



RETURN & REGRET

LABOUR MARKET REINTEGRATION
CHALLENGES OF ALBANIAN RETURNEES



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I. INTRODUCTION

Return migration is a multifaceted phenomenon, shaped by different structural and personal factors, such as push factors- factors motivating migrants to leave the foreign country; pull factors- usually referring to the economic and political situation of the native country; the individual characteristics of migrants and their agency; their migration experience, family relationships, and ties, etc. All these factors shape patterns of voluntary return (Danaj 2006). Over the last few years, the global economic crisis triggered an unexpected increase in the number of migrants returning to Albania. According to the National Albanian Household Migration Survey for the period 2011-2019, the total number of Albanian returnees by 2019 was estimated at approximately 95,064 citizens. A considerable percentage (85%) of the immigrants used to live and work in the three most popular emigrants' intended foreign countries, namely Greece, Italy and Germany (INSTAT et al., 2020). Although the main drivers that usually shape outward migration in the case of forced return were mostly associated with the hosting countries' migration regimes and policies, which might have led to the forced deportation of irregular migrants.

Regardless of the returnees' typology, the upward trend in return migration highlights the need for measures that need to tackle the reintegration challenges upon return in their country of origin. In practice, reintegration support consists mainly of project-based initiatives which are quite limited and not sustainable over time. In general, the lack of information on the services offered to returnees, as well as insufficient and inadequate institutional, human capacities at a local level are considered to be major barriers hampering their patterns of reintegration. Despite the Albanian government's measures in facilitating the reintegration of returned migrants, mainly through sectoral strategies, such measures seem to be highly fragmented, keeping returnees at the margins of the mainstream programmes. So far, these programs and policies have resulted insignificant and non-sustainable. Apart from this, comprehensive studies and accurate statistical data on returned migrants and their potential development at a national level are scarce. The 2021 European Commission Report on Albania (European Commission, 2021) pointed out that the institutional framework on the

reintegration of returnees and particularly those in vulnerable categories should be improved with clear attributions of responsibilities among national and local actors.

On the other hand, despite the challenges migrants face during their reintegration process, they can also play a very important role in the economic and social development of a country. Returnees can bring back in Albania their savings, human capital (i.e. skills and know-how, new mentality and ideas, working habits, etc.), as well as their social capital. So far, the studies assessing the situation of Albanian returned migrants have only produced a partial picture of the situation, excluding the returnees' challenges and opportunities in the labour market. To address this gap, we have undertaken a thorough assessment of the returnees' situation in Albania. We relied on primary data, collected through 37 face-to-face in-depth interviews with Albanian returned migrants from Greece and Italy, as well as secondary data and desk review. The goal of this study is to provide a robust understanding of returnees' reintegration dynamics in the labour market and the challenges they face upon return. In addition to this, the study aims to shed light on the human capital that returnees bring back contributing positively to the development of their native country. The study provides some evidence-based recommendations for policy stakeholders to design targeted reintegration programmes and policies for returnees aiming to promote the investment of financial capital, know-how, and know-who earned abroad.

This paper is structured in seven main sections. The paper starts with the introduction section followed by the methodology of the study. The third section provides an overview of patterns of return migration focusing on the contextualisation, challenges faced by return migrants, benefits for the home country and at the reintegration theory and structural barriers migrants face. The fourth section analyses the institutional and regulatory framework and gaps on return migration. The fifth section starts with an overview of profiles of return migrants and reasons for returning followed by the next section on the labour market integration challenges of returnees. The final section draws conclusions and provides recommendations on how to enhance the effectiveness of reintegration measures.

II. METHODOLOGY

The primary goal of this study is to develop a robust understanding of returnees' patterns and mechanisms of reintegration in the Albanian labour market. This research adopts a combination of primary and secondary data. The primary data consist of 37 in-depth interviews conducted with Albanian returnees from Greece and Italy. From the interviews conducted, almost $\frac{3}{4}$ of the samples consisted of returnees from Greece and $\frac{1}{4}$ from Italy. The fieldwork was carried out between the periods 2015-2016 and 2021 in order to better capture the dynamics of return in the aftermath of the economic crises and then it was supported by new data to understand the effect of COVID-19 pandemic on returnees. To ensure a geographic representation, we selected our respondents from three main regions in Albania: Voskopoja (SE), Tirana (centre), and Fier (south).

The questionnaire consisted of 14 open-ended questions which lasted from one hour to approximately 90 minutes and were all tape-recorded with the prior consent of the respondents. The interviews broadly employed a life-history approach, exploring life-course experiences in the intended foreign countries and then their post-return experience and reintegration challenges too. The reason we decided to choose this instrument is because it enables a better understanding and exploration of the topic and facilitates communication with the subject. In this way, not only does it help in collecting structured information, but it also encourages the interviewed subjects to provide their in-depth opinions, experience and attitudes. When conducting this research, we looked at returnees' inflows consisting of Albanian citizens returning voluntarily to their country of origin or habitual residence usually after having spent at least one year in another country. Our access to participants largely depended on the 'snowballing sampling method' generated through multiple informal networks and referrals from local grassroots NGOs, operating in the targeted areas.

The target group consists of 19 women and 18 men, aged 18 years old and above, who had stayed more than one year abroad and had at least one working experience in the host country. Concerning the returnees' educational level, the majority of the respondents had finished high school,

nearly 67.5%. Meanwhile, 19% of them did have a university degree. Out of these percentages, 38% of them migrated between the years 1991-1995, 49% between 1996-2000 and the rest after 2000. As for occupational status before returning, women were mostly employed in the service-providing and domestic sector, whereas men were employed in the construction sector.

Among our target group of Albanian returnees, the returnees' inflows were mostly triggered by the Greek economic crisis. Referring to the latter one, it explains the fact that almost 81% of them set up their own business, which implies a high preference of returnees for self-employment mostly in the sectors of industry where they have gained the "knowhow" and some experience.

As mentioned above, the data collected from the research were analysed using Maxqda software programme, aiming at generating and analyzing qualitative data. The participants' information was coded to respect the confidentiality of their personal information and in accordance of the ethics of the research conducting. The empirical findings from the analysis of interviews were supplemented with secondary data collected from official statistics, desk review of reports, as well as other official documents. Official information requests were sent to the appropriate institutions dealing with migration, labour market and business investment issues. The desk review included an extensive contemporary literary review of reports realized by international and national organizations, governmental publications and academic articles examining the current state of research and policies on returned migration. In addition to this, it consisted of existing analysis of regulatory and institutional frameworks in Albania. This review was also used as a preliminary means to identify the gaps and give a snapshot of the current situation.

In conclusion, the preliminary findings and recommendations will be consulted and discussed in a roundtable with stakeholders, consisting of senior representatives from CSOs, academics, key decision and policy-makers from governmental authorities working on migration issues. The consultation aimed at validating the primary data obtained through fieldwork and fine-tune the main findings of this study.





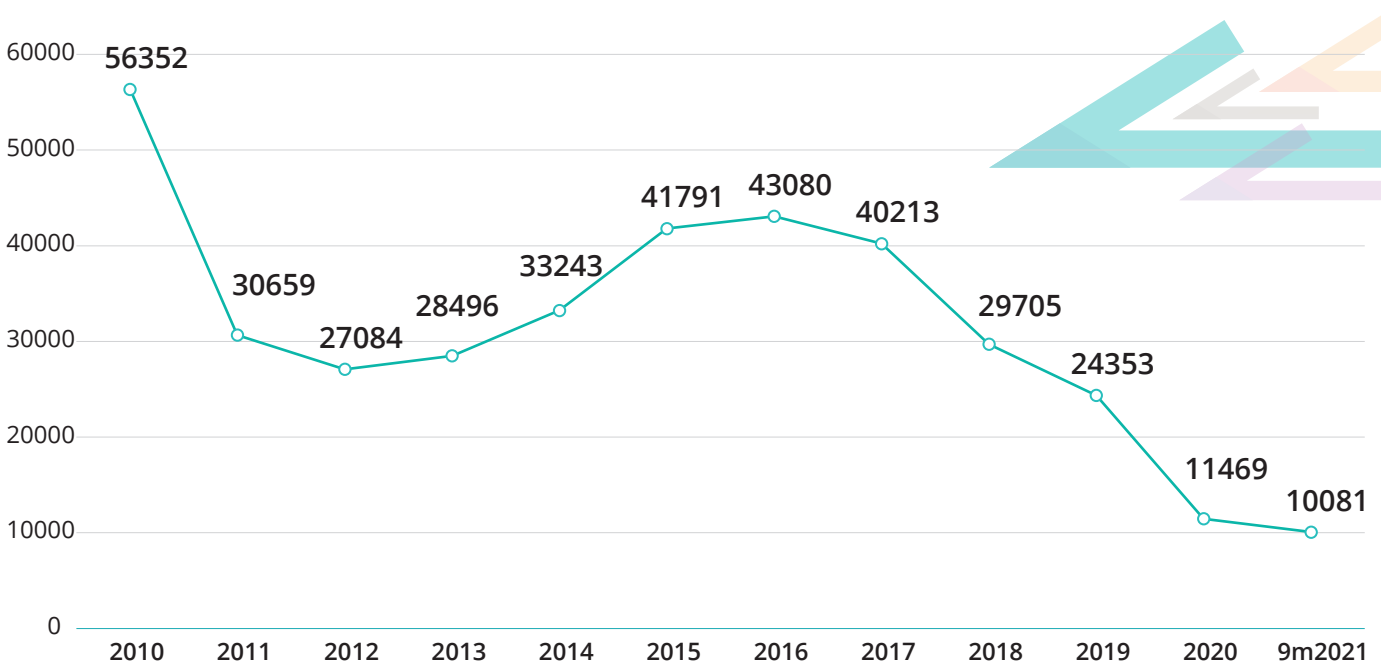
III. PATTERNS OF RETURN MIGRATION

3.1 CHARACTERISTICS OF RECENT RETURN MIGRATION IN ALBANIA

International migration theoretical frameworks have shown that return decisions are part of a highly complex migration story (García-Pereiro, 2019). Danaj (2006) reveals that the factors that push migrants to come back to their home country have been divided into two groups: push factors, consisting of motivational reasons to leave the country of destination and pull factors consisting of economic and political circumstances of the home country. In the recent years, the return wave of Albanian migrants from Greece and Italy was mainly due to the economic recession and austerity measures in the aftermath of the crisis (Gedeshi

and King, 2008). Data from INSTAT and IOM (2014) provide some interesting information regarding the profiles and characteristics of return migration in the few past years. Those who return prefer to settle in Tirana and the vast majority of returnees are young men and part of the working age population. Recent data from the National Albanian Household Migration Survey for the period 2011-2019 show that the total number of Albanian returnees by 2019 was estimated at approximately 95,064 citizens. A considerable percentage (85%) of the immigrants used to live and work in the three most popular emigrants' intended foreign countries, namely Greece, Italy and Germany (IOM, 2020).

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Figure 1: Trends of return migration over years ¹



Source : Request for Information, Border and Migration Department, ASP, 28 October 2021

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¹ This number include both INAD and Deportees. Inadmissible (INAD) is a passenger who is refused admission to a country by the authorities of such a country, (e.g. due to lack of visa, expired passport, no means of subsistence etc.). Deportee (DEPA) when travelling with an escort or DEPU when travelling without an escort), is a passenger who had legally been admitted to a country by its authorities or who had entered a country illegally, and who at some later time is formally ordered by the authorities to be removed from the country.

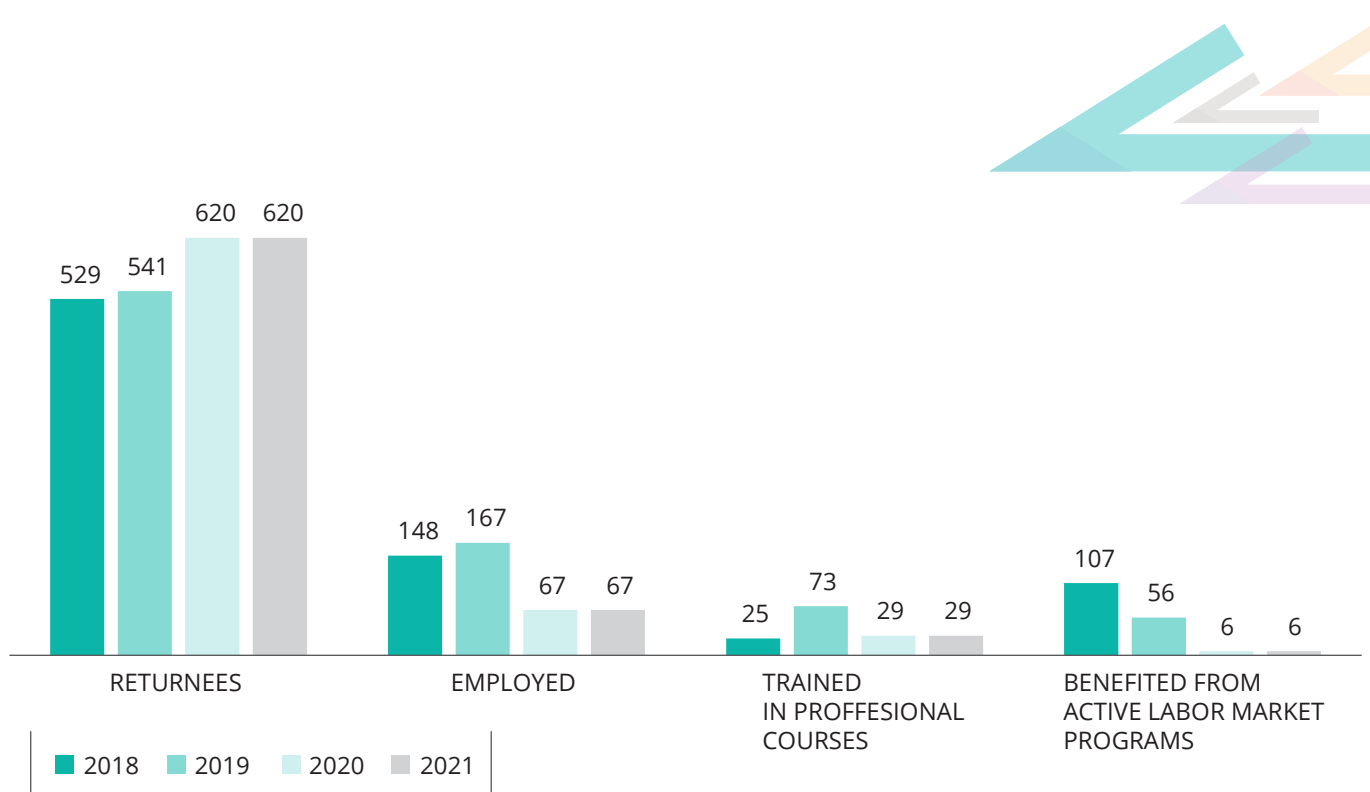
Studies have shown that assistance and reintegration support to return migrants still remains a big challenge. According to IOM's definition: "Reintegration can be defined as the re-inclusion or re-incorporation of a person into a group or process enabling migrants to reincorporate into the society of their country of origin. It enables them to be involved in the country's political and economic life, cultural and social activities as well. Some of the reintegration obstacles faced by returnees are listed below:

- » Reintegration into social and economic life, due to lack of information on the available services. Bureaucratic procedures can impede effective reintegration of migrants;
- » Return migrants often lack personal identification documents, making it more difficult for them to be included as beneficiaries of active labour market policies. Moreover, lack

of opportunities and the low level of trust in institutions further disincentivizes returnees to register and seek support from local institutions.

- » A large portion of migrant workers also face specific challenges in terms of recognition of skills and qualification. It seems that often cases the skill set of the returnees may not always match with the labour market needs.
- » Reinsertion into the education system is another impediment to their reintegration as they need to cope with both administrative obstacles to enroll in school as well as the unwelcoming attitudes and prejudices displayed by their peers (UNDP, 2020; IOM, 2008; 2015).

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Figure 2. Reintegration services for returnees



Source: Request for Information, Ministry of Economy and Finance, 28 October 2021

Figure 3. Characteristics of returnees registered at Migration Counters

CHARACTERISTICS OF RETURNEES		YEARS			
		2018	2019	2020	2021
Age range	15-30	125	163	74	93
	30-44	137	225	111	62
	Over45	62	167	52	45
Education	Basic education	143	246	119	103
	Secondary education	152	251	84	65
	(Post)university	29	58	34	32
State	Greece	62	179	49	39
	Germany		122	100	103
	Italy	55	122	41	103
	EU & Outside EU	207	132	47	55
Reasons for returning	Unemployment	128	222	56	54
	Documentation	128	234	137	115
	Other reasons	68	99	44	31
Typology of return	Family return	172	310	66	53
	Individual Return	152	245	171	147
	Long -term	250	456	167	147
	Temporary	74	99	70	53
Total number		324	555	237	200

Source : Request for Information, Ministry of Economy and Finance, 28 October 2021

3.2 RETURN MIGRATION: WHY IS IT POTENTIALLY IMPORTANT FOR THE ORIGIN/NATIVE COUNTRY?

Albania can benefit to a great extent by the skills, 'know-how', mentality, ideas, and working habits returnees bring in the country. Return migrants have a huge potential in human and social capital. The transfer of financial capital (remittances and accumulated savings) that return migrants bring back to their country can soothe the liquidity shortages. Return migrants are considered to be a scarce source and they can be strategically deployed to stimulate the country development. Moreover, Labrianidis and Lyberaki (2001) and Baldwin-Edwards (2004) argue that immigrants "tend to return to their country of origin after all" and they are more likely to consider investments in small micro-enterprises, which give them opportunities to employ their family members as well and invest

all the accumulated capital. A large number of studies (King & Vullnetari, 2009, 391; Dustmann and Kirchkamp 2002; Ilahi 1999; McCormick and Wahba 2001; Mesnard 2004) argue that it does not matter whether return migrants register themselves as job seeker or entrepreneurs, the country itself would profit from all forms of capital they bring back. It is widely shown that there is an increase in the start-up investment curve and self-employment, transfer of skills and knowledge. Despite all of the above, it depends on the country's policy premises to effectively utilize the human, financial and social capital of returnees.

Whether or not return migration becomes an empowering story for those who come back, it heavily depends on the policy-makers' potential in deliberately and coherently addressing the needs of returnees from a holistic, multidisciplinary and coordinated approach.



IV. ANALYSIS OF INSTITUTIONAL AND REGULATORY FRAMEWORK ON RETURN MIGRATION

This part of the study provides an assessment of the current legal, institutional and policy framework regarding return migration and reintegration.

4.1 STRATEGIC AND REGULATORY FRAMEWORK

Currently, the Albanian government does not have a national strategy concerning the reintegration of returned Albanian citizens. The former Strategy on the Reintegration Process of Returnees (2010-2015) expired in 2015, since then, no new policy document has been drawn up. Different aspects of the returnees' integration have been partially tackled through sectional strategic policy documents, which have considered and treated the reintegration of returnees in different areas such as, education, employment and social safety, recognizing them as a, particularly vulnerable group. However, these policy documents do not provide a comprehensive and holistic approach toward a sustainable reintegration process of the returnees.

The two most important policy documents on migration are The **National Strategy on Migration and its Action Plan 2019-2022**. The development of the migration governance policy and its action plan does represent a key milestone in achieving the SDG Target 10.7 to facilitate legal, safe, responsible migration and mobility of people, including the implementation of well-planned and well-managed migration policies. The Strategy and Action Plan provide a wide range of actions across four main domains, including measures that aim to facilitate the migrants' return and their socio-economic reintegration into their homeland. Although the strategy touches upon the reintegration issue, no significant progress has been achieved so far (UNDP, 2020). The Ministry of Finances and Economy and the Ministry of Interior are the principal governmental institutions in charge of the implementation of the National Migration Strategy (2019-2022). Technical Committee on Migration led by the Deputy Minister of Interior and composed of

Heads of Departments of each ministry/institution assigned with the responsibility of implementing the Strategy and Action Plan on Migration. The Steering Group on Migration will be established as a consultative body to oversee the overall progress made in attaining strategic migration policy objectives and in improving coordination mechanisms.

Regarding the labour market reintegration, the **National Strategy for Development and Integration** as well as the National Strategy for Employment and Skills Development along with its Action Plan foresee several measures in addressing the challenges of the returnees as well as in accessing decent jobs provided by the formal labour market.

The **National Strategy for Development and Integration** (NSDI) 2015-2020 represents the core strategic document that meets the European Union (EU) integration agenda with the country's sustainable economic and social development. One of the key objectives of this strategy is to enhance the sustainability of return migration through the support of these returning migrants' reintegration. The strategy sets up measures to increase capacities of Migration Counters; to provide information and support to various categories of migrants; to enhance actions for the recognition of skills and qualifications (both formally and informally) obtained abroad by Albanian citizens and their integration in the foreign labour market; enhancing active labour market measures, including VET training, for returned migrants to facilitate their re-integration; promote self-employment and entrepreneurship activities among returning migrants in rural areas and the formalization of their activities.

In addition, the **National Strategy of Employment and Skills, 2019-2022**, indirectly foresees several measures in terms of labour market reintegration of the returned migrants. Some of these measures are: establishing a monitoring mechanism that will trace the situation, especially that of people affected by migration, diversifying VET offers according to migration trends, improving the labour administration too, which is responsible for the state employment and migration policies.

The Development **Strategy of Pre-University Education indirectly** addresses the issue of the returnees' re-integration, providing free coursebooks and psycho-social assistance for the returnee pupils.² In some cases, Regional Educational Directories are charged with specific responsibilities and tasks in order to assist the reintegration of these returned children.³

The National Youth Action Plan 2015-2020 foresees the recognition of vocational training certifications, including work experience acquired abroad too. The action plan aims to support returned youth through the establishment of financial support mechanisms (such as the youth support fund scheme) and the creation of facilities for information exchange and communication sources.

The Law "The Emigration of Albanian citizens for employment purposes" No. 9668, 18 December 2006) stipulates several measures for the reintegration of returnees and provides protection for the economic, political and social rights of emigrants. According to Article 13 of the law, "The state shall encourage the voluntary return of migrants to their homeland and their reintegration in accordance with the economic and social life of the country, through the creation of legal, financial and fiscal facilities and implementation of business, employment and vocational training development programs."

The National Strategy of Diaspora (2018-2024) sets up several measures to promote the return

of skilled migrants and empowers sustainable businesses development for those who return.

Law No. 65/2016 "On Social Enterprises in the Republic of Albania"

The purpose of this law is to regulate the activity of social enterprises, with a view to protecting and

social inclusion of vulnerable groups through provision of employment opportunities. They contribute to social protection and the support of disadvantaged including migrant workers who relocate or are displaced within the country.⁴

4.2 INSTITUTIONAL FRAMEWORK

The Ministry of Health and Social Protection is the primary state institution charged with the responsibility of offering social protection and access to health services for the returnees. The Ministry supervises the activity of the State Social Service which provides crucial services to vulnerable categories, including returnees too.

The Ministry of Interior, through the Department of Anti-Trafficking and Migration, constitutes the main governmental institution in charge of the migration policy. The Migration sector of the department is responsible for the drafting of strategies and policies related to migration, exchange of information and provision of technical assistance to regional and local structures.⁵

Monitoring reports on the implementation of the National Strategy of Migration, 2019-2022, and Plan of Action are prepared by Technical Committee on Migration, established in July 2020 as a horizontal body at the Ministry of Interior's Emigration Section.⁶

Department of Border and Emigration, Albanian State Police is responsible for collecting desegregated data on returned migrants (forced or voluntary). However, it is to be admitted that the information on the district of residence is seldom

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2 Instruction No. 44, date 21.08.2013 on determining the criteria and procedures for the recognition of pre-university certificates and diplomas of Albanian students returning to the country

3 See https://migrationnetwork.un.org/sites/default/files/docs/1-final_-_consolidatedreport_gcm_vr_albania_27_tetor_2020.pdf

4 DCM No. 56, datE 31.1.2018 On the definition of Concrete Categories of Disadvantaged Groups

5 Internal Regulation, Ministry of Interior. https://mb.gov.al/wp-content/uploads/2019/06/Rregullore_Ministria-e-Brendshme.pdf

6 PM Decree no.99/2020.

registered as well. Returnee's access to information regarding the available institutional support for this category of people is rarely provided by the authorities (UNDP, 2020)

The Ministry of Finances and Economy is responsible for the labour migration in the country in cooperation with other ministries. It develops policies about employment and vocational training which facilitate labour market reintegration of Albanian returned citizens. It develops and monitors employment, the labour market and education and professional training, emigration and labour migration, health and security in the workplace as well as pensions. Through its Department for Employment Policy and Professional Training, the Employment and Migration Policy Sector, this ministry is responsible for maximizing the impact of policies on employment to all citizens, including migrants.

National Agency of Employment and Skills Development offers employment and migration services through the establishment of migration counters in order to facilitate the migrants' re-integration into the labour market.⁷ Returned migrants can obtain information on employment opportunities and employment services from the regional and local employment offices.

The former Strategy for the Reintegration of Albanian Returned Citizens (2010-2015) foresaw the establishment of **36 migration counters (information desks)** located in the regional employment offices across the country. They were supposed to serve as information access centers for immigrants, emigrants and potential emigrant groups, offering them guidance, consultation and information upon return. Furthermore, they would serve as mechanisms for registering return migrants⁸. However, the establishment of these centers did not prove to be successful, considering the fact that they provided a limited number of services and only few migrants registered voluntarily. Return migrants faced challenges in accessing personal identification cards, certifying their school diplomas, and receiving legal assistance

(UNDP, 2020). Only a few return migrants are aware of the information provided by the governmental programmes on migrants' reintegration (Kerpaci and Kuka, 2019). In addition, the establishment of a returnees' database and the strengthening of the capacities of migration counters continue to be far behind (Observatori, 2016).

The Government established the **State Ministry of Diaspora** which was responsible for designing and monitoring the implementation of the diaspora policy in coordination with other ministries. The Ministry was closed in 2021 after the announcement of the new governmental structure consisting of only 11 ministers. In addition, there were established several agencies responsible for addressing Diaspora issues, such as: The National Agency of Diaspora, Diaspora Development Fund, Diaspora Commerce Chamber, Research and Publications' Center of the Arbëresh, and the Publishing Center of Diaspora. The Parliamentary Sub-commission of Diaspora and Migration, State Committee of Diaspora, Diaspora Coordinative Council and the Nation's Ambassadors Network have also been created over the past years.

The Albanian Investment Development Agency (AIDA) is an institution that is part of the Ministry of Finance and Economy. The focus of the Agency is on enhancing the competitiveness of the private sector, strengthening the export potential of the country, and promoting/supporting foreign direct investment in Albania, as well as promoting the country's tourism potential. AIDA provides access to up-to-date information, provides an efficient way of communicating with government bodies and serves as a "One-Stop-Shop", supporting investors throughout the investment process. Although the Agency undertakes all necessary initiatives for the development of the private sector and for the improvement of the business climate, it does not discriminate between investments from return migrant, diaspora or foreign investment (Ril, October 2021). Though, AIDA has prepared a Plan and to identify successful return migrants in Albania and explore their potentials and help them to create their business in the country, no additional follow up

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7 <http://www.shkp.gov.al/sherbimet/sherbime-punesimi-prove/>

8 Amendment to the Order No. 2086, dated 13.11.2007 "On the Form and Content of Migrant's Register and the Registration Procedure in conformity with Article 104(4) of the Constitution of Albania and Article 12 of the Law No. 9668/2006 on the establishment of a database on Returnees Registered at Migration Counters

is available on the implementation of this initiative (Migration Network, 2020).

Currently, there are few committed initiatives / programmes led by DIMAK- GIZ⁹ and IOM¹⁰ on returnees and the Albanian diaspora. Actually, in most cases, post-return assistance programmes are provided to involuntarily returned migrants, who are not settled in all the regions of Albania. Therefore, it is difficult to ensure a sustainable long-term impact on this situation. Although, IOM has given continuous support to the Government of Albania related to the assisted voluntary return and reintegration of Albanian migrants (United Nations Network on Migration, 2020), more efforts are needed to make such initiatives sustainable over time.

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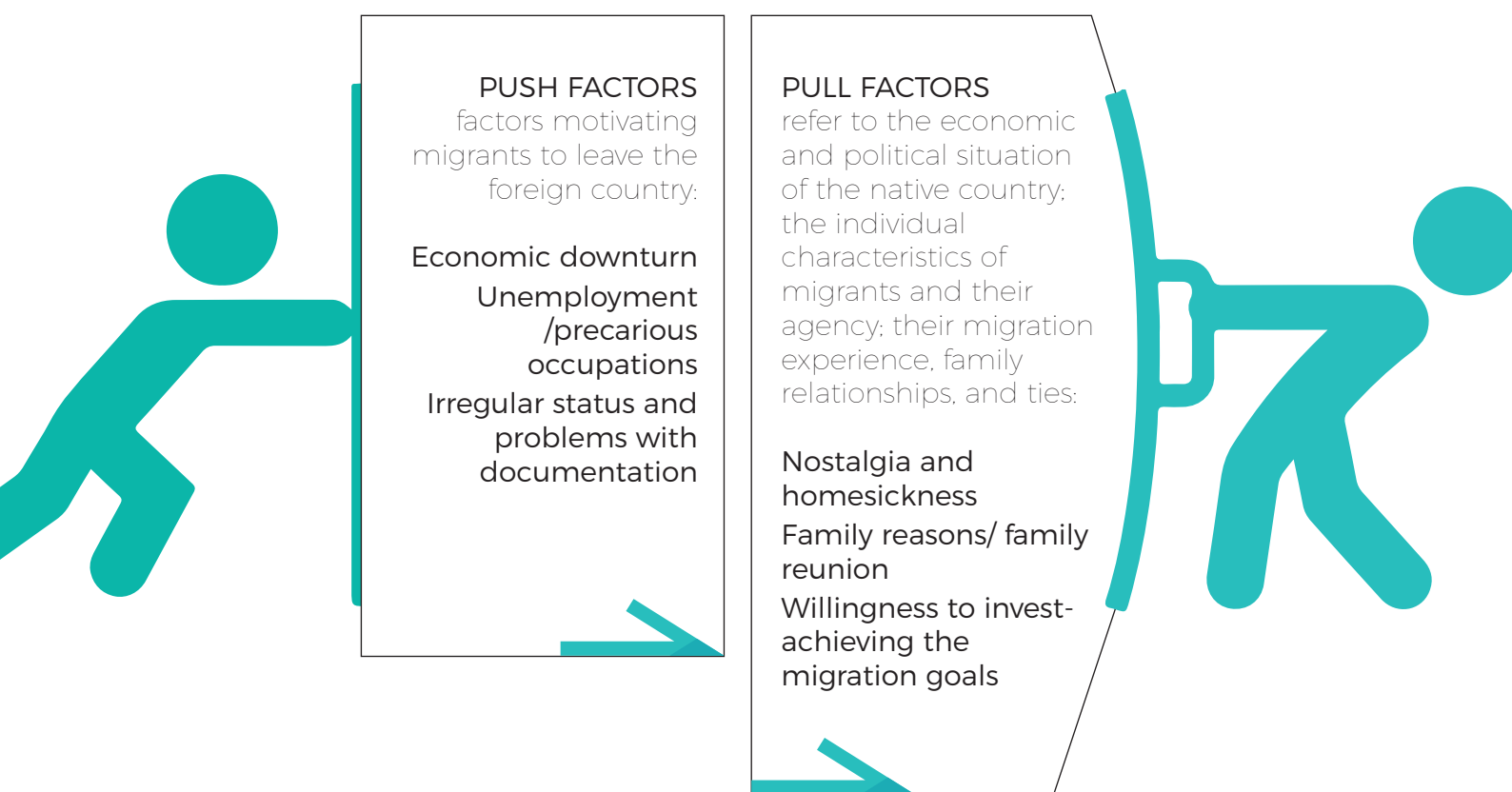
- 9 The programme facilitates the reintegration process of returnees. For more information see: <https://www.startfinder.de/en/advisory-centre/german-information-centre-migration-vocational-training-and-career-dimak-tirana>.
- 10 The programme engages the albanian diaspora to the social and economic development of Albania. For more information see: <https://www.adbc.al/en/iom-albania-diaspora-programme/>

MAIN FINDINGS



V. PROFILES OF RETURN MIGRANTS AND REASONS FOR RETURNING

Findings from the interviews have pointed out three main reasons behind the decision of migrants to return to their home country, Albania. It is crucial to pinpoint the fact that the return to Albania was mainly affected by the above-mentioned "push" factors in host countries, rather than "pull" factors in the origin country.



5.1 REASONS FOR RETURNING

5.1.1 ECONOMIC CRISIS

Experiences of return migrants indicate that the decision to return was somehow constrained by the economic crises that swept Greece and Italy. Due to the economic downturn, many migrant workers lost their jobs and were unable to survive financially in the target countries. The Albanian immigrant men were the first to be hit by the Greek austerity

measures since they were mostly employed in the construction sector, which was heavily affected by the crisis. In addition to concerns related to employment, the extremely high taxes and the decreasing demand for jobs worsened their families' incomes. In turn, they either started to work in extremely precarious occupations or were left without jobs at all. So, in the aftermath of the crisis, it seems that they were left with no choice other than to return.

Meri, 41 years old, reveals:

After the 2008 economic crisis, I started to think about new opportunities, outside Greece. I considered returning to Albania among other places because I thought I would have the support I needed. I ended up returning in 2012, for economic and personal reasons. Although my parents still live and continue to work in Greece, I was the only one who returned to Albania. My parents didn't prevent me from doing so. (Meri, 41)

In the meantime, they proved that Albania had changed considerably from when they first left. Yet, although in their view changes had occurred, these developments were only minimal, and in reality, they faced another type of depression in their home country, accompanied by a sense of alienation, as well.

From 1998 to 2004, Greece experienced substantial development. Everyone, including emigrants, was making progress. Afterwards, I noticed how things were deteriorating; there were fewer clients and high taxes, which made it difficult for anyone to pay off their obligations. In the meantime, I had two kids, and it was impossible to make ends meet. We decided to get back in 2011, as we had often heard on TV how Albania had changed. Sadly, the changes were made only for advertisement purposes, apparently. [...] I was the one who decided we should return. My family supported the decision, but after we got back, we faced a different kind of social depression. I felt as if I was a stranger in my own homeland. Everything seemed to have changed from the outside, but that was only due to economic developments. Of course, compared to how I left Albania, without electricity, potable water, and shacks, there were definitely some improvements (Sander, 53).

Those who were constrained to return because of the crisis, unemployment or lack of opportunities in the host countries seem to be less likely and unprepared regarding their investment paths in Albania. Although this group of returnees do not consist of those who were somehow forced to return because of the host countries' authorities and their irregular status, they seem to be far away

from achieving their migration goals and closing successfully their migratory cycle. Subsequently, due to insufficient financial capital, this target group was also amongst those who were still thinking to re-migrate again to other EU countries.

5.1.2 NOSTALGIA

Another important reason for the prompt return was the homesickness that had overwhelmed some of these migrants. This was combined with nostalgia, memories of their childhood and feelings of belonging. Ledi 47 years old, reveals:

When you reach a certain age, you tend to yearn more for your homeland. I was 22 when I left, and I came back when I turned 51. My family home is here. My mom passed away when she was young, 44 years old, and I couldn't leave my dad alone any longer. If I hadn't had this house and if I didn't have this unrelenting nostalgia for my homeland, I wouldn't have returned. I've had about all the fun I can stand when I was in Greece, but now I want to enjoy the comfort of being in my own home (Ledi, 47).

Some of these migrants already owned property in Albania, which was inherited by their parents. They yearned for a stable and comfortable life in their own country, and having a property back home pushed them to make the return decision faster.

5.1.3 FAMILY REASONS

Other reasons for returning were family obligations and mostly the "duty to care" for the older generation. Most of the returnees had considered the deteriorating health conditions of their parents, who needed constant care from their children when deciding to return to Albania. Some return migrants had left their children in the care of their parents, so they could work longer hours in the hopes of building a stable future for their children. Yet, the long working hours and the distance from their children pushed them to come back. Although the economic crisis was not among the major reasons for returning, they could not take their children to Greece either due to their irregular status or other personal reasons. For example:

[I visit Albania very often because] my parents live there. My children also go to school there, and only during the summer holidays do they come [to Greece] and lend a helping hand in the tavern. Whenever returned to Albania every winter, we would have to take them out of school and register them here, which would cause us a lot of trouble. Eventually, the kids grew up, and I couldn't leave them alone any longer. They are the main reason I returned. [...] Also, we got tired of working for about 16 hours a day in the tavern. We weren't affected by the crisis, because we still had a lot of work. [...] Getting the papers turned out to be a little difficult. It's been more than four years since I returned, but I keep going back for three months when it's the peak season (Aldo, 53).

The stories and reflections shared by many migrants reveal the worries they had for their parents as well. There was a strong attachment to family and kinship members, parents, and the homeland in general. Although one interviewee had taken their parents to Greece, they did not feel comfortable living in a foreign country despite the high number of Albanian migrants living there. The older generation could not resist staying in Greece. They expressed concern about their properties back in Albania, in which they had invested their earnings. It is to be noted that some migrants expressed their anguished feelings and duty to take care of their parents:

I'm the only son, and my sisters are both married. So, it is only me having to take care of our parents. I brought them over to Greece two or three times, but the longest they could stay was for two or three weeks. There were a lot of Albanians nearby, so they could socialize with them, but they were used to the comfort of their hometown. We live in a village between Korca and Maliq where we have invested in a great house. My dad was afraid that the house would deteriorate if they didn't live there, so they had to stay in Albania. We couldn't get them to stay in Greece, so we were obliged to return, to take care of them (Dardan, 38).

Therefore, as it can be understood from the above-mentioned citations, the return path was to some extent shaped by their desires and obligations vs their families.

5.1.4 FREE WILL- ACHIEVING THE MIGRATION GOALS

Finally, another group of migrants that we interviewed was the ones who had accumulated enough earnings and thought of investing in Albania. This group seems to have lots of potential in terms of financial, social, and human capital since their return was entirely voluntary and not necessarily constrained by the economic crisis or other family-related factors. These migrants constitute those whose migration trajectory could be seen as a success story, or as Gedeshi and King (2018) report, the ones who have achieved their initial migration goals.

One interviewee, for example, pinpointed the fact that there were certain needs in their home country, Albania that could be achieved with less capital than if they had opened the same venture in Greece. Moreover, this interviewee expressed their awareness at having to work in physically demanding jobs (i.e. construction) in Greece, which was beginning to take a toll on their health. Returning to Albania was a low-risk decision for them as they could get a job back or start a new business through connections if they decided to return to Greece again. Aurora, a returnee to Voskopoja, said:

Like most Albanians there, we were affected by the economic crisis, but my husband would still be able to find some work through his connections. Whereas I could immediately get a job back if I were to return or at least open a new business with all the skills and knowledge I gained abroad. My siblings came over to visit us in Greece, and they suggested that there was a need for this kind of work (bakery) in Voskopoje. We took this into consideration because my husband was tired of working in construction. It was time to come back and invest in home country (Aurora, 40).

5.2 INVESTMENT AVENUES AFTER RETURN

The maintenance of interpersonal and family bonds with the home country facilitated the decision to return and created the premises for the investment of capital. It is interesting to note that our empirical

evidence suggests that return migration was not a necessary permanent decision, but a dynamic cycle involving multiple back and forth migration episodes before settling. The propensity to set up and manage a business seems to be a viable option for those willing to transfer the capital gained abroad. Our narratives show that some migrants had already developed an investment and business management plan in advance:

We returned because our family's home is there. Voskopoja started to gradually develop. I used to come back almost every three weeks in Albania. I traveled by bus on Fridays and I would go back to work in Greece by Monday. Every time I returned home on holiday, I thought about investing our savings and having something of our own, which would be better than working for someone else. This was my main motivation. [...] I didn't discuss my business idea with anyone else from my relatives who lived here. It was a resolute decision (Drini, 44)

I bought the house and I figured that the only way I could make a living here would be to transform it into a guesthouse. [...] I made everything myself, one room at a time.

(Denald, 53).

I hadn't thought about where I wanted to work upon returning to Albania because I've only completed high school. I don't have a profession. I mostly hoped to open a small business, a coffee bar, or a small restaurant. I accumulated sufficient experience to survive in the market. [...] I hadn't thought about any other business plans or investments. It would either be a coffee bar or restaurant, or a poultry farm (Sajmir, 46)

Our narratives show that business ventures were primarily focused on tourism and agriculture; this was due to the lack of experience in other business opportunities. These businesses came to life slowly, as return migrants started to save and invest in their homes year by year.

5.2.1 SOCIAL NETWORKS HINTING WHERE TO INVEST

We observed that social networks served as safety nets for ensuring labour market reintegration of returnees when other resources were not available. They were helpful in a variety of ways, either assisting migrants with information, facilitating their entrance into the labour market. The acquaintances of these return migrants had opened similar businesses in the sectors of catering and tourism, and their experience helped facilitate and bring to life their businesses, directing them on the risks associated with certain business ventures, and providing them with information on legal and business procedures in Albania.

I used to come over here 2-3 times a month and I knew what went on over here. We came by five times a year. For example, my brother-in-law came from Greece and has a tavern a little further from here. My wife started the business and assisted them as well with the cooking.. [...] In 1994 we opened a small shop and then expanded it through years. Our family friends came over to visit us and suggested this idea (Miri, 45)



VI. LABOUR MARKET INTEGRATION CHALLENGES

Previous work experiences in construction or catering, have enhanced the human capital of migrants. They got new ideas and knowledge on how to set up and manage a business. Besides technical skills in cooking or construction, modern use of technology, they have also benefited from the hospitality skills or even from the social capital gained abroad.

6.1 REINTEGRATION SUPPORT AND ASSISTANCE BY THE STATE

Re-integration support constitutes an essential component of the post-return experience of returnees, particularly in the labour market. Concerning the institutional support, returnees state that they are unaware of any supporting programmes at all. As Meri 41 states, "I'm not even aware that there are institutions which offer assistance. I have no information about this, nor have I read about it anywhere". Returnees find it hard to adapt to the labour market although their experience has equipped them with 'know-how', skills and competencies which give them a competitive advantage in this market. Besides this, they claim that the experience gained abroad was sometimes not useful or not as much appreciated as they expected it would be. Nela, a 50-year-old woman claims: "It was hard for me to adapt to the labour market, even though I was open to working anywhere, in the beginning, I felt that my experience was not appreciated. Communication and contact with government institutions were quite challenging. Even for insignificant things like obtaining a simple certificate, they barely replied".

The central government on the other side has announced several supporting schemes for the labour market integration of returned migrants, but most returned migrants declare that they have not received any support or concrete assistance. "We've heard of the government aid and reintegration programs, but only theoretically. In practice, we haven't benefitted from any of these" claims Ilda, a 34-year-old woman. They declare that they do not find a way to approach these programs and some others aren't even sure if they exist. The same was mentioned by other migrants:

"Being an intellectual myself, I looked for reintegration programs but couldn't find any. Even though I had held important positions. That's why the first year after I returned; I got hired in another company and went to North Macedonia." (Sander, 53)

"I'm uncertain whether there are any reintegration programs in Albania because you have to look for them, but I haven't received any type of support or aid. [...] No, I haven't been contacted by the Embassy nor by any other institution" (Sajmir, 46).

As identified previously in this study, most of the returnees opened their own business upon return. These entrepreneurship initiatives came out because they wanted to valorize their abilities, skills, and 'know-how' gathered in the host country. None of them received any support from the government for their start-ups. As one participant recalls:

"We started our own business from scratch, with nobody's help. My husband and my father started the construction at home. My brother would sometimes come over and help them. Afterward, we started buying the things we needed for the bakery. We got everything ourselves. When we finished equipping the bakery, we built another house and we left it on rent (Aurora, 40).

Others pointed out the same problems:

I haven't asked for any financial support from the state. Everything I needed, I already had it myself, or I was supported by my family. Andi, 41

I've heard of migration offices but I've never applied. My family has been the only one who has supported me. The government only gave us the lockdown compensation salary. But as returned migrants, we haven't received anything. Dario, 30

It is interesting to note the fact that few participants claim that civil society organizations have been the only support for their reintegration into Albanian society. This support was mainly focused on business management assistance and different aspects of business promotion and communication. The following case provides a good illustration of such support:

[...] The only support we've received is from some civil society organizations who advertised online the guesthouses of Voskopoja and that was it. Meanwhile, in the North there have been many investments. In Theth for example they have even distributed cash! Whereas I do everything by myself. I pay taxes for my house, the City Hall and everything (Denald, 53).

The support during the pandemic situation was another area of interest for this study. Overall, there was not any dedicated support targeted for their businesses. For the ones who were registered, the government provided financial incentive packages that were the same as for all other businesses in Albania. The following quotes illustrate the support they have received:

No, there were no compensations from the government. Besides, the pandemic did not affect us that much because we run a bakery. But they did give us 40000 ALL for the bar (Aurora, 40)

Not only is the government unsupportive, but they even try to attack you. I've done everything myself, without anybody's help (Alba, 24)

We didn't get any compensation from the state during the lockdown, because we were not registered then. However, some people in the area did. Now that we got the license, we got enough work (Beni, 58).

The returnees reported that they have not received any support from the state for establishing their

businesses, not even basic support related to services such as getting electricity and water. Not only that, but others faced difficulties in the recognition of documents and papers related to their businesses.

6.2 CHALLENGES IN SETTING UP AND MANAGING A BUSINESS

Our narratives showed that being a successful entrepreneur in Albania depends much more on how enabling or friendly is the business environment. Businesses operate in an environment that includes both macro and micro factors. So, it is important to manage the factors that come from the macro environment and which are related to the economic situation, political and legal environment, social environment etc. If the environment provides proper and favourable conditions, of course, that the business will have more chances to be successful. In our study, this environment is not as encouraging to develop successful businesses. Their narratives show that **bureaucratic procedures** were one of the main challenges they have faced:

No, I haven't received any support from the state. I requested support from the Municipality but I didn't receive any help in return. They wouldn't even provide me with electricity. They wanted me to open the business, obtain a license, and only then could they provide me with electricity. This was quite a long process (Andi, 41).

Bureaucratic procedures in the **recognition of previous learning certificates** were revealed by other respondents:

They (name of central level institution) didn't even recognize my certificate due to bureaucratic procedures. But without the cook's certificate, I wasn't allowed to start the business. So, I had to take a course here. We have a folder in which I store all documents related to the business. Food that's been tossed away, training conducted each month, the disinfection file, the register for waste management, the register for equipment cleaning, etc. All of these are useless.

(Dardan, 38).

Return migrants also criticize the work of the institutions that are supposed to financially help them in building a business. They state that they did not receive any **soft loans** assigned for businesses, which was a priority sector of the home country, and normally as such should be supported with grants to push investors to engage in this sector. Nevertheless, they declared they have been faced with lots of **pressure and bribing** from officials who were in charge of soft loans distribution schemes. Below there are few examples:

I had no support from the institutions, no soft loans, nothing. I remember hearing about a programme, but they seemed to be more interested in their profits rather than helping me out. So, I started the building last year in March and opened it in November. [...] No, I didn't apply to this programme nor any other programmes. I was too disappointed by [name of institution] and I wanted nothing to do with them anymore (Ledi, 47).

If I had received a soft loan by the (name of the programme), I would have bought this. But when the programme's representatives showed up at my doorstep, they asked for their "coffee", without even starting the process. Whether the grant would get approved or not, they still wanted their share. If you applied, they financed up to 60% of the total value and you could receive up to 450.000 Euro. As soon as I heard about "the coffee", I didn't apply at all. I wasn't used to bribing in Greece. (Dardan, 38)

No, I didn't get any aid or soft loans from the government. I started everything with a debt of 40000 ALL and luckily, nowadays, I'm quite well off. I pay every penny I owe in taxes! The state gives us nothing in return; moreover, they even pressure you to vote for them, or otherwise, they put you out of business. People were the only ones who supported us, not the government.

Beri, 55

As it is evident from our narratives, complaints were mostly related to the **tax system**, such as high taxes, fiscal and administrative burdens, volatiles tax rules, frequent changes to tax regulations and difficult

taxation procedures and access to loans and unfair competition.

6.3 UNFRIENDLY BUSINESS ENVIRONMENT

Strict rules and punishment-oriented behavior from authorities are also other problems for the proper function of the returnee's business and remained an obstacle for doing business:

They do not feel the sense of cooperation and synergy which they were exposed to when living in the neighboring country. Not only had this but they encountered an unfriendly environment which according to them is explained by a hidden request of the authorities to make money from the business.

I wasn't used to bribing in Greece. Even if the tax authority would perform an evaluation on my business in Greece and would identify any problems, they would kindly warn me and instruct me to contact my accountant to avoid getting fined. Meanwhile, in Albania, they can fire you without even stepping on the premises of your business! In Greece the government institutions were very helpful: in fact, they knew I worked on the black and they pretended not to know. Not only is it unimaginable to do that here, but we pay insurance for all of our employees (Denald, 53).

Returnees do not feel safe about their investments and properties. The issue is related to the fact that in some regions in Albania they still have problems with property owners and **property certificates**. Not being equipped with the property certificates means difficulties related to potential investments in the future which might be essential to improve its functionality and use it properly. So, the returnees state that conditioned by this situation they were obliged to break the rules and invest in their properties without **permits**.

When we first returned, the situation was a bit different. One of the main problems in Voskopojë is that they don't give out construction permits and this has caused us a lot of problems. To this day, we still do not have the construction permit.

We've built indeed, but without a permit. The only thing we have is the certificate for the field. The electricity provider required a valid construction permit, otherwise, they wouldn't provide you with an electricity contract. (Andi, 41)

The biggest issue here is obtaining a construction permit. We (me and my family) faced several issues after we returned. Firstly, with regards to culture and integrity; social affairs, and the interactions with the public administration: they were unable to provide us with any services or attempt to understand what we were looking for. (Sander, 53).

Uncertainties over land and property rights were present in the narratives of many migrants along with the **gaps in public infrastructure** (unreliability of the energy supply; poor water infrastructure). In addition to that, some of them were as well concerned about shortages of skills in the labour market, since they could not find skilled workers. The bottlenecks of the business environment seem to hamper foreign investment from returnees which is essential in enhancing the competitiveness of the economy.

They were indeed disappointed by the fact that not only they did not have any incentives, but on the contrary, authorities scrutinized them to a larger

extent compared to other businesses. Although few returnees from Italy had already set up transnational economic partnerships, bringing back modern technology and work ethic, they felt abandoned and acknowledged the lack of support as a major drawback.

The majority of participants in this study revealed that they had been faced with administrative and institutional constraints due to bureaucratic procedures, corruption, high taxation and informality, unfair competition. Moreover, the instability of political and economic systems has further hampered their business efforts, which in turn produced feelings of disappointment and regret for investing in Albania.

I regret returning, but I had to, because of my parents. Even though I worked for about 16 hours per day there, I felt more comfortable. I didn't get any headaches. By the end of the month, I received my full salary, I paid taxes, electricity, rent etc. And it still cost me less than what it costs here. Meanwhile, here we have to pay for every service. It costs approximately 90000 ALL to buy water in Voskopoje, every month. Not to mention the mental fatigue caused by curfew hours! (Drini, 44)

VII. CONCLUSIONS

In recent years, Albania has faced a comparatively large influx of return migration, which sloped significantly upwards in the aftermath of the global economic crisis. Due to the deep recession crisis, the economic situation of Albanian migrant families in the two major destination countries Greece and Italy has suddenly worsened, with unprecedented rising levels of unemployment, resulting in financial hardships. Among those who returned voluntarily, the economic downturn was the predominant reason behind the outward migration.

Regardless of the pull and the push factors that shaped return decisions, almost all the returnees experienced several reintegration challenges, particularly in relation to labour market reintegration. Our study found that none of the returnees have had the chance to receive information from Migration Counters, and the reason behind this was because they were not aware of the existence of such mechanisms. They found it difficult to receive information, orientation, and guidance about possible sectors they could invest their savings. Narratives from our respondents revealed that they had little information about local regulations and legislations for starting a business or public services deemed for returnees. Such information was mainly provided by their family members and friends.

Though the business environment is of utmost importance for private investors, the findings show that returnees perceived the business environment in Albania as being unfavourable, which in turn had adverse implications for their business. Policies for attracting (foreign) investments do not discriminate between migrant entrepreneurs or (foreign) investors. Although in terms of business management this is related to business competitiveness in the market, returnees felt disappointed with such policies.

The majority of interviewees stated that bureaucracy, widespread informality, and corruption have been major impediments to their reintegration into the labour market. They struggled to get the papers done and said that the state exercised a tough policy against them by demanding several documents. In addition, the country's infrastructure

gaps, feeble public investment, and non-transparent business procedures regarding investments and soft loans were perceived as serious impediments to their successful reintegration into the labour market. The prevailing services and information available to returnees lag far behind the desired standard. Such services were either fragmented or ad hoc, mostly project-based ones.

In addition, none of them had received financial aid or incentive packages upon their return. They voiced their concern about favoritism for providing such incentives. In the aftermath of the COVID-19 outbreak, they expressed concerns that their enterprises will be closed down. Interviews reflected negative rhetoric and regret investing in Albania. Feelings of disappointment and helplessness were present in all those who had invested in Albania.

Although for some interviewees, the return trend was permanent, for many others, the return was temporary. This might also be related to the circular patterns of Albanian migration, which consists of many back-and-forth movements between the origin and the host countries. Yet, the lack of reintegration policies might as well serve as the main push factor for the remigration of returnees in the near future (INSTAT & IOM, 2014). Return migration, according to our narratives, was viewed as a disruption to migratory plans and ambitions in the face of economic adversity rather than the endpoint of their migratory trajectory. This group of migrants felt quite insecure about their future in Albania.

It is noteworthy to emphasize that such pre-mature return of migrants in the wake of the financial crisis was not accompanied by the accumulation of necessary social and financial capital before relocation to the origin country. On the other hand, those who were prepared for their return well in advance and had an orientation and investment plan seem to be more economically stable upon return. They maintained strong family and kinship ties, either by visiting Albania several times or by using social media communication tools, which in turn proved to be essential when resettling back home. Our study found that returnees whose migratory goals were fulfilled were more likely to be considered as potential investors and agents of

economic development. They were able to capitalize on the skills they gained abroad and, as such, they had better employment prospects in Albania.

Our findings suggest that re-integration infrastructure and structural factors have shaped patterns of post-return in the labour market. Such factors constitute among the necessary conditions for promoting the investment of capital, know-how and "know-who" earned abroad. It is noteworthy in that it emphasizes that pre-return preparation looms large in post-return experiences, a finding that is consistent with other research scholarships in the field (Mähönen and Jasinskaja-Lahti, 2012; Cena1 & Heim, 2021).

In conclusion, the current study contributes to our understanding of factors and actors that shape and hinder reintegration patterns in the labour market. Although there is no silver bullet or one-size-fits-all solutions for addressing the labour market reintegration challenges of return migrants, a holistic approach is necessary to address their complex needs. Failure to address the immediate reintegration needs of returnees through creating an enabling policy and institutional framework might further exacerbate and undermine their development potential. Therefore, to take advantage of returnees' potential and harness their "know-how" for economic and social development in their home country, the entire cycle of reintegration should be enhanced and be made more efficient through the following policy recommendations.

VIII. RECOMMENDATIONS

INCREASE INFORMATION AND AWARENESS

Given the considerable changes in their country of origin, it is of primary importance to inform return migrants on the legislative framework, employment and private business opportunities in Albania. To achieve this goal, the following measures should be undertaken:

- » Enhancing technical and human capacities of information centres (migration counters-MC) to provide support and counselling; Scaling up and operationalising MC at all local self-government units to ensure a better outreach to the target group; MC should facilitate the provision of information on the domestic legislation; information on medical services, social programs, pension security, and documents related to citizenship; as well as practical information for investment and labour market opportunities in easy absorbable language;
- » Developing an information portal that provides comprehensive information to return migrants;
- » Raising awareness on the available services to return migrants through informative brochures/ advertisements in airports, municipalities, health centres, schools and other institutions (such as ADISA) to make sure that they are well-informed on the services available to them;
- » Systematic information provision and distribution of return migration data by respective authorities; disaggregated data and factsheets uploaded in the online platform/ websites;
- » Effective communication and advocacy tools to inform, influence, or raise awareness of public officials, media and other key actors involved in issues concerning returnees.

FACILITATE ACCESS TO LABOUR MARKET

- » Addressing the employment issue is an essential step in the reintegration of returnees in their country of origin to ensure their financial independence.

- » Promote targeted employment promotion programmes that maximize returnees' human capital and provide an impetus for profiling them to specific sectors of the economy;
- » Requalification training and workshops should be conducted to increase and diversify the skills of the returnees according to the most demanded jobs in the domestic labour market;
- » Improving and/or establishing procedures for validation of knowledge and facilitating the process for the recognition of education/VET certificates obtained abroad;
- » Job placement support and skill matching programmes to increase employment prospects of returnees; Liaise with private operators for the provision of job placement programs/ apprenticeships;
- » Benefits, in the form of financial or technical incentives, should be made available to companies that employ returnees.

SUPPORT ENTREPRENEURSHIP AND SELF-EMPLOYMENT INITIATIVES

- » Develop tailored programmes that support entrepreneurship and start-ups in sectors where migrants could apply the skills and experiences acquired abroad;
- » Establishing a more enabling business environment through specific incentive schemes for businesses established by returned migrants; institutions and donors should provide financial support to promising business projects and start-ups; maintaining favourable fiscal policies, custom facilities, technical assistance, financial incentives such as tax reduction and better loan conditions for those who generate employment;
- » Long-term mentoring and coaching assistance for those willing to pursue a self-employment sector;
- » Raise capacities of business-related institutions & CSOs to support returnees in developing

business plans and applying for start-ups programs; assisting them in preparing business plans, financial and business management and tax payments, etc.;

- » Organize awareness-raising workshops regarding the legislation surrounding the area of micro-entrepreneurship.

ENHANCE POLICY & INSTITUTIONAL FRAMEWORK ON RETURN MIGRATION AND REINTEGRATION

- » Reintegration measures should be fully mainstreamed into other intersectional strategic documents and local action plans for sustainable inclusion;
- » A new action plan on the reintegration of returnees should be developed by the public to ensure a more inclusive approach towards their reintegration into the community;
- » Institutions that directly work with migrants should periodically undertake assessments on the policy implementation and the institutional gaps that may exist;
- » Implement a regulatory impact assessment instrument to review, monitor, and evaluate the

implementation and effectiveness of current legislation and measures on return migration and reintegration;

- » Return migrants should be included as a beneficiary group in local action plans and other strategic and policy documents of LSGUs; prepare briefs on lessons learned “Good practices of service delivery for returnees;
- » Draft guidelines and protocols for service providers on how to deliver services to returnees; providing public healthcare services, psychological consultation in due time;
- » Conduct comprehensive assessment on capacity needs and gaps in municipalities affected by return migration & assess the socio-economic potentials of returnees;
- » Establish and operationalize a clear and timely-efficient procedure/ mechanism for horizontal cooperation among key institutions involved in the integration of returnees, such as joint collaboration memorandums and other forms of inter-institutional partnerships.

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ANNEX 1.

(Labour market) Reintegration strategies of Albanian Returned migrants

Questions:

General question:

Tell me your life history?

Experience in the host country:

Tell me about your work experience in the host country?

Return to Albania:

1. Tell me about your decision to come back in Albania? What made you come back?
2. Did you come with your family or alone?
3. Who took the decision to return to Albania? Did your family members agree? Did they support your plan for coming back in Albania?
4. Did you have any orientation plan before coming back? What were the initial ideas/ plans?
5. Did you get any assistance from the migration counters or other reintegration programs/ institutions at local level?
6. If yes, tell me what kind of assistance did they offered? Labour market reintegration, socio-cultural, legal assistance? Was it beneficial?

SOCIAL NETWORK:

7. Did you have any family member or network of friends who supported you? What did they actually do?
8. What kind of problems you encountered when you returned in Albania?

Labour market reintegration:

1. Did you have any plans where you would prefer to work in Albania, in what sector of economy?
2. Did you have any investment plan?
3. If yes, tell me more about your concrete plan and how you ended up with that initiative? What were the main challenges you faced and how you solved the problems?

4. Who supported your investment plan? What other kind of support you would have preferred from the state institutions/ family network?
5. Did you have any opportunity to apply your work expertise, or the particular experience you got abroad in your actual job?
6. If you did not have any investment plan, where do you actually work? Are you satisfied with the job you do?
7. Did you have any opportunity to apply your work expertise, or the particular experience you gained abroad?
8. Is it difficult to manage work-life balance here in Albania?
9. How is the working environment/ climate different from that in the destination country?
10. Do you think that the working environment is supportive/ enabling?
11. Is there any difference in the ethical working culture? How does it differ ?

Psycho-social reintegration:

1. How was the return in Albania after x years? What things have changed so far in terms of socio-cultural aspects?
2. Were you comfortable with the new changes? Was it difficult for you to get used with the new environment?
3. You left Albania in x. Since then many things have changed. How did you experience these changes? Was it stressful? How did you managed this situation?
4. What about your social network here? Was it possible to connect with your old friends? Did you encountered difficulties in making new friends? Do you see any difference between the friendship here and that abroad?
5. What about education, social protection and housing? Did you have any assistance?

COVID -19 outbreak

1. How has the covid-19 situation influenced your decisions/lifestyle? How could you adapt to this new situation?
2. Did Albania meet your expectations (in terms of reintegration and life prospects)?

Future plans

What are your future plans? Do you have any plans for emigrating? If yes, what are the motivations for this plan?

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