



PROJECT

“LABORATORI PËR AKTIVITETE TË BIZNESIT” OR LABORATORY FOR BUSINESS ACTIVITIES

Report
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EXECUTIVE SUMMARY

The report contains details of accomplishments and performance of another successful year and the impact of financial contribution of Sharrcem Titan Group through LAB Project in the development of the agroforestry sector and the general economy of Hani i Elezit. In 2016, LAB provided extensive support in four sectors that were piloted successfully from the previous year's financing of nine new start – ups and is financially piloting two new sectors of five start- ups, four in Poultry sector dedicated for unemployed household widows and one experimental pilot for medical and aromatic herbs.

Extensive support was provided for the establishment of two new Greenhouses with 500 m² for vegetable production, five Orchards with 0.2 ha for growing Raspberries, two Vineyard orchards with 0.2 ha for growing table grape. New promoting program was provided in the Poultry sector to support semi-intensive egg farming and one experimental plot was offered for the cultivation of medical and aromatic herbs.

LAB was largely involved in promoting the successfully tested concept in primary school in Gorance and impacts of use of the biomass for energy sources, provide technical support for Procurement Department and BOPAL in preparing tender documentation for purchasing wood chipper for the school needs.

In the period of three years, the donation of Titan Group Sharrcem through CSR Committee of LAB project became increasingly important in decreasing unemployment, creating fifty new start – ups in agroforestry sector, equivalent self-employment, and income generation for family needs and expansion of their businesses.

In order to provide improved services and close monitoring of needs in technical and advisory services for the existing start – ups and those approved for support in the third year, LAB along with the BoD has taken the decision to extend the agreement with the Initiative for Agricultural Development of Kosovo (IADK), Vushtrri - Kosovo and Perrotis College and the American Farm School (AFS), Thessaloniki - Greece in order to fulfill its strategic objectives.

In addition, the report contains reported information statistics from beneficiaries on investments, start – ups created, production and sales, working days created, number of people trained.

Overview of 3-year LAB developments (2014-2016):

- The total value of LAB investment for the period of 2014 -2016 reached the amount of 320,268.26 €
- Within less than three years, 50 new start – ups have been created in agroforestry sector (Greenhouse, Small Fruits, Beekeeping, Mushrooms, Livestock, Vineyards, Forestry – utilization of wood biomass for energy, Poultry and Medical and Aromatic Herbs).
- 341 LAB beneficiaries and other individual farmers attend 67 various types of thematic vocational and field practical trainings in order to improve knowledge in sustainable intensive agriculture and farming with standards.
- Sharrcem Titan Group funding through LAB Project, contributed with the majority or 90% of investment, while beneficiaries participated with 10% of investment.
- During 2014, LAB in total 10 start-ups have created, direct investment contribution reached the amount of 69,267.66, for 9 initiate and selected for support (unfinished in 2014), implementation

has been finalized in 2015.

- In 2015 a further amount of 113,357.46 € was an investment contribution for the creation of 20 new start – ups.
- Over 2016, LAB implemented in total 20 start – ups have been created , direct investment contribution reached amount of 198,090.08 €. Out of that 13 are new start- ups selected for support in 2016 and other 7 initiate uncompleted during 2015 because of technical and financial aspects implementation has been finalized in 2016.
- Women’s participation as beneficiaries of LAB support is promising (considering its low participation in traditional agriculture and farming) so far 9 of them have selected and benefit the LAB support current and future generation.

LAB contributed in the majority of parallel activities organized by Sharrcem CSR Committee, contributing in the education of School children and presenting LAB activities, and the importance of effective usage of natural resources of social, ecological and economical aspect for the current and the future generation.

Focus on 2016:

- In 2016, the amount of 137,643.14 € has been a direct investment for funding 13 new start -ups and other 7 initiate uncompleted during 2015 because of technical and financial aspects implementation has been finalized in 2016.
- continue finalizing implementation 7 unfinished star – ups from previous year.
- Residents of Hani i Elezit Municipality have been informed for a time period of 20 days via two public invitations and LAB web page on opportunities for new funding and sectors selected for support in 2016,
- Apart from the public invitation, LAB invited all interested groups in open dialog to introduce the public invitation and criteria in order to benefit support under the LAB Program for 2016,
- 54 individuals showed interest and received LAB application forms, 34 individuals submitted their applications,
- Evaluation committee composed of LAB, IADK and the Municipality, reviewed 34 submitted applications and inspected field conditions against LAB criteria that applicants should meet in order to qualify for receiving the support,
- 13 individual farmers met LAB criteria and have qualified in the final list for receiving support in 2016,
- Final list of beneficiaries has been published and LAB provided preliminary information of year three work plan for those farmers,
- For all beneficiaries within the corresponding sector, relevant theoretical and practical training was arranged in preparing them to engage more effectively in the implementation of project objectives,
- 36 various types of thematic vocational training were provided as well as similar field practical trainings in order to improve knowledge in sustainable intensive agriculture and farming with standards,
- 204 beneficiaries and other individual farmers benefited directly attending thematic, theoretical and practical seasons in horticulture and farming,
- LAB invited all interested companies to supply equipment and imputes through 6 published announcements,
- 26 companies applied to obtain LAB tender files in order to supply equipment and other imputes,
- 21 of those submitted applications,

- 21 suppliers were evaluated according to LAB eligibility criteria and tender procedures,
- 10 of them were qualified and were offered cooperation and supply contract,
- During 2016, LAB provided financial support and implement in total 20 new start –ups(out of that 7 were initiate in 2015 but because of technical and financial circumstances where finalized during 2016 (Livestock, Beekeeping, and Medical and Aromatic herbs).
- Specifically, in 2016 LAB supported and implemented 13 new start - ups in 3 sectors (Greenhouse, Small fruit –Raspberries Vineyards, and Poultry)
- In 2016, LAB conducted 109 regular and random observation site visits in order to monitor and mentor the progress, and the implementation process of new star ups and identify challenges experienced by beneficiaries and propose measurements to overcome them,
- The total production reported by the 30 farm businesses already operating in 2016 is 80,524 kg/lit,
- The total sales revenues reported by the 30 farm businesses during 2016, reached the amount of 63,739 €, namely the average income achieved is 2,124,63 € or equivalent to over 70 % of annual target goals of the LAB Project or at least each family farm generated at least 3,000.00 € annually,
- Information workshop for opportunities and criteria has been organized along with IADK for all beneficiaries and other interested farmers in relation to the application for support for establishing and expanding their farm businesses, for grant support from the Program for Agriculture and Rural Development for 2016,
- Two study visits were conducted in 2016; In Thessaloniki - Greece, to gather information for construction and management of semi intensive free range egg farms for egg hens breeding and in Croatia to gather information from the Municipality of Pokupsko and North West Regional Agency for Energy - Zagreb for a project on biomass-fueled heating plant for energy supply to all public institutions and 2.500 inhabitants in Pokupsko,
- Case of innovative LAB Project practice, experience and achievements has been presented and shared for delegation Zlatna Panega Cement Titan Group in Bulgaria,
- In order to present its work to public through electronic information, LAB has published updates created in 2016 in web site www.lab-ks.org in both languages,
- In 2016, LAB organized two regular meetings with the BoD. Main points which came from the technical discussions in the Board meetings: update on current and planned activities, review of LAB budget lines and extension of cooperation with external advisory and technical assistance as well as discussion on opportunities for joint founding with other possible donor organizations.
- In 2016, Sharrcem continued to extensively support with time and expertise, offering administrative and logistical support to LAB through their CSR team as well as management individuals,
- The auditing evaluation has been carried out by expert team Baker Tilly Kosovo – Pristine, based on LAB financial documentation, LAB reports and Founding donor Organization Sharrcem Titan Group. Financial Statements of LAB for year 2015 are prepared, in all material respects, in accordance with the financial reporting requirements of internal LAB Manual for procurement and financial procedures and Laws in Kosovo. In the same way, Financial Statements will follow fir closing of year 2016.

Foreword looking:

- In order to sustain the investment, LAB continues to monitor and mentor all beneficiaries, providing necessary practical advice enabling them to properly handle production as well as provide post-harvest practice and marketing,
- Investigate the community needs and potentials for support in agroforestry sector and processing those might provide good return in income end employment.

- LAB Board of Directors has taken the decision to replace two members who ended their mission in Kosovo following its previous concept that seeks to involve local, international stakeholders from the private, public and NGO sectors,
- Improved oversight of the implementation year two work plans has been conducted, increasing coordination between LAB, Municipality Directorate for Agriculture Forestry and Rural Development, and village Administrators of Hani i Elezit,
- Annex Service contracts for 2015 and 2016 have been signed with outside service providers – organizations, (IADK) - Vushtrri with extensive technical experience in the agri-businesses sector and advisory and Research support Education and Research Institutions of the American Farm School (AFIS) – Thessaloniki, Greece,
- In order to use the great potential for women involvement in gaining access to LAB support, “OBERON” Organization has been Contracted to provide services to assist in the establishment and operation of a “Women Artisans’ Network” in Hani i Elezit,

INTRODUCTION

In 2016, LAB continued the successfully tested support for sectors from the previous years and developed new sectors pursuing the strategic goals of the LAB Project and the Titan Group CSR strategy.

An Agreement for Donating Funds (AD), was concluded on February 6, 2014 between Titan Group Sharrcem, donating through CSR Committee and NGO - Laboratori për Aktivitete të Biznesit (LAB) to support the development and use of potentials in agri-business sectors in accordance with community needs, that will ensure sustainability and facilitate new employment and income generation.

The project is implemented in close co-operation with the Donor Organization - Sharrcem Titan Group and CSR Committee, Consultancy Organizations AFS and IADK which provide specific technical advisory and consultancy services and Municipal Directorate for Agriculture, Forestry and Rural Development and community representatives.

In parallel, LAB provided information to all groups of interest and individuals for new calls and sectors that have been approved by BoD for support in 2016, as well as training needs and advisory services for all beneficiaries aimed at improving their technical and practical knowledge and better utilization and management of established businesses.

In 2016, the amount of 137,643.14 € has been awarded for direct investment, supporting the establishment of 20 new start - ups in the following sectors; Livestock, Greenhouse, Small Fruits – Raspberries, Beekeeping, Vineyards, Poultry and Medical and Aromatic Herbs.

Closely monitoring and mentoring developments in established businesses already creating income and mentoring progress in the implementation process of new star ups, LAB has been in position to ensure essential information and prepare itself for providing improved services in order to successfully fulfill the planned objectives.

TECHNICAL ADVISORY AND CONSULTANCY COOPERATION

In 2016, LAB continued the cooperation offering the extension of one year contractual relation to IADK (Initiative for Agricultural Development of Kosovo) and AFS (The American Farming School and Perrotis College in Thessaloniki) for specific training and advisory consultancy services in order to respond to the needs.

Although LAB made considerable progress in organization, planning, announcement, selection, implementation, reporting, mentoring and monitoring process, the implementation of projects' objectives capacities still remain in demand for engaging certified organizations for specific technical and advisory consultancy services , especially in intensive horticulture and farming.

We also aim through this engagement to increase capacities within LAB as well as the local capacities in the community which have the potential to quality in advisory services and advanced best practice for sustainable development of established start –ups in intensive horticulture and farming and agro-business and entrepreneurship.

It should be noted that another focus of these investments is the increase of the local available capacities to carry out current and future needs in providing education and advanced practice and trainings for sustainable development in agroforestry sector which will contribute to sustainability and better management of current and new established business start – ups and contribute to the development and new employment opportunities.

ACTIVITIES TO ACHIEVE PROGRAM OBJECTIVES

The report elaborates main activities and operations conducted from January 1st to December 31st of 2016 for monitoring and mentoring of 36 start-ups which already created revenues and the evaluation quality and progress of implementation 20 new start-ups qualified in the final list for receiving support in 2016,

The accomplishment of the project activities in 2016 started with the organization of open dialog with all interested groups with the aim of introducing LAB year three work plan and opportunities for new funding. The participants (interested farmers, municipal authorities, and business owners) were informed in relation to the launching of the next phase of project, investment available funds, time planned to finalize the plan, sectors selected for support and application and selection criteria. In addition, LAB along with IADK organized a workshop providing information on criteria for application for the grant support from MAFRD Program for Agricultural and Rural Development Program for 2016 for all its beneficiaries and other interested farmers.

After the initial phase, LAB published two public invitations that have been published at the municipal and community boards for information and the LAB web page in the duration of 20 days. The invitation also provided basic information for all interested farmers on conditions of application and the deadline of submission of the application form.

In 2016, LAB continued the cooperation offering the extension of one year contractual relation to IADK (Initiative for Agricultural Development of Kosovo) and AFS (The American Farming School and Perrotis College in Thessaloniki) for specific training and advisory consultancy services in order to respond to the needs.

To ensure high quality and sustainability of current start-ups and ensure successful implementation of new ones in 2016 the project conducted 109 regular and random observation site visits for monitoring and mentoring of 36 starts-ups which already created revenues. In order to increase local capacities and improve practical knowledge in sustainable intensive agriculture and farming, 36 various thematic types of vocational training were organized in the agro-forestry sector. Over 204 participants (LAB beneficiaries and other local individual interested farmers) benefited by attending different thematic, theoretical and practical trainings in intensive agriculture and farming entrepreneurship.

OBJECTIVES

The overall objective of the establishment of the Fund by Sharrcem Titan Group is to provide alternative support for citizens of Hani i Elezit through financial support for the establishment of new start - ups in agroforestry sector. Funds are awarded to NGO Laboratory for Business Activities - (LAB) Project for funding opportunities in rural areas which may impact:

- To the increase of the use of agroforestry potentials in the area of development of new start –ups activities that are essential to provide quick impact in economic growth income generation;
- To self - employment opportunities to the residents of Hani I Elezit Municipality;
- To the improvement of education, training and skills development, especially for the people living in rural areas to optimize the use of existing potential by applying new technologies and practice in intensive farming in livestock, vegetable cultivation in greenhouses, cultivation of small fruits and berries, beekeeping, mushroom cultivation, table grape cultivation, cultivation of aromatic and medicinal herbs, collection of wild forest fruits, and forest maintenance;
- forestry sector, farmers will ensure self-employment and sufficient income for family needs and expansion of their start- up businesses;
- In increasing the lack of available experience and capacities at LAB by engaging organizations for a given period of time, such as (IADK- Vushtrri) with advanced technical experience in ago- businesses sector and Education and Research Institutions (FIS – Greece, Thessaloniki) for advisory and Research application support.

DEVELOPMENTS

Methodology

The evaluation of the project implementation has been conducted by LAB team with support provided by Advisory consultancy organizations, such as: Initiative for Agricultural Development of Kosovo (IADK) and American Farming School and Perrotis College in Thessaloniki (AFS).

Achievements in relation to expected results are based on 2015 LAB Work plan, approved by LAB BoD and Internal Manuals for Finance and Procurement as well as state policies for NGOs.

Milestone 1. Installation of QuickBooks Program

Status: Completed

In order to improve management of finances, LAB in February (02.22.2016) has endowed Quick Books program by licensed company Melita & Partners LLC, Prishtina. Forms and other related documents have been prepared with the LAB logo in order to improve the feasibility of the project.

Milestone 2. Announced invitation for Application

Status: Completed

By the end of May 2016, LAB announced public invitations for application that have been published at the municipal and community boards for information and LAB web page in a duration of 20 days. Adapted re-announcement of public invitation from May 2016 for poultry sector was published in the beginning of August with the aim of supporting the participation. As a result of this decision, priority was given to women in order to increase the level of women participation, and out of 34 total received applications, 8 of those were submitted by women households.

In both invitations, LAB provided basic information for all interested farmers related to conditions for application and deadline of submission of application forms. Extensive support was provided for the establishment of two new Greenhouses with 500 m² for vegetable production, five Orchards with 0.2 ha for growing Raspberries, two Vineyards orchards with 0.2 ha for growing table grape. New promoting program was offered for the Poultry sector. Support was provided for semi-intensive egg farming and one experimental plot for cultivation of medical and aromatic herbs.

Specifically, in 2016, LAB provided support and implemented 20 new start - ups in 7 sectors:

- vegetable sector, expanding existing capacities, contributing directly in the construction of two new Greenhouses, in the surface of 500 m² for vegetable production and providing other necessary imputes.
- small fruits sector, expanding existing capacities, contributing directly in supplying seedlings and necessary imputes for the establishment of five new Orchards, with surface of 0,2 ha for strawberry production.
- vineyards sector, expanding existing capacities, contributing directly in supplying seedlings and other necessary imputes for two new Orchards, with surface of 0,2 ha for table grape production.
- poultry sector, new sector, contributing directly in supplying six hundred hens for egg production. Construction and installation of equipment for wooden cages for a capacity of 150 hens and supply feed and imputes for four family semi-intensive egg farms.

The three sectors below-mentioned have been selected in 2015 and the implementation was conducted in 2016.

- beekeeping sector, expanding existing capacities, contributing directly in supplying fifty beehive equipment and other necessary imputes for the establishment of five new family farms for honey production.
- livestock sector, new sector, contributing in supplying 10 dairy cow equipment and the installation of dairy farm capacities for 20 cows for milk production.
- medical herbs, new sector, contributing directly in land preparation, supply seedling and other imputes, plantation, maintenance and harvesting of experimental plot with surface of 0,1 ha for growing and testing four varieties of aromatic plants and medical herbs.

Milestone 2. Selection of farmers / beneficiaries

Status: Completed

In the specified period for application, 54 individuals expressed their interest and received LAB application forms. 33 for of them submitted their applications for support. From this total, 4 farmers applied for two new Greenhouses with 500 m² for vegetable production, 13 for the establishing of five new Orchards with 0.2 ha for growing Raspberries, 2 for establishing two Vineyard orchards with 0.2 ha for growing table grape, 8 for the Poultry sector to establish semi-intensive egg farming and one for establishing an experimental plot for the cultivation of medical and aromatic herbs.

Table 1. Number of applicants by sector

	Sector	Number of applicants
1	Greenhouse	4
2	Raspberries	13
3	Strawberries	-
4	Vineyards	2
5	Poultry	14
Total		33

The best adopted practices from the previous years have also been applied in 2016. The Committee composed of IADK experts, LAB and representatives from the Municipality of Hani i Elezit (Directorate for Agriculture, Forestry and Rural Development and local village Administrators) assessed the submitted applications and field conditions against the approved criteria per each sector. The selection of candidates is conducted on the basis of evaluation criteria which include: household composition, distance from residence, land and land slope, the position of the plot, water supply, financial situation and previous experience. Final list of applicants that benefited from the LAB support in 2016 was published. Out of 33 applicants, 14 beneficiaries met the criteria, and seven of them were female.

Milestone 3. Tender processing

Status: Completed

In 2016, LAB announced four tenders, offering to relevant licensed companies the possibility to submit applications in order to supply equipment and other imputes for two Greenhouses, five Orchards with 0.2 ha for growing Raspberries, two Vineyards orchards with 0.2 ha for growing table grape, Poultry sector, supporting semi-intensive egg farming. LAB applied quotation method of tendering in order to

supply equipment and imputes for experimental plot for the cultivation of medical and aromatic herbs. Tender dossiers have been prepared by LAB team. Advertisements were published in daily newspapers and LAB web page.

The whole process was developed under the required internal and applicable government rules in order to ensure transparency, credibility and output in relation to the cost.

26 companies applied to obtain LAB tender files for supplying equipment and other imputes and 21 of the companies submitted the applications. The evaluation was conducted by the LAB procurement committee in three phases: opening of the bids and review of the documentation, analyses of offers, and selection of the best offers. The process was closed by selecting 10 best offers with which LAB signed contracts for cooperation and supply.

Milestone 4. Training

Status: Completed

Support in education and practical knowledge for current and new beneficiaries continued as an essential need to ensure proper sustainable management of established start-ups. In 2016, for this specific training and advisory consultancy services, LAB continued the cooperation by offering the extension of one year contractual relation to IADK (Initiative for Agricultural Development of Kosovo) and AFS (The American Farming School and Perrotis College in Thessaloniki).

Different training sessions were organized in this period for current and 14 new beneficiaries and other interested individual farmers. Depending on the level of the implementation phase and developments for each sector and training needs, 204 participants directly benefited by attending thematic, theoretical and practical sessions in horticulture and farming.

Theoretical training for farmers was held in LAB's offices, whereas practical training courses were organized in the field for current and new selected beneficiaries for 10 supported sectors. Modules have been typically prepared for the current needs. Training sessions were organized in the following topics;

Milestone 5. Implementation

Status: Completed

The first step of this task was careful planning and detailed definition of all steps, time and resources needed for the implementation of the planned activities. The implementation process started in assisting selected farmers and suppliers with expert advice regarding the implementation of specific activities of the approved plan. In 2016, LAB provided financial support and implemented 20 new start-ups in Livestock, Greenhouse, Small fruit, Beekeeping, Vineyards, and Medical and Aromatic herbs. In addition, the first stage of the work plan, the preparation of the tender dossiers files, announcements in the newspaper and evaluation of the offers and selection of suppliers was finalized for Livestock, Beekeeping and Aromatic and Medical Herbs sectors. For all sectors, the supply and the implementation is foreseen to be concluded in the first quarter of 2016.

Milestone 6. Staff and organization

Status: Completed

NGO Laboratori per Aktivitete te Biznesit (LAB) was established in march 2014. Its office is and current activities are located in Hani i Elezit. At this stage of development, LAB has completed its personnel which ensure its full functionality. It currently employs full time position of General Manager, Finance Officer and Administrative Assistant. When LAB is considered insufficient to implement the specialized technical activities, LAB covers it through external technical organizations, such as (IADK - Vushtrri) with advanced technical experience in agro - businesses sector, and Education and Research Institutions (AFIS - Greece Thessaloniki) for advisory and Research application support.

A future project objective shall be managed in such a way by shifting from intensive engagement of external experts and by building own capacities of the local employed experts with the specialized knowledge in agro forestry sector to cover project objectives.

LAB Statistics

In the period of January 1st to December 31th of 2016 LAB collected data from 30 starts – ups established in 2014/15, currently creating revenue. Data were recorded by LAB beneficiaries in forms developed for different sectors by LAB team in close cooperation with beneficiaries. On monthly basis, LAB received data from seven vegetable growers in Greenhouse with 500 m², five Raspberries growers with 0.2 ha, six Strawberries growers with 0.2 ha, ten beekeeping beneficiaries with 10 beehives, one farmer with ten milking cows for milk production and the experimental plot for Medical and Aromatic Herbs. LAB efforts in this regard have been in providing improved support in preparing the forms and advising the beneficiaries in record keeping, filling the forms and reporting on monthly basis.

Data analysis

The collected data contains information on production, value of sales, number of working days created - respectively full time equivalent jobs created to date, number of training seasons organized and participants trained.

Actual data represent performance achieved from January 1st to December 31th 2016 that were received from 30 starts – ups currently creating revenues in six supported Small fruits sectors (Raspberries, Strawberries, Greenhouse, Beekeeping, Medical Herbs, and Livestock milk production).

Main products that are produced are Small fruits (Raspberries, Strawberries), Vegetable (tomato, green salad, onions, spinach, cucumber, melon and papers), Honey, Medical Herbs and Milk.

Actual data in the table below represent the annual quantity production and sales, and employment at the level of sectors already creating revenues.

Table 2. Quantity production and value of sales by sector

Sector	Quantity produced in Kg/lit	Total Sales Value €
Greenhouse (Vegetables)	38,124	23,836.00
Raspberries	9,109	11,933.00
Strawberries	8,323	13,816.00
Beekeeping	208	2,392.00
Medical Herbs	2,030	397.00
Livestock	22, 730	11,365.00
Total	80,524	63,739.00

The table below presents data obtained from 30 starts – ups by sectors currently creating revenues. The total production reported in 2016 is 80,524 kg/lit, while the total sales value reached the amount of 63,739 €. The average production at the level of sector is 2,684 kg/lit, whereas the total sales value reached the amount of 2,124 €.

So far, a total of 50 starts –ups were established in 2014, 2015 and 2016. 30 of them are already generating revenues.

In seven greenhouses with 500 m², beneficiaries during the growing season produced a total of

38,124.00 kg of vegetables (Tomato, Cucumber, Onions, Spinach, Melon, Paper, and Green Salad,) and reported total sales in amount of 23,836.00 €.

In five Raspberry orchards with 0.2 ha of area, beneficiaries have reported production of 9,109 kg and the total sales value reached the amount of 11,933.00 €, while six Strawberry growers with 0.2 ha reported the production of 8,323 kg and value of sales reached the amount of 13,816.00 €.

Ten beekeepers with ten beehives in 2016 reported a total production of 208 kg and total sales in the amount of 2,392 €. It should be noted that this low level of production is affected by bad weather conditions that prevented the bees from flying and collecting the honey.

In 0.1 ha of experimental plot were produced 2,030 kg of Aromatic and Medical Herbs and the total value of sales reached the amount of 397.00 €.

The ten milk cow beneficiaries in six months period of time reported the production of 22,730 lit. of raw milk and the total value of the sales reached the amount of 11,365.00 €.

Table 3. Number of working days created (male / female) by sector

Sector	Working days created (male)	Working days created (female)	Total working days created
Greenhouse (Vegetables)	506	155	661
Raspberries:	236	127	363
Strawberries	319	159	478
Beekeeping	80	33	113
Livestock	185	184	369
Medical Herbs	40	4	44
Vineyards	143	29	172
Total	1,509	691	2,200

In 2016, for managing of 30 starts – ups (already creating revenues), individual farmers reported that they were engaged in a total of 2,200 working days. Out of the total number of working days, 68% were performed by men and 32% were performed by women. Average engagement at the level of sector was about 73 working days.

Agro forestry is traditionally a male related sector; this is clearly obvious from the data obtained, namely that the engagement was for 1,509 working days, which implies that most of the activities were performed by males. Women engagement at the sectors' level continues to be promising given its low participation in traditional agriculture activities. Female participation was with 691 working days. Most of employees at the household level include self – employed employees and other family members, part time employees and local unemployed villagers.

The highest engagements have been reported in Livestock, Small fruits, and Greenhouse sector, while least engagement was reported in Beekeeping and Medical Herbs sector.

Sector	Training sessions	Number of participants
Greenhouse (Vegetable)	7	41
Raspberries:	5	26
Strawberries	3	15
Beekeeping	2	11
Livestock	6	8
Vineyards	4	8
Medical Herbs	5	5
Others	4	90
Total	36	204

In 2016, LAB organized 36 training seasons, both theoretical and practical trainings for 14 new and 31 other beneficiaries. From the total number of people trained during this period 37 were male and 8 female. In 2016, LAB provided training to 204 participants. Through 36 training sessions for each sector, several themes were presented by the LAB team and advisory consultancy services organizations for providing specific training and advisory service, such as IADK (Initiative for Agricultural Development of Kosovo) and AFS (The American Farming School and Perrotis College in Thessaloniki) with advanced technical experience in agro - businesses sector.

The timing of organizing training were adopted based on the developments of different activities in the ground and crop cultivation, responding to the demand of the beneficiaries and execution of different activities as soil preparation, planting , maintenance, irrigation, protection and postharvest and selling. The number of training sessions was also adopted on the demand of farmers and sectors; the highest number of trainings sessions was organized in greenhouse, livestock, and small fruits-raspberries, followed by strawberries, beekeeping and vineyards sectors.

Sector	Total working days per sector	FTE jobs created per sector	Investment per sector 2016	Investment cost per job by sector
Greenhouse	661	2.87	21,063.61	7,329.24
Raspberries	363	1.58	17,548.19	11,118.69
Strawberries	478	2.08	-	-
Beekeeping	113	0.49	9,989.71	20,333.04
Vineyards	172	0.75	6,593.94	8,817.48
Medical Herbs	44	0.19	2,017.49	10,545.97
Livestock	369	1.60	55,526.54	34,610.04
Poultry	-	-	24,903.66	-
Total	2,200	9,57	137,643.14	

The presented data in Table 5 provides information on the total reported number of working days and full time equivalent jobs created, as well as investment and cost investment per job created by sector. In 2016, in managing the 30 start-ups, individual farmers reported that it took them a total of 2,200 working/days or equivalent to about 10 full time jobs. The highest number of FTEs created was in greenhouse production, followed by strawberries, livestock and raspberries. The lowest cost for creating one FT job was in greenhouse: 7,329.24 euros. The highest required investment per start-up was in livestock sector: it took 55,526.54 € to create 1.6 FTE or 34,610.04 € per one FT job. Livestock sector is followed by Beekeeping sector with 9,989.71 €, respectively the investment cost per job creation in the amount of 20,333.04 €.

CONCLUSIONS

The following conclusions and results can be drawn from this reporting period:

- **INTRODUCTION:** The established strategic quality objectives of Titan Group - Sharrcem through CSR Committee, provide optimum conditions to hire NGO LAB to implement approved Program activities by LAB BoD members in order to provide alternative opportunities for the development of agroforestry sector for the creation of new self-employments and income to Hani i Elezit residents.
- **TRANSPARENCY:** A good practice established in previous years continued in 2016, achieving consensus in meetings with different stakeholders (government, municipal institutions and local community partners) and LAB BoD members adopted the LAB Program for providing financial support in approved sectors.
- **COOPERATION:** All advisory and consultancy services provided by the Initiative for Agricultural Development of Kosovo (IADK) and The American Farming School and Perrotis College in Thessaloniki (AFS) have reflected in achieving the best in order to improve the theoretical and practical knowledge regarding the intensive cultivation and farming of new start-up supported businesses.
- **PROCESSES:** All the activities related to preparation of the tender dossier, procurement procedures, evaluation methodology etc. have been processed in full compliance with the applicable legislation and LAB internal manuals, in full transparency to continuous improvements.
- **COMPLIANCE:** In applying this system of work we created a very supportive environment from all stakeholders for the implementation of the planned objectives in a fully transparent and compliant manner in order to ensure the quality and sustainability of the already established and new start-ups.

NEXT STEP AND RECOMANDATIONS

In order to preserve the sustainability of the current achievements of the LAB project and the new funded start –ups, it is recommended:

- To continue to monitor and mentor all beneficiaries, providing necessary advise by enabling them to properly handle established start – ups and expand their businesses;
- To continue providing assistance in improving technical and practical knowledge in intensive cultivation and farming to current and newly established start – ups;
- To continue providing necessary advise in increasing quality of record keeping and reporting progress in relation to expected results and determine whether LAB interventions contributed to the results and thus maybe not continue with the implementation in order to avoid wasting of funds;
- To replicate successfully piloted activities in a higher scale and at the same time explore new sectors with potential development;
- To continue investigate the community needs and new potentials for support in agroforestry sector and processing those might provide good return in income end employment; focus on forest maintenance through silviculture treatment and establishing central heating system investing in technologies to process biomass sources of row material and utilize for heating, and establishing local capacities for milk processing and meet and broiler production and processing industry.
- To continue providing quality results and awareness building in order to create an entrepreneurial culture in the community, while at the same time developing a sector that was largely ignored by the citizens of the municipality;
- To continue supporting the beneficiaries / farmers in creating trade contacts with local and international buyers of their products;
- To improve the quality of the collection center and continue to lobby and introduce to the local residents the benefits of buying local fresh products;
- To continue the close cooperation with IADK and AFS in developing further programs and projects for future beneficiaries;
- To work with local, national and international stakeholders in finding new sources of funding to scale up the project as much as possible.

ANNEXES































