperation and coordination between Local Self-Government Units and National Agency for Employment and Skills for the employment of women, including rural women.

To assess the national employment policies for rural women, we audited Central Level and Local Level institutions.





Audit objective

To assess if the national employment policies include the employment of rural women.



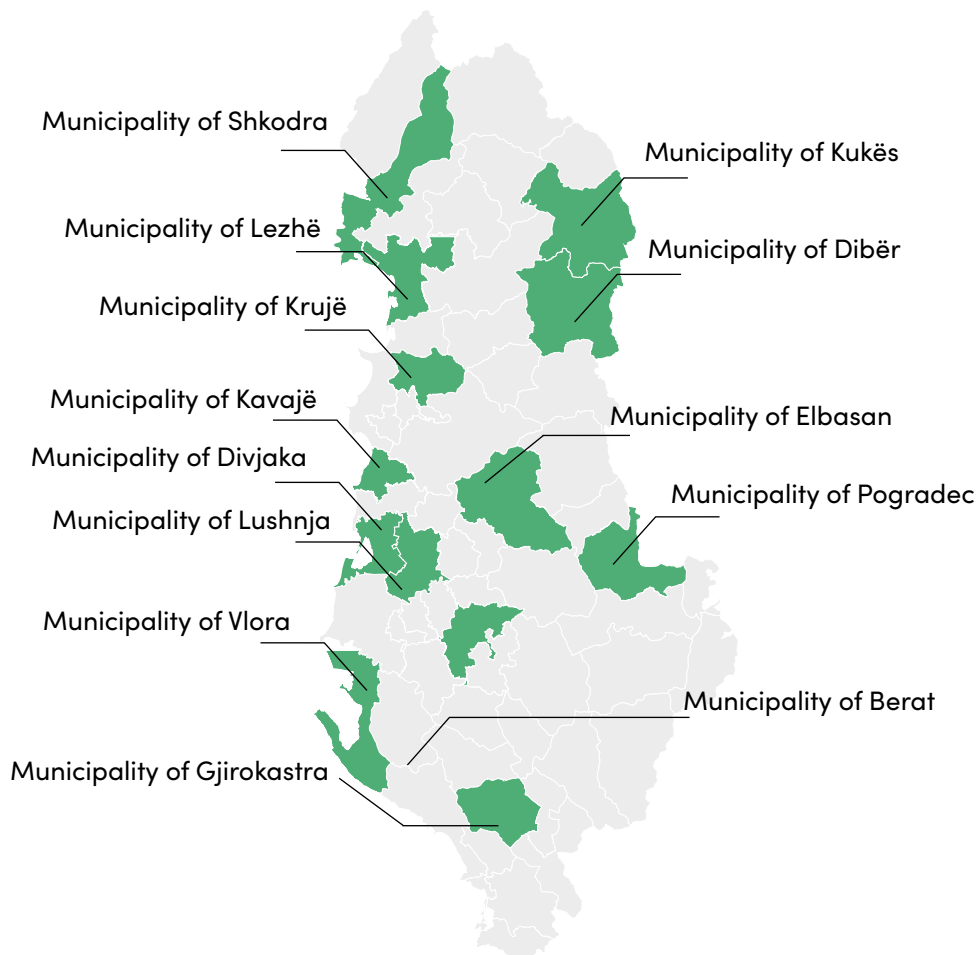
Audit period

2019 – 2023



Audited Entities

- Central level institution:
 - o National Agency for Employment and Skills
 - o 13 Local Self-Government Units





Audit approach

1. Problem oriented approach (Risk-based Audit Approach)
2. Result oriented approach



Audit Areas

- Employment promotion programs;
- Investments from the central and local government in the improvement of the infrastructure to support rural women employment;
- The collaboration between central institutions and local government, to contribute to the employment of rural women;
- Monitoring the implementation of employment policies.

Main audit findings, Conclusions and Recommendations

At the end of the audit, after analysing all the data collected and after receiving the comments from the audited entities, the audit team concluded with the audit findings, conclusions and recommendations as follow:

- The employment promotion programs implemented by National Agency for Employment and Skills (NAES) for the period 2020 - 2023 are general and do not focus on women as a specific group. Moreover, they do not have any targets related to rural women. The employment programs are planned to be implemented throughout the country, but it is not evident to what extent they were applicable in rural areas.
- There are more registered unemployed jobseekers in rural areas than in urban areas. The unemployment ratio of women registered in rural areas is 53.6 % of the total, and 7.4% of them are the head of family.
- All the audited municipalities do not ensure equitable distribution of crèches and kindergartens between rural and urban areas, mostly indicating the lack of crèches.
- Employment services provided by the National Agency for Employment and Skills (NAES) are not fully coordinated with local government units. Communication and collaboration between central and local institutions does not identify the needs of women in general and of rural women in particular.
- Although the NAES has periodically monitored the implementation of the activities carried out for the achievement of the objectives in the National Employment and Skills Strategy during the period 2019 - 2022, it is not ascertained how the results of the monitoring have been concretely used to improve employment policies, or what are the specific improvements that have been made respectively in reference to the monitoring results.
- Women's access into the labor market and decent work are very important elements to support economic empowerment, but data related to employment promotion programs do not show any measurements taken for rural women employment.
- Currently, even though there is a cooperation between the National Agency for Employment and Skills and the municipalities, we cannot say that effective services are offered to job seekers, including rural women. The exchange of information between central institutions and local self-government units, does not address the problems that prevent rural women to be part of the labor market.
- The National Agency for Employment and Skills should focus on the real needs of rural women to provide employment programs services, training services and market information systems.
- Local Self-Government Units, in accordance with their regional strategies for the development of rural areas, should take measures to assess the needs for crèches and kindergartens in their territory and then draw up specific investment plans.
- The National Agency for Employment and Skills in cooperation with the Local Self-Government Units should take measures to identify the needs of rural women in order to increase their participation into the labor market, as well as plan funds to finance programs to promote their employment.
- The National Agency for Employment and Skills should analyze the monitoring results of the National Employment Strategy and undertake specific activities that address the problems emphasized by these monitoring results.

