

SKILLS FOR RURAL EMPLOYMENT (S4RE)



Report for Opportunity Groups of 2013

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2. EXECUTIVE SUMMARY

The Skills for Rural Employment (S4RE) project implemented by the Helvetas Swiss Intercooperation Kosovo (HSIC-K) has the goal to reduce poverty in rural areas of Kosovo through increased employment and income opportunities.

The S4RE project within their first intervention strategy is developing capacities of young employed men and women through skills and training programs, linked to private sector opportunities. In this context, interest of the young population including both men and women in municipality of Dragash, Kamenica, Novo Brdo and Shterpce has increased. That is the reason that the S4RE project has decided to undertake an assessment of trainings of young population with objective to collect data from the participants which have finished the training, regarding their economic situation after the training with main focus of increasing employment and income.

For the assessment, interview was completed with participants from thirteen opportunity groups which finished the trainings in 2013, from which eight of them were from Kamenica, one from Novo Brdo, one from Shterpce and six from Dragash municipality.

The main findings were:

- The 77% of interviewed opportunity groups of 2013 in municipality of Kamenica, Novo Brdo, Shterpce and Dragash have been engaged in different economic activities after the training;
- After the training, the 77% of opportunity groups of 2013 have faced significant with improvement in their economic situation;
- 12.5% of the opportunity groups which have faced with improvement in economic situation have started a small startup business, which was made possible from knowledge they have gained in the trainings.
- Approximately monthly earnings which opportunity groups are gaining from their economic activities are from 30€ to 500€ of profit;
- The 77% of interviewed opportunity groups have planned to open their own business after the training, implementing the knowledge they gained during the training in practice.
- The 92% of 2013 opportunity groups would like to have additional trainings.

3. BACKGROUND

The Skills for Rural Employment (S4RE) project is aim to reduce poverty in rural areas of Kosovo through increased employment and income opportunities. This will be achieved by addressing both the supply and demand sides of the labour market – stimulating local economic development (demand) and improving the skills of the local population (supply).The project is active in the Sharri Mountains area (Municipalities of Dragash and Shterpce), as well as in the area of Novo Brdo and Kamenica focusing on youth, women and minorities.

S4RE targets a community-wide approach to tackling the difficult problem of unemployment. The project is implemented through local learning facilitator and training providers who identify beneficiaries and provide skills development; as well as engaging with private sector.

The project uses 3 main intervention strategies:

1. Developing the capacities of young unemployed men and women through skills and training programs, linked to private sector opportunities.
2. Working with existing businesses to increase employment and income through skills and business development.
3. Linking self-employed suppliers of raw material (agricultural and others) to national and regional buyers.

4. INTRODUCTION

The reason why this assignment was done was to find out what is the situation of opportunity groups of 2013 in four municipalities after the training, in which stage they are, did training facilitated by S4RE project brought positive changes to their economic situation, and do they need any further support from the project.

Today's generations of young people are the largest in the history. Kosovo has the youngest population in the Europe. In the Republic of Kosovo, the average young people (aged from 15-24), represent the highest percentage of population. They represent a huge potential resource, in this developing country. Yet, rural areas are not benefiting fully from this resource. In fact, many rural communities are ageing precisely because, in the absence of incentives to remain, young women and men are leaving rural areas to seek opportunities elsewhere, mostly in developed cities of Kosovo; such as capital city, Pristina.

During the past years, young people in Kosovo have been underestimated and neglected by communities, government and international organizations. Globally, young people are three times more likely to be unemployed than adults. The same evidence applies for Kosovo as well, where the unemployment rate (ages 15-24), represents 30.2% of total population which is unemployed, which yet is very huge percentage. Compared to old peers, young rural people face particular constraints in gaining access to land, credit and new technologies. They also need wider educational opportunities and access to relevant vocational training programs. Young rural people in the Republic of Kosovo are the group who need and deserve special attention, support and follow up. With their energy, their passion and their talents, they can solve many of the serious problems this country in developing is facing today. But first they should receive tools they need.

In this context, the youth population in rural areas of Kosovo, in municipality of Dragash, Kamenica, Novo Brdo and Shterpce is population with potential. Unfortunately, youth in these rural areas are facing with various challenges in education and gaining skills, which have major influence on their employment. Those young people have lack of education, and need trainings related to specific areas which can contribute towards increase in their revenues to support their families, employment and economic growth of Kosovo.

The S4RE project will stimulate Opportunity Groups as effective way to develop locally demanded technical, entrepreneurial & life skills for young people leading to improved employment and income.

5. OBJECTIVES

The main objective of the assignment is to find out what was the impact of S4RE project intervention on opportunity groups of 2013 in municipality of Dragash, Kamenica, Novo Brdo and Shterpce who have participated in training provided by S4RE, in order to analyze their economic situation after the training with main focus of increasing employment and income.

6. METHODOLOGY

The assessment was completed using interview which monitoring expert with help of field facilitators held with opportunity groups of 2013 in municipality of Dragash, Kamenica, Novo Brdo and Shterpce. Questions used in this interview were prepared in close collaboration with project staff, and it includes 13 questions which are related to situation changes of opportunity groups after the trainings. Data collected have been further analyzed and processed from a monitoring expert who is engaged from the Project (Annex 2).

Interviews were completed with thirteen opportunity groups of 2013, from which eight of them were from Kamenica, one from Novo Brdo, one from Shterpce and three from Dragash municipality.

7. SURVEY RESULTS

In the table 1.1 below are presented the number of learning groups and trainees which Skills for Rural Employment (S4RE) project facilitated to opportunity groups in 2013, in four municipalities:

In the Kamenica municipality, in total were 8 opportunity groups, different professions which finished the trainings successfully, including 96 trainees from all trained opportunity groups.

In Novo Brdo municipality, only one opportunity group attended and finished the trainings, which includes 15 trainees (youth population).

On the other side, in Shtrpce municipality also only one opportunity group of youth population attended and finished training facilitated by S4RE project, including in total 6 trainees in this municipality.

In Dragash municipality, in total were 6 opportunity groups, which finished trainings in different profession areas, including in total 76 trainees from all trained opportunity groups of 2013 in this municipality.

Municipality	Learning Groups	
	Number of groups	Trainees
Kamenica	8	96
Novo Brdo	1	15
Shtrpce	1	6
Dragash	6	76

Table 1.1 - List of Opportunity Groups for 2013

In all four municipalities, in total in 2013 were 16 opportunity groups which finished trainings in different business areas, and including 206 trainees in total which were trained.

The trainings which were facilitated by Skills for Rural Employment (S4RE) project in 2013 for different opportunity groups (youth population) in municipality of Kamenica, Novo Brdo, Shtrpce and Dragash, have left very positive influence and results on participants.

Results of data collected from the interview with opportunity groups of 2013 in those four municipalities show that all of interviewed opportunity groups really liked the trainings provided by S4RE project. The trainings were very good planned and realized, interactive, including both theoretical and practical part, which participants mostly liked which was in best interest for them to learn how it works in practice.

The facilitated trainings have helped participants of opportunity groups from 2013 from all four municipalities; to extend their knowledge in the fields they were trained, from the basic to advance knowledge, and for some participants to become economically active.

7. 1 Kamenica Municipality – Results of Opportunity Groups of 2013

In the table 1.2 below, are presented the opportunity groups of 2013 in Kamenica municipality. In this municipality, in total were 8 opportunity groups which finished the trainings in 2013, including 96 trainees from all groups. The profession which all opportunity groups were trained includes both agro business and non-agro business profession. One opportunity group (11 trainees), have finished the training in agro business areas, which include beekeeping. On the other side, seven opportunity groups have finished the trainings in non-agro business areas, which in total include 85 trainees and the trainings, were for waiters, chicken farming, jewellery, and patisserie and flower production.

Occupation	Learning Groups	
	Number of groups	Trainees
Agro business		
Beekeeping	1	11
Non Agro business		
Patisserie	2	28
Flower Production	2	22
Jewellery	1	13
Chicken Farming	1	10
Waiters	1	12

Table 1.2 - List of Opportunity Groups for 2013 in Kamenica municipality

Patisserie (1st group)

This opportunity group consisted of 14 participants and was lectured by trainer Jadranka Vasic.

Income generation and employment

After the training, participants of this opportunity group did not found the job. They focused on other side, by starting being engaged in patisserie activities of working privately, based on customers' orders which they receive for cakes. This means they are working from their homes, making cakes. Approximately monthly income which they receive is around 50€ for making cakes.

Challenges & Follow up

This group did not faced any challenge, since based on their words they learned all important things they need to know about making cakes, in training they attended. This group is still at the beginning stage, which also can be seen from the fact that they need and are interested to be additionally trained for cake decoration. For now this group does not need any further support from S4RE project, just they would like that similar trainings could be facilitated in the future by S4RE project.

Patisserie (2nd group)

This opportunity group consisted of 14 participants and was lectured by trainer Jadranka Vasic.

Income generation and employment

After the training, this opportunity group has not been engaged in any economic activities. One of the main reasons for this is because they need more training in patisserie since, this is area which cannot be learned from one training, and more training are required. Only one training does not provide trainees opportunity to find a job and become economically active. Since they are not economically active, they do not receive any earnings.

Challenges & Follow up

One of main challenges which this group has faced is difficulties to find a job in labour market and financial problems when they thought about opening their confectionary shop. The S4RE project can further support this group, by facilitating them with more trainings in this area, so they can gain needed knowledge in patisserie and have a chance to find a job related to profession they were trained.

Flower Production (1st group)

This opportunity group consisted of 15 participants and was lectured by trainer Luan Buqaj (Company Las Palmas).

Income generation and employment

After the training, participants of this opportunity groups were working with activities which are related to area they were trained, cultivation of medical herbs – black mulaga. Approximately, monthly earnings which they receive during seasonal period of cultivation, is around 250€. The group is making evidence about income they receive. Since the opportunity group has been engaged in those activities after the training, their economic situation is improved.

Challenges & Follow up

This opportunity group did not faced with some challenges during and after the training. Opportunity group has expressed a need to be additionally trained in area of medical plants – production of seedlings, with more practice. The S4RE project can further support this group by facilitating those required additional trainings, since this profession has and will have bigger potential in the future.

Flower Production (2nd group)

This opportunity group consisted of 7 participants and was lectured by trainer Luan Buqaj (Company Las Palmas).

Income generation and employment

After the trainings, trainees of this opportunity groups started to make wrist jewellery from flowers. Those products include weddings material such as: bracelets for women, flowers for

the groom, lapels and other ancillary equipment for such events. This is seasonal job, and it usually starts in May until September. The approximately total earnings during this period are around 400€.

Challenges & Follow up

This opportunity group faced with one major challenge in activities they are engaged, namely the purchase of material. Material for making jewellery from flowers cannot be bought in Kamenica, so the trainees need to order from Nis, where sometimes they needed to wait a little longer until it came to Kamenica. The opportunity group expressed a need to have more additional trainings in flower production with aim to learn new things. The S4RE project can further help this opportunity group, by providing them financial support for opening flower shop, since this business could have bigger potential in Kamenica and other municipalities.

Jewellery

This opportunity group consisted of 7 participants and was lectured by trainer Arbnora Gusalci.

Income generation and employment

After the training, one trainee of this opportunity group decided to work with activities related to area the group was trained. This trainee started making jewellery, working privately on her own. She decided to use social media such as facebook, where she opened in order to promote jewellery she makes and sales. Approximately earnings she receives monthly are around 30-40€, everything depends from orders and sales. Until now, her economic situation is very little improved. The reason why the remaining six participants of this opportunity group were not engaged in those activities was because this area is still undeveloped in Kamenica municipality and earnings are very small.

Challenges & Follow up

The main challenges this trainee faced was very low earnings and low demand for jewellery in Kamenica municipality. Sometimes the costs she had are higher than her earnings. The group as a whole, would like to be additionally trained, because it could help them change their economic situation. They would like to have trainings regarding making new jewellery models; the demand in the market is increasing. The S4RE project can further help this group, by providing them financial support for opening small jewellery shop business.

Beekeeping

This opportunity group consisted of 11 participants and was lectured by trainer Sami Mujaj.

Income generation and employment

After the training, this opportunity group has been engaged in activities which are related to bees' development, beekeeping. In first year, they did not have any earnings, but in second year they started the collection of honey and selling process began. The approximately earnings which they receive in the second year during seasonal period, are around 500€, which improved their economic situation and helped them to further expand bee society and continue with beekeeping activities. The group is taking evidence about quantity of honey they are selling and how much they are earning.

Challenges & Follow up

This opportunity group has not face and is not facing any challenge; their main aim is to increase activities and capacities. Furthermore, the group expresses a need to be additionally trained in area of making bee milk. The S4RE project can further support this group, by providing them required trainings they need for further expansion of their beekeeping activities. This opportunity group is in the development stage.

Chicken Farming

This opportunity group consisted of 11 participants and was lectured by trainer Ilir Zenelaj.

Income generation and employment

After the training this opportunity group had an idea to open a chicken farming. They wrote a project request to S4RE project for opening chicken farming, which was accepted by the project. This opportunity group started this business, but unfortunately because of high costs which they faced and loan which was taken in the beginning and most of all poor business managing led them to close chicken farm and stop business. They were not in situation to make some earnings.

Challenges & Follow up

The main challenges of this group were high costs and poor business managing which led to business closure. This opportunity group does not further need support from S4RE project, since once they received it but did not know to make best use of it.

Waiters

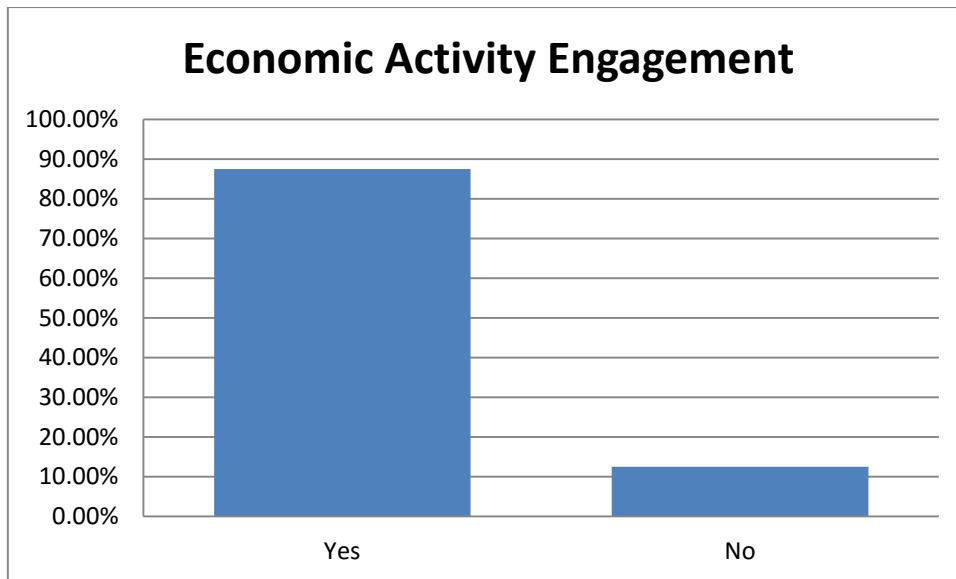
This opportunity group consisted from 12 participants and was lectured by trainer Azem Ismajli.

Income generation and employment

After the training, all participants of this opportunity group found an employment. They are employed in different restaurants and coffee pubs in Prishtina, which has helped them to significantly improve their economic situation. Their regular monthly salary is 250€ which also can increase including tips and mostly during summer season.

Challenges & Follow up

The major challenges this group faced was the time until they got adapted to their work, until they learned how to behave with customers. For now the group does not need any additional training, because they think every day they are learning more in practice. The group is very thankful to S4RE project for the support they have received.



Graph 1.1 – Economic Activity Engagement of Opportunity Groups of 2013 in Kamenica

The main findings for opportunity groups of 2013 in Kamenica municipality are:

- The 87.5% of all interviewed opportunity groups of 2013 in municipality of Kamenica have been engaged in economic activities which are related to trainings they held. Remaining 12.5% of opportunity groups are not engaged in any economic activity.
- The 62.5% of opportunity groups, after the training faced with improvement in economic situation.
- The 75% of interviewed opportunity groups in Kamenica municipality have planned to open their own business after the training.
- The 62.5% of all interviewed opportunity groups of 2014 in Kamenica municipality have a need to be additionally trained.
- More than 60% of trainees were female gender and remaining 40% were male gender.
- 25% of trained opportunity groups were minority, Serbian population.

7.2 Novo Brdo Municipality – Results of Opportunity Groups of 2013

In table 1.3 below are presented the opportunity groups of 2013 in Novo Brdo municipality. In this municipality, in total was only one opportunity group which finished the training in 2013, including 15 trainees. The profession which this opportunity group was trained includes non-agro business profession, which is training for IT.

Occupation	Learning Groups	
	Number of groups	Trainees
Non Agro business		
IT	1	15

Table 1.3 - List of Opportunity Groups for 2013 in Novo Brdo municipality

IT group

This opportunity group consisted of 15 participants and was lectured by the trainer Gemb Shehu.

Income generation and employment

After the training, the market in Novo Brdo was analyzed and was noticed a lack and need for IT services and providers and took the advantage of it. This opportunity group came with an idea to open their IT service; they planned and opened the business. The business provides IT services and acts as an internet provider. This is a family business, since majority of trainees of this opportunity groups are in family relations. Since the Novo Brdo is small municipality, the business of this opportunity group is not making huge earnings and incomes, but still this business led to improvement in their economic situation. Approximately monthly group earnings are around 150€. The opportunity group is keeping evidence about their monthly and annually earnings.

Challenges & Follow up

The main challenge this opportunity group faced, is the beginning of the business, until they started developing it, and it required a lot of organization and commitment. This opportunity group is in the developing stage. They further need more training, which includes business managing and accounting for business (basic). Since this opportunity group is still in development stage, the S4RE project can provide further support for this opportunity group, by providing financial help for further development, and necessary trainings with purpose of advancement.

7.3 Shtërpe Municipality – Results of Opportunity Groups of 2013

In table 1.3 below are presented the opportunity groups of 2013 in Shtërpe municipality. In this municipality, in total was only one opportunity group which finished the training in 2013, including six trainees. The profession which this opportunity group was trained includes non-agro business profession, which is training for flower production.

Occupation	Learning Groups	
	Number of groups	Trainees
Non Agro business		
Flower Production	1	6

Table 1.4 - List of Opportunity Groups for 2013 in Shtërpe municipality

Flower Production

This opportunity group consisted of 6 participants and was lectured by trainer Luan Buqaj (Company Las Palmas).

Income generation and employment

After the training this opportunity group came with the idea to open a flower shop. This group saw this business with a high potential in the market, cost effective, with loyal customers and with plans for future expansion, so they registered and open a business. The main aim of the business is to produce and sell flowers, by making their customers happier. Their monthly earnings were approximately around 400€, which makes their annually earnings around 4800€. By opening this business, the economic situation of group trainees is significantly improved. The group is keeping evidence about the monthly and annually earnings, since they are registered businesses.

Challenges & Follow up

The main challenge which this opportunity group is facing is the lack of electricity, which makes it difficult to work when there are many orders. The group tries to find best solution to this problem. On the other side, the group has no need to be additionally trained for now. The S4RE project can further help this group by providing them the financial assistance for setting up heating in the greenhouse, in order to be able to work during the winter, and become more competitive in the market.

7.4 Dragash Municipality – Result of Opportunity Groups of 2013

In the below table 1.5, are presented the opportunity groups of 2013 in Dragash municipality. In this municipality, in total were 6 opportunity groups which finished the trainings in 2013, including 76 trainees from all groups. The profession which all opportunity groups were trained includes both agro business and non-agro business profession. One opportunity group (16 trainees), have finished the training in agro business areas, which include raspberry cultivation. On the other side, five opportunity groups have finished the trainings in non-agro business areas, which in total include 60 trainees and the trainings, were for hairdressing, central heating and electrical installation.

Occupation	Learning Groups	
	Number of groups	Trainees
Agro business		
Raspberry Cultivation	1	16
Non Agro business		
Hairdressing	3	32
Central Heating	1	16
Electrical Installation	1	12

Table 1.5 - List of Opportunity Groups for 2013 in Dragash municipality

Raspberry Cultivation

This opportunity group consisted of 16 participants and was lectured by trainer Lumnije Rexhepi.

Income generation and employment

After the training, this opportunity group wrote a request to S4RE project and was granted with 25a of raspberry (5a for 5 participants). So, together they planted raspberries and are working on raspberry cultivation. The group needed to wait one-two years until the raspberries grow to start with the selling process. This is a seasonal job. Once the period of waiting has passed and raspberries were ready for selling, this opportunity group made a contact with collection centers for raspberries, and is selling to them. Approximately earnings which they receive during seasonal period are around 400€, which can increase depending on the quantity of raspberries which grow and are ready for selling. After the training, economic situation has been improved comparing with the situation before training period. The group is keeping evidence about the quantity of raspberries which grow and how much they are selling.

Challenges & Follow up

Main challenges of this opportunity group were high commitments and obligations at the beginning, because the trainees needed to prepare a land for cultivation and to perform all other necessary activities. The group expressed interest and need to be additionally trained, in area which includes processing of raspberries in order to have higher profits. The group is very optimistic regarding increasing the capacity of production in the near future. The S4RE project can further help this group by providing them financial support in order to increase

size of land for cultivation and for buying needed equipment such are rot tillers. This opportunity group is still in development stage.

Central Heating

This opportunity group consisted of 16 participants and was lectured by trainer Lulzim Krrabaj.

Income generation and employment

After the training, this opportunity group has not been engaged in any economic activities. One of the two main reasons for this is because they did not receive any support for employment and second reason is because the majorities of members of the groups are studying and have other plans in career. Since they are not engaged in any economic activity, they do not receive any earnings and their economic is not improved. This opportunity group seemed very uninterested and not determinate to be part of any economic activity related to the field they were trained.

Challenges & Follow up

The main challenge and problem of this opportunity group is that they are unemployed. The group would like to have same training with extended program. There is nothing S4RE project could provide to these groups, since they have other plans for their future, and they are not much interested to work with central heating, because if they were interested, their economic situation would change, and not be the same or worsen after two years.

Electrical Installation

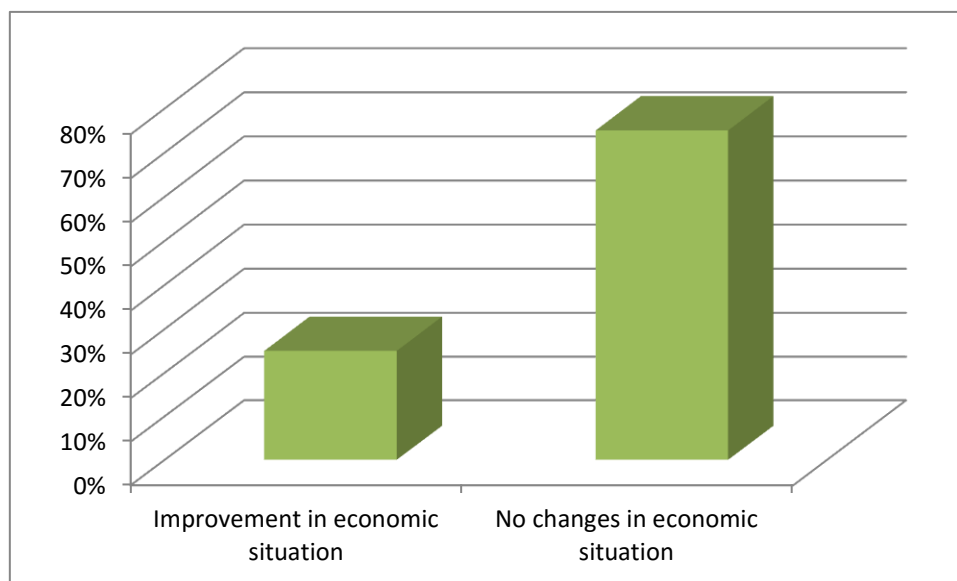
This opportunity group consisted of 12 participants and was lectured by trainer Servet Qafleshi (DPZ Ardi).

Income generation and employment

After the training, this opportunity group has not been engaged in any economic activity, except one of the trainees, which started working privately with electrical installation. Remaining trainees of the group are not engaged in any economic activities because there is a high competition in the market, poor economic conditions, and more training in electrical heating are required in order to be competitive, and trainees are uninterested to continue further with activities they were trained. The only trainee which is working from this group has a seasonal job, mostly during the summer, and its earnings are around 50-100€.

Challenges & Follow up

The main challenge and problem of this opportunity group is that they are unemployed. The group also would like to have same training in electrical installation but with extended program and with longer practical part. The S4RE project can further support this group by providing them with additional extended training in electrical installation, because new buildings have a need for electrical installation, and this business has a big potential because the market is in expansion.



Graph 1.2 – Economic situation of opportunity groups of 2013 after the training in Dragash municipality

The main findings for opportunity groups of 2013 in Dragash municipality are:

- The 25% of all opportunity groups of 2013 in municipality of Dragash municipality have been engaged in economic activities which are related to trainings they held.
- The 25% of opportunity groups, after the training has faced with improvement in their economic situation.
- The 75% of all interviewed opportunity groups in Dragash municipality have planned to open their own business after the training.
- The 100% of all interviewed opportunity groups of 2014 in Dragash municipality have a need to be additionally trained.
- Around 42% of trainees were female gender and remained 58% were male gender.
- 25% of trained opportunity groups were minority, Gorani population.

8 MAIN FINDINGS

The main findings of this assignment are:

- The 77% of interviewed opportunity groups of 2013 in municipality of Kamenica, Novo Brdo, Shterpce and Dragash have been engaged in different economic activities after the training;
- After the training, the 77% of opportunity groups of 2013 have faced significant challenges with improvement in their economic situation;
- 12.5% of the opportunity groups which have faced with improvement in economic situation have started small startup businesses, which were made possible from knowledge they have gained during the trainings.
- Approximately monthly earnings which opportunity groups are gaining from their economic activities are from 30€ to 500€ of profit;
- The 77% of interviewed opportunity groups have planned to open their own business after the training, implementing the knowledge they gained during the training in practice.
- The 92% of 2013 opportunity groups would like to have additional trainings.

9 RECOMANDATION

The business development and monitoring expert recommends to the S4RE project as follows:

- Support trainings which can lead to an increased employment;
- Provide more practical part for opportunity groups during the training;
- Work closely with the opportunity groups of 2013 in municipality of Kamenica, Novo Brdo, Shterpce and Dragash, which have established their small business after the training;
- Provide trainings for better business management for those opportunity groups of 2013, which have established their own business;
- Provide additional trainings for opportunity groups who are highly interested in being additionally trained with purpose of advancement;
- Support these startup businesses, by providing them with a consultant for business development who will closely work with them;
- Provide financial support to participants of opportunity groups of 2013, who are running their own business as a result of the successful training, with investments in better equipment which can lead to increasing production capacity and in quality of products;
- Follow up beneficiaries of 2013, and consider about giving new grants with purpose of better improvements;
- Support the trainings in agriculture sector, because it is a field with high employment potential and income for rural families.
- Providing support to participants of opportunity groups of 2013 to start small businesses which have big potential in the market.

10 ANNEX 1 – List of interviewed opportunity groups for 2013

Municipality	Profession	Learning Groups	
		Number	Participants
Kamenica	Patisserie	2	28
	Flower Production	2	22
	Jewellery	1	13
	Bee Keeping	1	11
	Chicken Farming	1	10
	Waiters	1	12
Novo Brdo	IT	1	15
Shtpce	Flower Production	1	6
Dragash	Raspberry	1	16
	Hairdressing	3	32
	Central Heating	1	16
	Electrical Installation	1	12

NOTE 1: Participants of three opportunity groups for hairdressing in Dragash (Gorani population) were not interested in being interviewed by monitoring expert; they do not want to have contact with any of the S4RE project staff. The reason is because this group which attended training of hairdressing in 2013 requested that the same group participants have another training in tailoring, which was rejected by the project side.

11 ANNEX 2 - Questionnaire for opportunity groups

1. Which training have you attended?
2. Did you like the training?
3. Has this training helped you to extend your knowledge in the field you were trained?
4. Has this training helped you to improve your economic situation?
5. Have you been engaged in some economic activities after training?
6. If yes, what were those activities/ If no, why not?
7. Approximately, what are your monthly earnings from those activities?
8. What are the challenges which you are facing the most?
9. Have you planned to open your own start up business after the training?
10. If yes, how attending this training could help you achieve that?
11. Would you like to have some additional training?
12. If yes, in what areas?
13. What are your recommendations/any additional comments for S4RE project?