

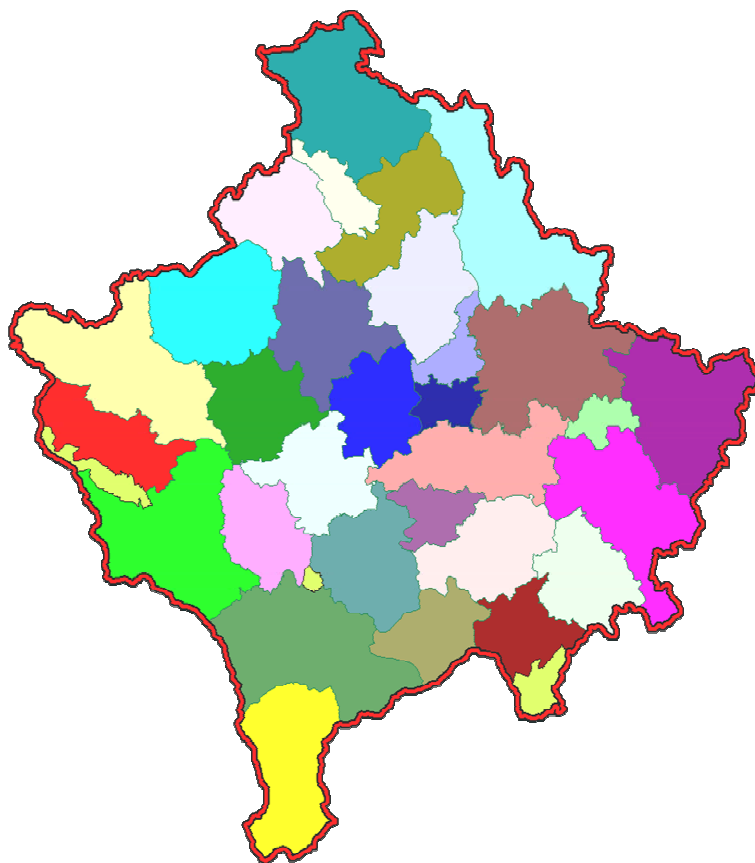


Republika e Kosovës
Republika Kosova-Republic of Kosovo
Qeveria - Vlada - Government

Ministria e Administratës Publike - Ministarstva Javne Uprave - Ministry of Public Services

Series 5: Social Statistics

Results of the labour force survey 2009



ENTI I STATISTIKËS SË KOSOVËS
ZAVOD ZA STATISTIKU KOSOVA
STATISTICAL OFFICE OF KOSOVA



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F o r e w o r d

Statistical Office of Kosovo (SOK) since 2001 has started to publish data for the Labour Force (workforce) Survey in Kosovo. Department of Social Statistics (DSS) respectfully the sector of the labor market statistics, made the publication of research report on employment and unemployment statistics in Kosovo.

The goal of the Labour Force Survey (LFS) in Kosovo is to collect statistical data on labour market and similar issues, and to asses the employment and unemployment indicators in Kosovo.

Publication of labor market statistics for 2009, provides information on the number of employed and unemployed according to: age, gender, employment status, economic activities, occupations and other similar issues related to the labor market.

Comments, proposals and suggestions are welcome and can be directed to email address: social@ks-gov.net.

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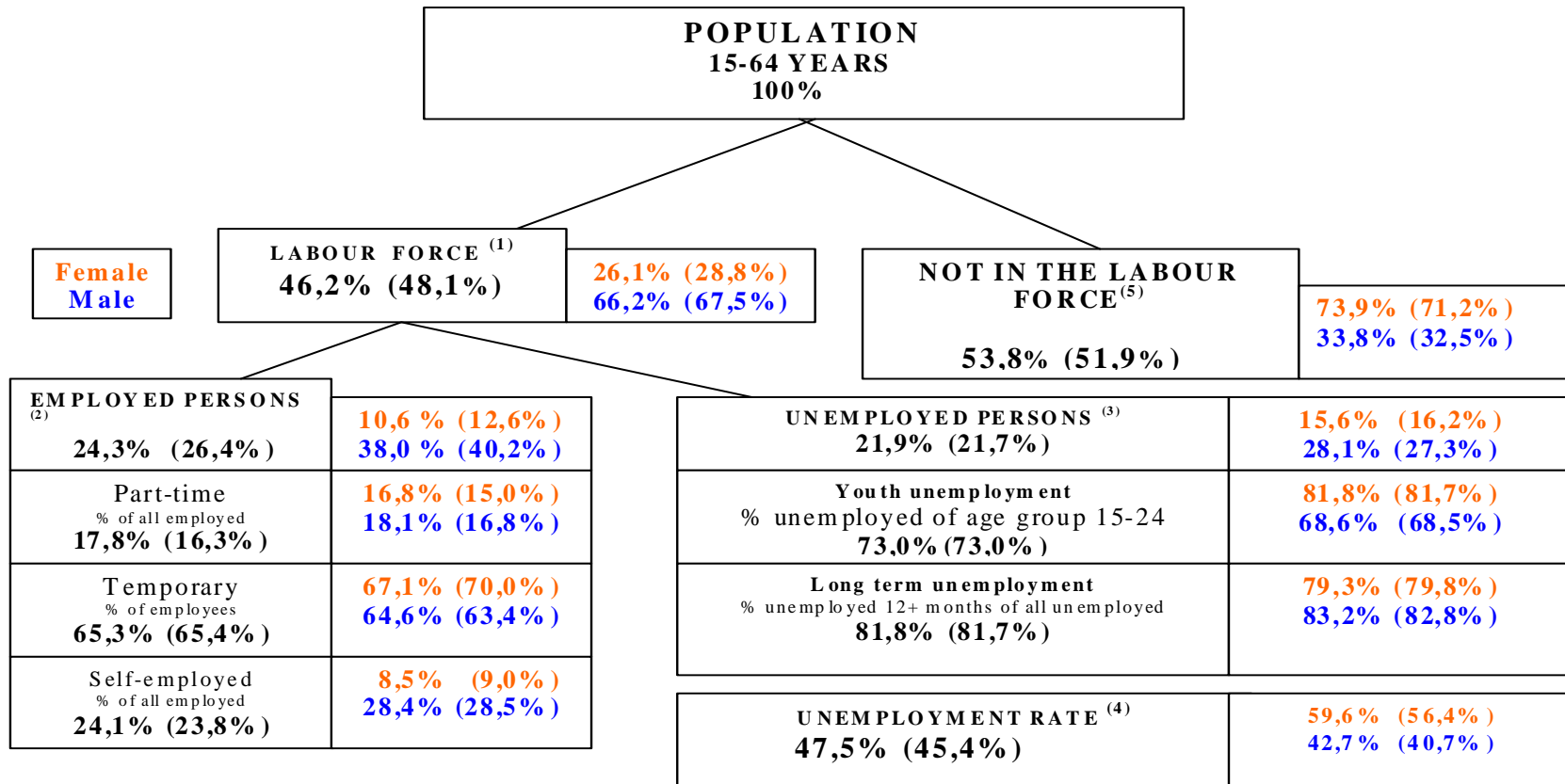
Abbreviations and symbols

LFS	Labour Force Survey
ILO	International Labour Organization
LSMS	Living Standards Measurement Survey
EAR	European Agency for Reconstruction
SOK	Statistical Office of Kosovo
DSS	Department of Social Statistics
UE	European Union
ISCO	International Standard Classification of Occupations
NACE	Statistical Classification of Economic Activities
EA	Enumeration Area
-	No occurrence of event

Content

	Page
Table – Labour Force Survey 2008 and 2009.....	5
Labour Force Survey	6
1 Background	6
2 Methodological notes.....	7
3 Definition and basic concept.....	9
4 Population.....	11
4.1. Age structure	11
4.2. Activity status	12
4.3. Education	14
5 Employment.....	15
5.1. Employment according to age group.....	15
5.2. Education	16
5.3. Economic activity.....	17
5.4. Occupation	19
5.5. Professional status	20
5.6. Conditions of employment.....	21
5.7. Usual working hours.....	22
5.8. The level of employment in Kosovo and comparison with countries in the region and the European Union	23
6. Unemployment	24
6.1. Unemployment according to age grup	24
6.2. Education	26
6.3. Duration.....	27
6.4. Methods of search.....	28
6.5. Previous work experience	29
6.6. Economic activity.....	30
6.7. Occupation	31
6.8. The level of unemployment in Kosovo and comparison with countries in the region and the European Union	32
7 Inactive persons	33
7.1. Age group.....	33
7.2. Education	34
Annex 1: Standard tabulation programme 2008 - 2009	35
Annex 2: Tabulation variables, SOK LFS 2009.....	39

KOSOVO LABOUR FORCE SURVEY 2008 and 2009
October 2008/October 2009 (LFS 2009 in brackets)



Basic concepts:

- (1) Activity rates or labour force participation rates: percentage of the labour force in the working age population;
- (2) Employment rate: percentage of employed persons in the working age population;
- (3) Unemployment-population ratio: percentage of the unemployed persons in the working age population.
- (4) Unemployment rates: percentage of unemployed persons in the labour force.
- (5) Inactive persons

Labour Force Survey 2009

1 Background

Labour Force Survey (LFS) has been introduced by the Statistical Office of Kosovo in 2001 with the purpose of collecting comparable information on employment and unemployment in the territory of Kosovo, and to make them available to local and international institutions.

Being the first effort of this type of research in Kosovo, the survey, in many respects, leaned on the example of the Living Standards Measurement Survey (LSMS) which was conducted in cooperation with the World Bank during the previous year. At the same time, it attempted to implement relevant international recommendations on labour market statistics published by the International Labour Organization (ILO) and Eurostat.

With technical assistance of an ILO expert, and with the financial support by a German grant, the field work of the LFS 2001 was carried out in December 2001 and the results were presented in the publication "Key Employment Indicators" in June 2002. Since then, the LFS has become an integral part of the SOK work program with an annual survey being carried out in the fall of each year.

However, within the framework of the project "Support to the Statistical Office of Kosovo", which started in 2003 with the funding from the European Agency for Reconstruction (EAR), the SOK LFS has been reviewed under the aspect of its compliance with EU LFS standards. The first important result of this process has been the adoption of a new standard tabulation program for the LFS 2003, which, as a consequence, made it necessary to develop a new format for the analysis of LFS results as well as to retroactively produce these tables for the LFS 2001 and 2002.

The current report for the LFS 2009 is continuity of report LFS 2008, LFS 2007, LFS 2006, LFS 2005, LFS 2004 and LFS 2003 of analysis which deviates from the reports for the years 2001 and 2002. In its annex the report contains the new standard tabulation program for the LFS 2008 and 2009.

Since 2004 the survey questionnaire has been reviewed fully according to the EU definitions, Further changes of the SOK LFS include transition for an annual to a continuous survey with quarterly results, since the Census plans to provide an appropriate sampling basis. At the same time, it should be attempted to improve the quality of LFS results by implementing additional organizational and methodological measures.

2 Methodological notes

Labor Force surveys are accomplished based on a sample basis, e.g. the necessary information's are collected only from the limited number of respondents who shall be the representatives for the population as a whole.

One of the problems in Kosovo has been the lack of an established sampling frame that normally is provided by a general Census or an effective civil registration system. Therefore, the SOK LFS was based on the design of the sample by enumeration areas (zones) (EA) in Kosovo. SOK, for the first time after the war, has made updating of the enumeration areas for the entire territory of Kosovo. Update is performed according to these stages: 400 EA in 2007, 100 EA in early 2008, 1000 EA in mid 2008 and around 3300 EA in early 2009 by enumerating all dwellings and households within the EA.

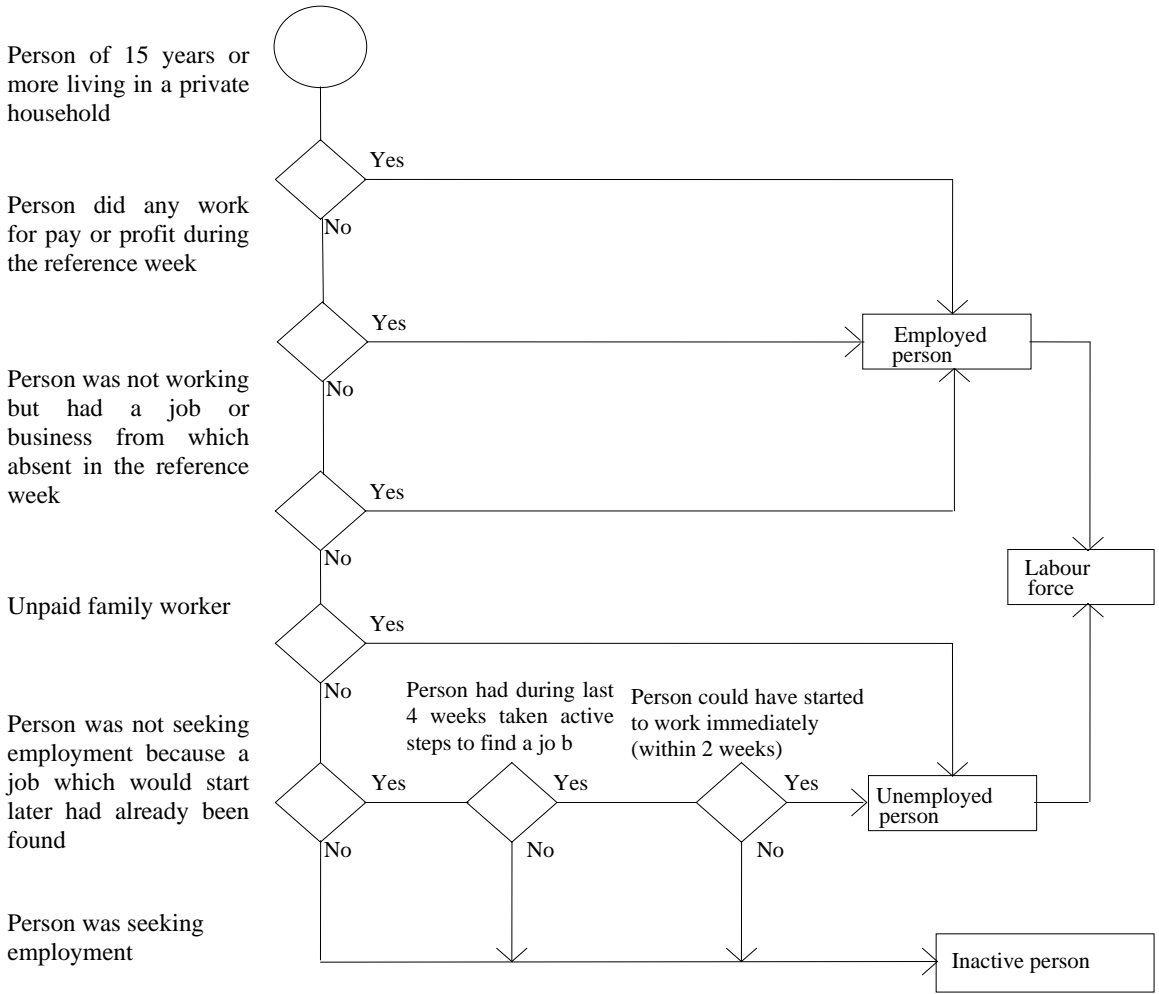
Data from the field provide information on the head of household, number of household members and the code of all construction facilities in Kosovo, dedicated facilities for residency and occupied, number of floors, the identification of new facilities, the number of entries into the facility, etc.. LFS has been directed to all household members that were chosen. In 2008, LFS has finally included 400 survey areas (enumeration areas), 4000 households and 24470 people, and the corresponding figures for 2009 were 400 survey areas (enumeration areas), 3857 households and 22520 persons.

According to the European Union definitions, LFS covers only the civilian resident population living in the private households and the individual questionnaire filled for everyone aged 15 and above in the last day of the reference week, that has been specified as the week from Monday to Sunday prior to the interview date.

The validity and comparability of LFSs in a large extent depends on their timing. The interviews for the 2001 SOK LFS were mainly conducted in December 2002, in November 2003, in the latter part of October and the beginning of November 2004. After the full revision of the questionnaire 2004, the LFSs were conducted from the mid until the end of September by including the LFS 2006. The later in a year the interview period is, the greater the chance is that the economic activities in some sectors (such as agriculture, construction or tourism) were slowed down have or have reached a reduced level or even come to a complete halt. The shift of the interviewing period to an earlier date by about one month each year can impede the comparability of results over time.

Finally, the statistics and analyses of the labour market are fundamentally affected by the definition of each person's working status. Since 2002, the SOK LFS used the EU classification procedure represented in Graph 1, but also and time series of LFS 2001 and above use this classification.

Figure 1: Labour force classification in the European Union Labour Force Survey



The results of the 2009 SOK LFS and major changes since 2008 will be discussed in the following 4 sections defined by the working status: for the population as a whole, employed unemployed and inactive persons.

Considering EU standards, the analysis is based on the data from the new standard tabulation programme, which for these two years is attached in Annex 1.

A complete list of all variables on which information has been collected in the 2009 SOK LFS, and which could be used for additional tabulations may be found in Annex 2.

3 Definition and basic concept

The LFS covers the whole resident population of a country, the results are collected only for persons living in the private households (by not including persons in compulsory military or community service surveyed in these households).

The central distinction in any LFS is the classification of persons aged 15 years or above by their labour status:

Employed are those who during the reference week:

- did any work for pay or profit, or
- were not working but had jobs from which they are temporarily absent.

Family workers were included.

Unemployed are those who:

- had no employment during the reference week, and
- had actively sought employment during the previous four weeks, and
- were available to start work within the next two weeks.

Persons who already had found a job which was to start later are also classified as unemployed.

Inactive are all those not classified as either employed or unemployed.

Graph 1 shows a flowchart for the classification of the population according to these definitions as prescribed since 2000. In this context, persons temporarily absent from work present certain difficulties. The accepted criterion for their classification as employed is a formal attachment to their job which in turn is defined by:

- the continued receipt of pay,
- the assurance of return to work, or
- the elapsed duration of absence.

For the 2001 LFS, the definition of the labour status has been further specified in a number of points:

Persons working in their own small agricultural farms but produce only for their own consumption should be considered as employed only if this production is included in national accounts.

But by 2008 persons to work on their small agricultural farm should be considered as employed only if at least sell a portion of their production, whichever total value of production. Persons working in their small farm but do not sell their products, but produce only for self-consumption will not be considered as employed

Conscripts who performed some work for pay or profit during the reference week should not be considered as employed

- Persons on maternity leave should always be considered as employed.
- Others not at work during the reference week (seasonal workers during the on and off-season, persons on parental leave, unpaid family workers, lay-offs and persons on long-term absence except due to illness) should be considered as employed only if they have an assurance to return to work within a period of 3 months or continue to receive 50% or more of the salary.

Persons who were not employed during the reference week but already found a job thought to start later should be considered as unemployed unless the starting date for that job is within a period of at most 3 months; otherwise this is inactive.

Based on the age and labour status, a number of groups and rates were derived:

- **Working-age population:** 15–64
- **Youth dependency rate:** under 15/15–64
- **Old age dependency rate:** 65+/15–64
- **Effective dependency rate:** not working 15+/employed
- **Labour force:** employed + unemployed
- **Activity rate:** labour force 15–64/working age population
- **Employment rate:** employed 15–64/working age population
- **Unemployment rate:** unemployed/labour force

In addition, there is a number of concepts related to specific conditions of employment, unemployment, or inactivity:

The permanency of a job only refers to employees. Temporary employment, working contracts of limited duration or fixed-term contracts are characterized by the agreement between employer and employee on objective conditions under which a job ends, such as: specific date, the completion of a task or the return of another employee who has been temporarily replaced. In particular, this applies to:

- persons with seasonal employment,
- persons engaged by an agency or employment exchange and hired to a third party to perform a specific task (unless there is a written contract of unlimited duration with the agency or employment exchange),
- persons with specific training contracts.

If there are no objective criteria for the end of a job or work contract, then this is considered as permanent or of unlimited duration.

The distinction between full-time and part-time work is based on the subjective declaration of the respondent. A more precise, objective definition is not possible since working hours differ from country to country and from one branch of activity to the next.

Involuntary part-time work is assumed for persons who declare that they work part-time because they were unable to find a fulltime job.

The number of usual hours worked per week in the LFS refers only to the usual number of hours to accomplish the job, including paid or unpaid overtime but by excluding travelling time between home and workplace or time for the main meal break (lunch). Apprentices or trainees should exclude any time spent at college or in other special training centres. Persons unable to provide a figure for their usual working hours may replace them by average number of hours actually worked per week over the past four weeks. Some persons, particularly self-employed and family workers, may not have a usual working timetable because their working hours vary widely from one week or a month to the next.

The duration of unemployment is operationally defined by the shorter of the following two periods:

- the duration of search for work, or
- the length of time since last employment.

Youth unemployment refers to the unemployment of persons aged 15–24.

Long-term unemployment is defined by duration of 1 year or more.

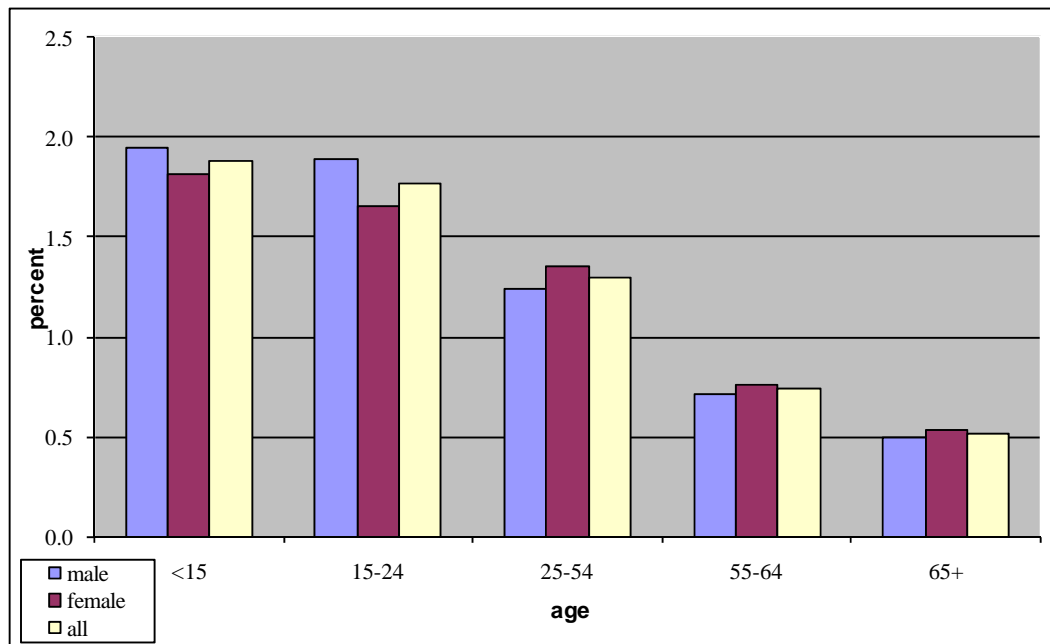
4 Population

Due to the events in its recent history and given the fact that no Census has been conducted since 1981 and the civil registration system is not up-to-date, it is practically impossible to provide reliable absolute figures for the population as a whole or its constituent parts in terms of their working status. This applies even more to sample surveys such as the SOK LFS, which in addition had to be based on an unsatisfactory frame. Therefore, all parts/shares and distributions expressed here are in terms of percentages in the respective reference groups (male, female or all, which in some cases in turn are further specified by certain age limits).

4.1. Age structure

A first important labour market indicator is the relative size of the working age population, e.g., the persons between the ages of 15 and 64, which approximately defines the potential available manpower. In Kosovo, this figure from the 2009 SOK LFS is comparatively low with only 64.0%. The reason for this becomes apparent by looking at the age structure. Kosovo has a relatively “young” population, with almost one of the third of age 15 and under (at the end of the scale) and 7.8% aged 65 or above (at the upper end). Such a structure is typical for the classical population pyramid. This also becomes visible if one computes the average size of the age groups used in labour market analysis for single years (see Graph 2)

Graph 2: Average 1-year size of age groups by gender, 2009



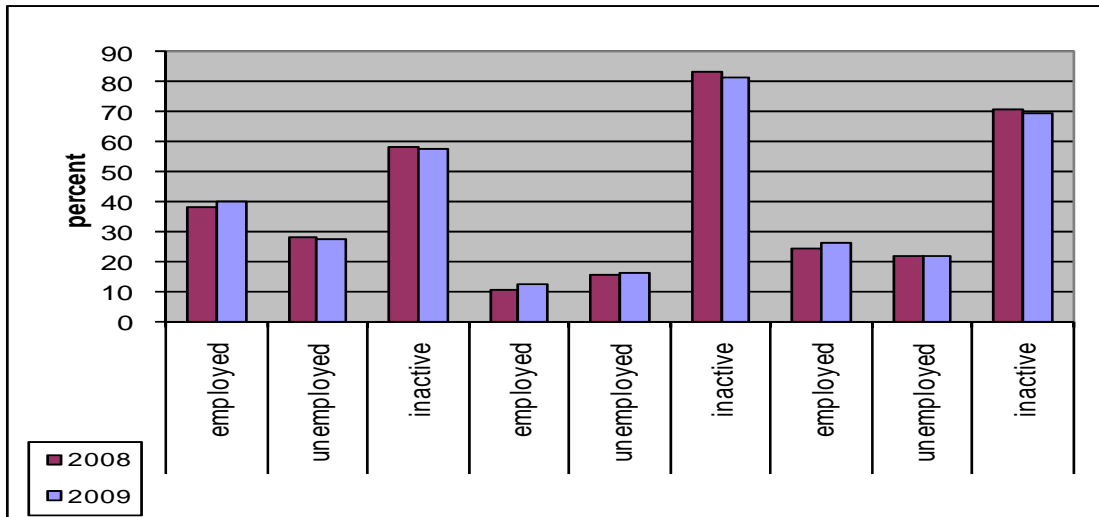
The same facts are expressed by the youth and old age dependency rates, describing how many persons under 15 and over 65, meaning that there are per 100 persons of working age. These comparisons show that, for the youngsters, this rapport in Kosovo is approximately 1:2, but for the old only 1:10.

Due to the higher gender ratio at birth all these figures tend to be higher for males in younger age groups, while they tend to be higher for females in older age groups because of their lower mortality.

4.2. Activity status

A second group of important labour market indicators refers to the actual activity of the population by distinguishing three statuses: employed, unemployed, and inactive (for the respective definitions see Graph 1 above). The distribution of males, females and the total population by their activity status is presented in Graph 3.

Graph 3: Population by employment status and gender, 2008-2009

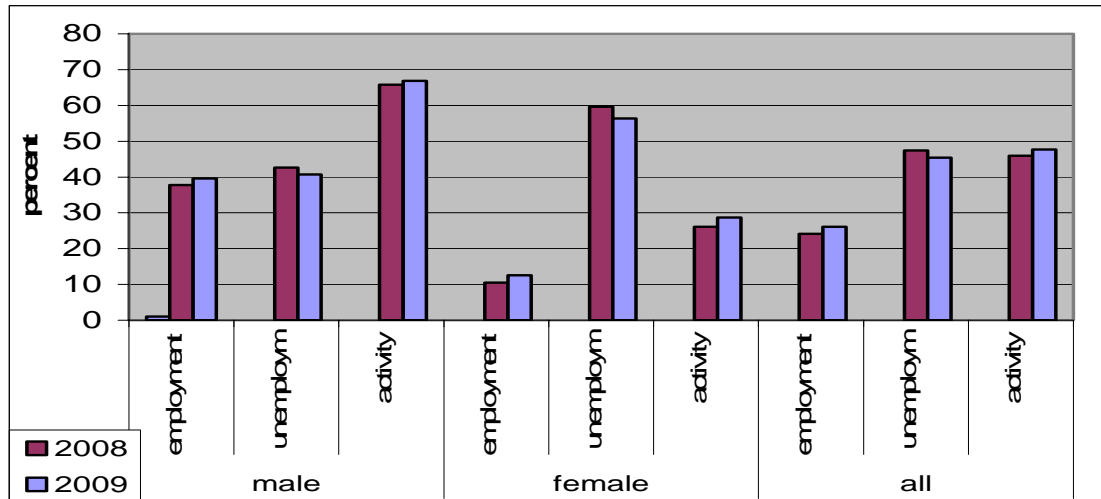


The graph shows that inactive persons make up the largest group in the Kosovo population. There are several factors contributing to this phenomenon. Firstly, all persons under 15 are included here by definition and, secondly, many younger people still are in the process of education, while, thirdly, a number of older persons leave the labour force before reaching the working age limit. Fourthly, many women take over the family and household responsibilities therefore they are not engaged in economic activities, and, lastly, some persons of both gender have given up searching for work position because they think none is available.

In order to accompany the factors with the figures, however, are requires additional analysis or information.

These findings are substantiated by the employment, unemployment and activity rates, that generally are computed only for the working age population (see Graph 4).

Graph 4: Labour market participation of working age population by gender, 2008-2009



While 40% of the Kosovo males of working age actually were employed in 2009, the corresponding figure for females is approximately 13% with the overall rate ranging in between at about 26%. Conversely, the overall unemployment rate for the working age population, e.g., the proportion of unemployed in the labour force, has reached approximately 45.4%, but again the difference between males and females amounted about 16% percentage points (40.7 vs. 56.9%). The activity rate, finally, which represents the percentage of the labour force in the working age population, shows a complete reversal in the gender-specific figures: while the 2009 SOK LFS found about 67% of the men to be active, practically, the same proportion of the women were inactive.

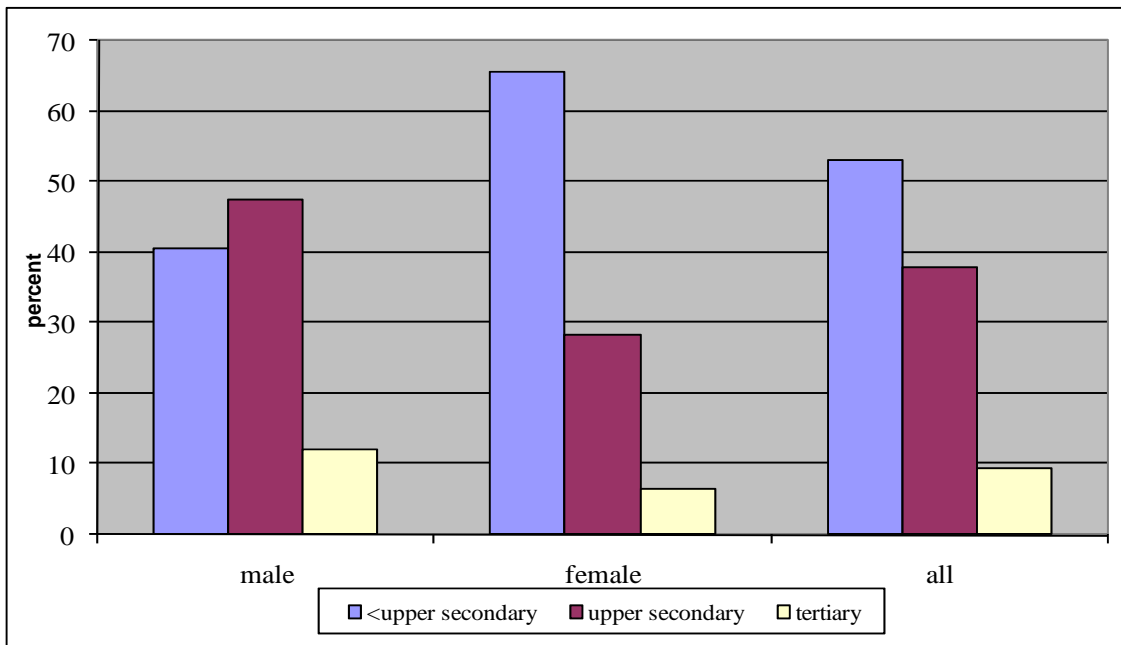
The most difference between male and female rates, however, occurs in the effective dependency rate. Similar to the age-related dependency rates, this rate expresses how many not working persons there are per 100 actually employed persons. Though the computation of this burden usually leaves out persons under 15 (because their working status is inactive by definition), the overall rate for 2009 shows that on the average 100 employed persons in Kosovo had to support 325 not working persons, but while this rate was less than half (178) among males, it reached an 5 times higher value (791) among females.

4.3. Education

While the working age population, in a way, represents the potential pool of manpower, in terms of sheer numbers the educational level may be considered as general indicator of the quality of this potential in terms of persons' qualification.

According to LFS 2009, all persons in Kosovo aged 15 years and above, almost 41% of males and over 65% of females in Kosovo had completed less than secondary school (see Graph 5).

Graph 5: Education levels of population (15+) by gender, 2009



Only every twelve male and every sixteenth female had a college or university education.

Even if one takes into account that, on the one hand, some young people have not yet finished their education and, on the other hand, younger age groups generally tend to reach higher levels of education than their older counterparts, these figures must give reason for concern inasmuch as a person's qualification determines both his or her employment chances and the risk of unemployment. Both of these effects will be demonstrated in the following sections.

Note:

<upper secondary: without education, 1-4 grade of elementary education, 5-7 grade of elementary education, elementary education (completed);

upper secondary: secondary education;

high: secondary not tertiary, university, academy, master and doktorate (PhD).

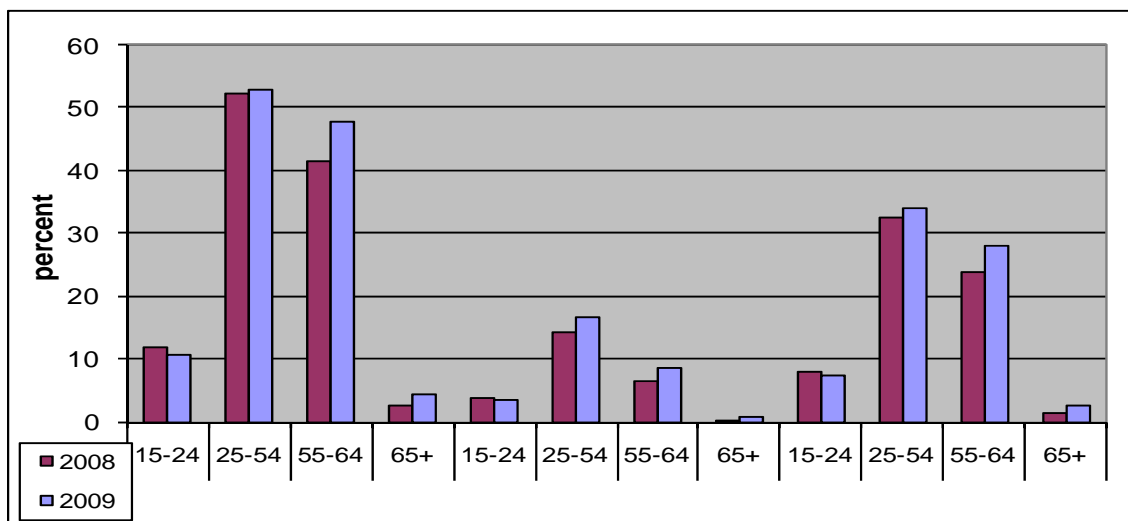
5 Employment

In this section, the situation on the Kosovo labour market in 2009 and possible developments since the preceding year will be discussed in a greater detail by looking at specific characteristics of employed persons.

5.1. Employment according to age group

The differentiation of the employment rate by age shows that the proportion of working force/people of the central age group (25-54) is over 34% higher than on the average for males as well as females (see Graph 6).

Graph 6: Employment rates by gender and age groups, 2008-2009

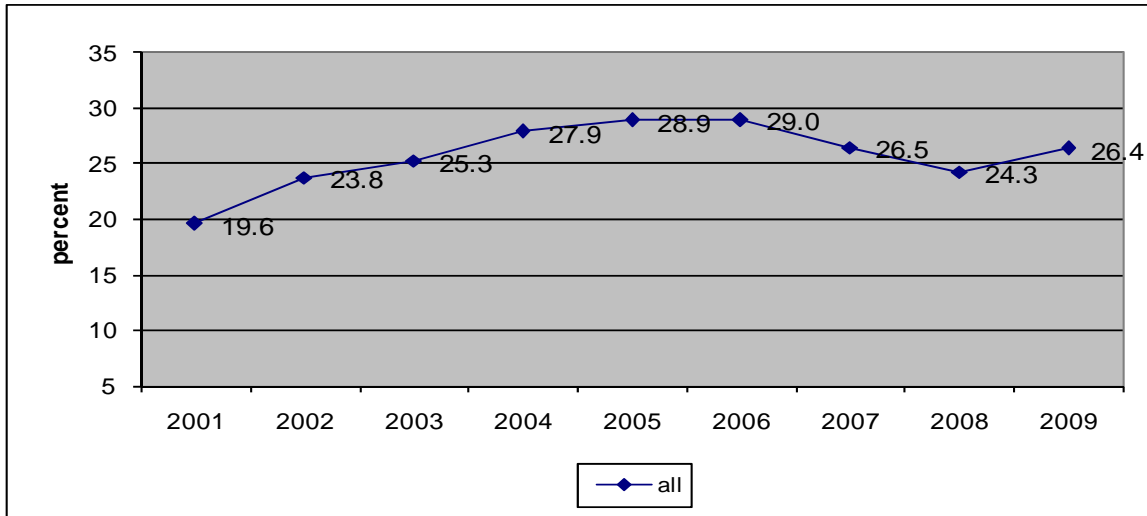


According to the data for both genders, the employment rate is lower for 15-24 age group with only 10.7% to 3.7% for males and females, in part, can be seen that it is due to continue education, but also can be the result of difficulties to achieve the first entry in the labor market. In the older age group population (55-64), however, presented a big difference between men and women. The main cause of this discrepancy may be the apart tendency of woman to go into earlier retirement.

In this graph you can see the level of employment rate of over 65 age group which is 4.6% to 0.8% for males and females while the corresponding figures for 2008 were 2.5% to 0.3% for males and females.

The level of employment in Kosovo has had its changes through the years (see Graph 7).

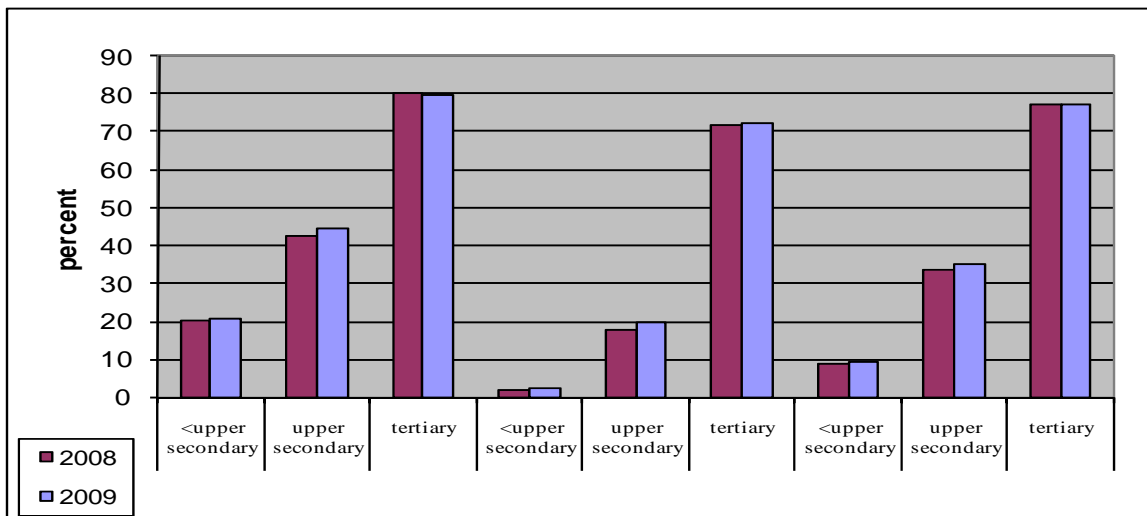
Graph 7: Level of employment, 2001-2009



5.2. Education

Also, there is a clear relationship between employment and education. The higher a person's level of education, the more likely it is that he/she is employed (see Graph 8).

Graph 8: Employment rates by education and gender, 2008-2009



Even though, generally, lower than for males, these differences between education levels are even more apparent for females. In fact, on the tertiary level of education, females almost reach the same employment rate as males. In other words, the qualification factor plays an important role for females because they are bound to suffer more under respective deficits and profit more from high investments in human capital.

5.3 Economic activity

The distribution of employed persons by economic activity characterizes the structure of the economy and its changes over the time. This distribution can indicate the growth or diminished employment chances. The classification used for this purpose is 1-digit NACE Rev.2 by grouping several smaller sectors at the beginning and the end of the scale (see textbox 1).

Text Box 1

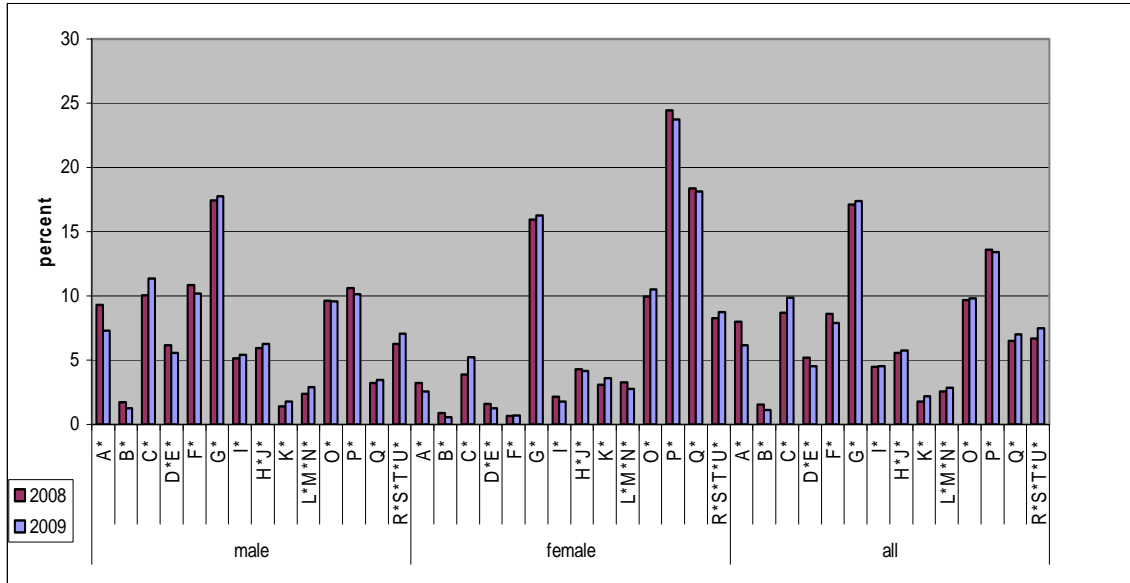
Classification of economic activities

NACE Rev.2	Përshkrimi
A	<u>Agriculture, forestry and fishing</u>
B	<u>Mining and quarrying</u>
C	<u>Manufacturing</u>
D	Electricity, gas, steam and air conditioning supply
E	Water supply, sewerage, waste management and remediation activities
F	<u>Construction</u>
G	<u>Wholesale and retail trade; repair of motor vehicles and motorcycles</u>
I	<u>Accommodation and food service activities</u>
H	<u>Transportation and storage</u>
J	Information and communication
K	Financial and insurance activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
O	Public administration and defence; compulsory social security
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other service activities
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U	Activities of extraterritorial organisations and bodies

Underlining: short form used in text

In 2009, trade has become the most important branch of economy of Kosovo, with participation in employment of 17.4%, followed by education (13.4%), manufacturing (9.9%), administration (9.8%) and construction (7.9%) . (See Graph 9).

Graph 9: Employment by economic activity and gender, 2008-2009



Ranking of the most important sectors of employment of women shows that the education is the sector with the participation of over a quarter (23.7%), followed by health (18.1%) trade (16.3%), public administration over 10.5%.

Smaller sectors in Kosovo, are financial and insurance activities, mining and real estate, business, indicating that the territory is still far behind in development towards a modern economy-oriented services.

5.4 Occupation

The occupational structure of an economy reflects the human capital which its members obtained through professional specialization and sector-specific activities. The classification used for this purpose is the 1-digit ISCO 88 (COM) except for code 0 = armed forces, which are not covered in the SOK LFS (see Textbox 2).

Text Box 2

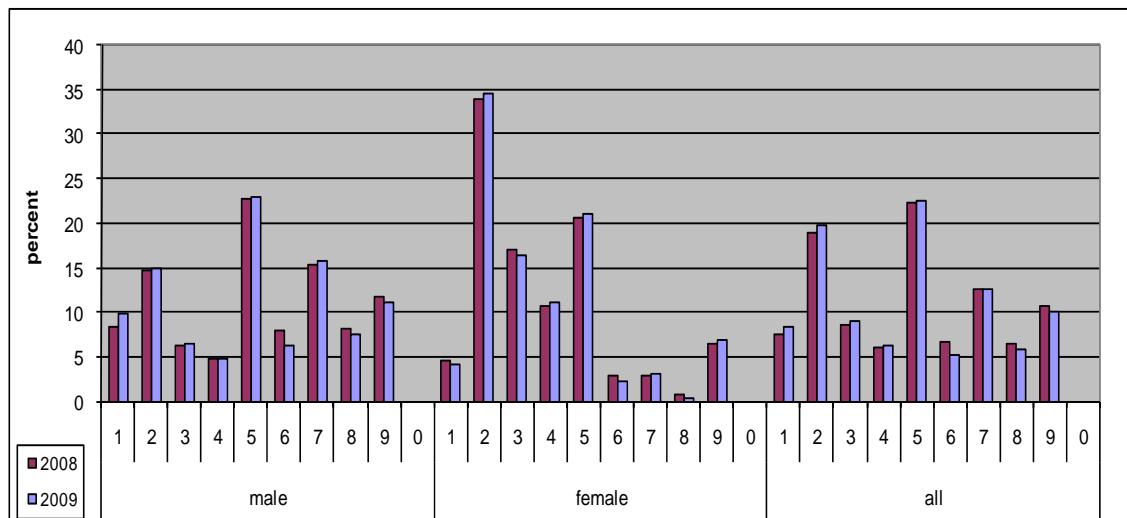
Classification of occupations

ISCO	Description
1	Legislators, senior officials and <u>managers</u>
2	<u>Professionals</u>
3	<u>Technicians</u> and associate professionals
4	<u>Clerks</u>
5	<u>Service workers</u> and shop <u>and</u> market <u>sales</u> workers
6	Skilled <u>agricultural</u> and fishery workers
7	<u>Craft and related trades</u> workers
8	Plant and <u>machine operators</u> and assemblers
9	<u>Elementary occupations</u>
0	<u>Armed forces</u>

Underlining: short form used in text

About one fifth (22.5%) of the employed in Kosovo work in services and sales (see Graph 10), approximately one fifth (19.7%) work as a professional, about one-eighth are in crafts and close to them and in elementary occupations (12.7 and 10.1%, respectively).

Graph 10: Employment by occupational groups (1-0) and gender, 2008-2009

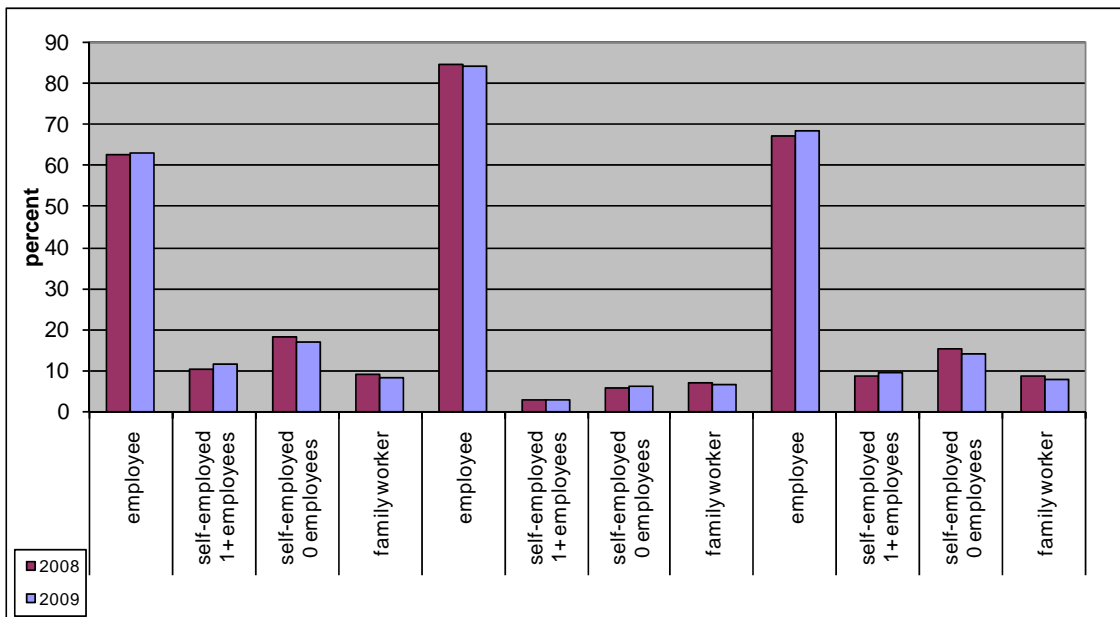


The differentiation by gender reveals over 87% of the females are found in service occupations with high (codes 1-3) or middle qualification (code 4-5). In these occupations, males are mostly represented more amongst managers (code 1). Conversely, almost half of the males are found in occupations linked to craft and industrial production (codes 7 and 8) and elementary activities (code 9).

5.5 Professional status

Generally, most employed persons have the status of employees. In 2009 this applied about 63% for males and about 85% for females (see Graph 11).

Graph 11: Employment by professional status and gender, 2008-2009



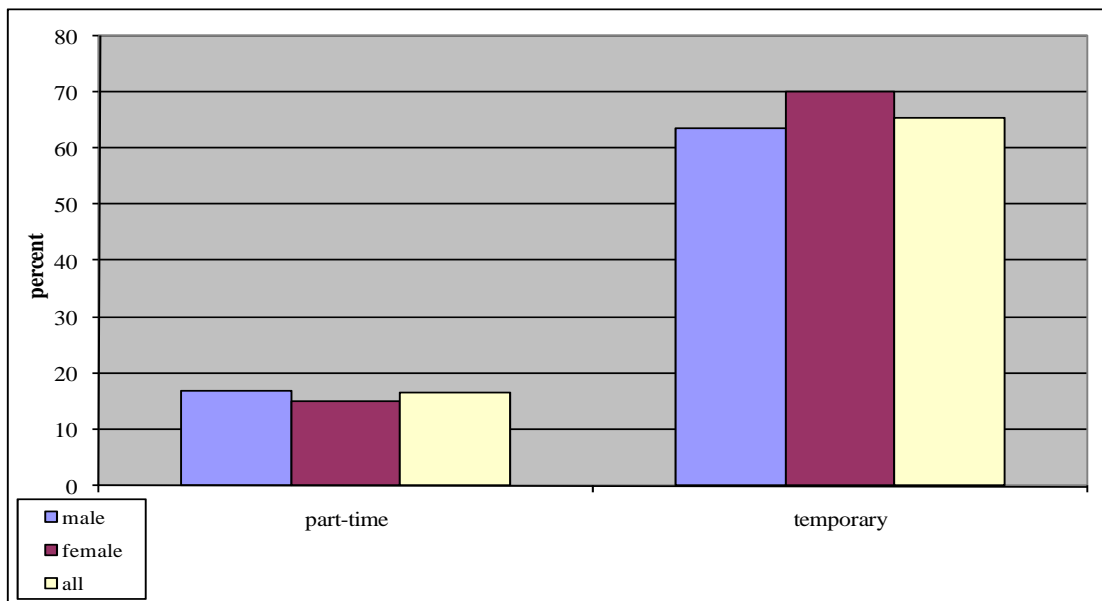
The status of self-employed indicates that employment is based on one’s own capital resources and carried on at one’s own risk. High shares of self-employment thus can either be an expression of a dynamic development in the modern sector of an economy or simply an expression of a large agricultural sector consisting mainly of small family holdings. In Kosovo, the latter seems to be the case because only 9.5% of the employed persons classify themselves as employers (self-employed with one or more employees), while 14.3% report that they are own-account workers or free-lancers (here are all coded as self-employed without employees). In both cases, the share of self-employment is much higher among males than among females.

5.6 Conditions of employment

The extent of part-time work and temporary jobs can be indicators of particular employment situations, especially if combined with the distinction voluntary/involuntary. Thus, part-time employment may offer interested persons the choice between full-time or part-time activity, but it can also mean that not enough full-time jobs are available. Similarly, temporary jobs may be fitting for certain types of situations (training, season or vacation jobs, probationary periods), but they also can represent a precarious type of employment especially in post-war period in Kosovo where almost all employees have temporary contracts.

Comparison with LFS 2008, we had a decrease in LFS 2009 which were 1.5% of all employment in 2009 was carried on a part-time basis, with about 1.3% for males and about 1.8% for females. Also, we can see a slight increase in temporary employment which was about 1.1%. (See Graph. 12.)

Graph 12: Shares of part-time work and temporary contracts (of employees) by gender, 2009

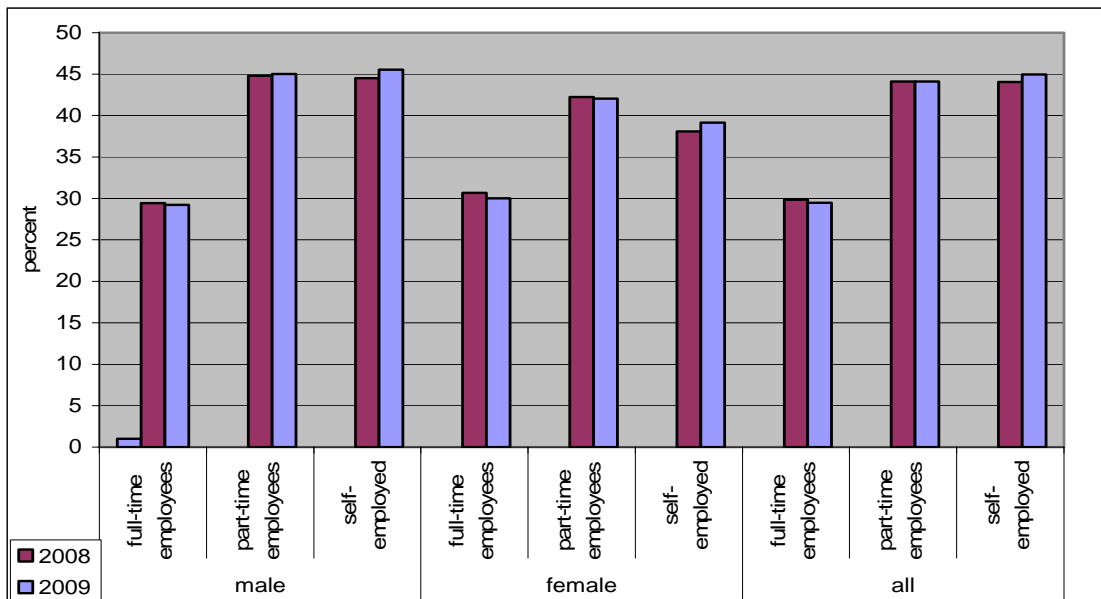


5.7 Usual working hours

The respective figures actually represent the average of employees who usually work 40 hours or more versus employees who usually work less than 40 hours.

Full-time employees in 2009 were found to work an average of 44.1 hours per week, part-time employees 29.5 hours; and there had not been any relevant change when compared with previous year (see Graph 13).

Graph 13: Average number of usual working hours per week by professional status and gender, 2008-2009



5.8 The level of employment in Kosovo and comparison with countries in the region and the European Union

Employment rate in Kosovo is at a low level, the standards of neighboring countries and Europe. Based on 2009 data, the level of employment in 27 EU countries (EU-27 countries) - 64.6%, EU (25 countries) - 65.0%, EU (15 countries) - 65.9%, Euro area (16 countries) 64.7%, Euro area (15 countries) 64.8%.

Employment in candidate states of the EU which are: Turkey has been 44.3%, and Croatia 56.6%, and 43.3% Macedonia.

Employment in the EFTA countries which are: Iceland 78.3%, Norway 76.4% and 79.2% in Switzerland while in the United States of America 70.9% and 70.7% in Japan.

In neighboring countries the employment rate for 2009 was: (2008) 53.8% in Albania, Montenegro 41.3%, (2008) Serbia 53.7%, in Bosnia and Herzegovina 33.1%, while in Kosovo has been low-level only 26.1%.

Table 1: The level of employment in Kosovo, EU countries and countries in the region

Countries	Employment	
	2008	2009
Republic of Kosova	24.1	26.1
European Union (27 countries)	65.9	64.6
European Union (25 countries)	66.3	65.0
European Union (15 countries)	67.3	65.9
Euro area (16 countries)	66.0	64.7
Euro area (15 countries)	66.1	64.8
Austria	72.1	71.6
Belgium	62.4	61.6
Bulgaria	64.0	62.6
Cyprus	70.9	69.9
Czech Republic	66.6	65.4
Denmark	78.1	75.7
Estonia	69.8	63.5
Finland	71.1	68.7
France	64.9	64.2
Germany	70.7	70.9
Greece	61.9	61.2
Hungary	56.7	55.4
Ireland	67.6	61.8
Italy	58.7	57.5
Latvia	68.6	60.9
Lithuania	64.3	60.1
Luxembourg	63.4	65.2
Malta	55.3	54.9
Netherlands	77.2	77.0
Poland	59.2	59.3
Portugal	68.2	66.3
Romania	59.0	58.6
Slovakia	62.3	60.2
Slovenia	68.6	67.5
Spain	64.3	59.8
Sweden	74.3	72.2
United Kingdom	71.5	69.9
Turkey	44.9	44.3
Croatia	57.8	56.6
Macedonia	41.9	43.3
Iceland	83.6	78.3
Liechtenstein	:	:
Norway	78.0	76.4
Switzerland	79.5	79.2
United States of America (USA)	71.8	70.9
Japan	70.7	70.7
Albania	53.8	:
Monte Negro	43.2	41.3
Bosnia and Herzegovina	33.6	33.1
Serbia	53.7	

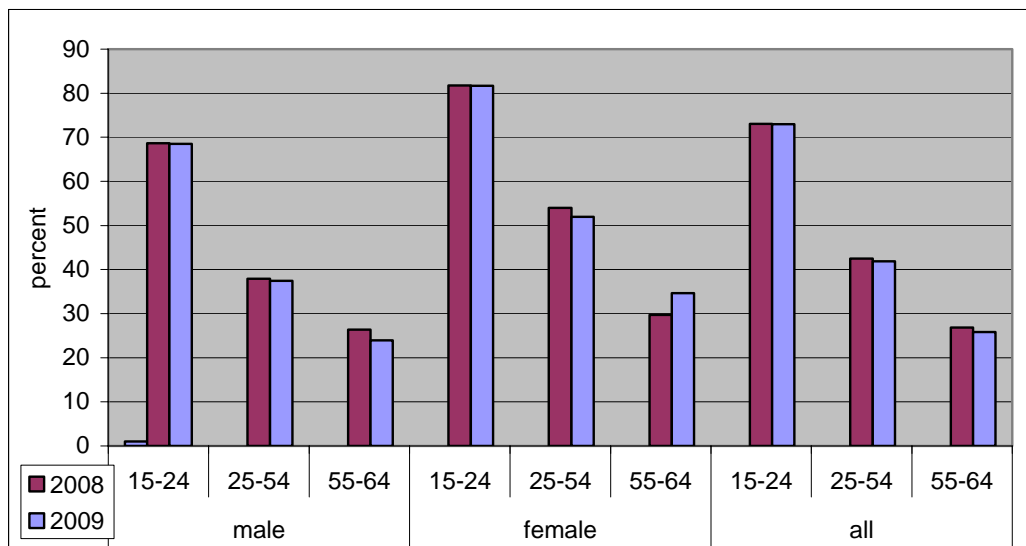
6. Unemployment

Similar to the analysis of employment, this section will discuss the situation of the unemployed situation in Kosovo for 2009 and possible developments since the previous year in bigger details by looking at some of the same characteristics as well as at some factors and conditions specific to unemployment.

6.1 Unemployment according to age grup

The differentiation of the unemployment rate by age groups indicates that the highest incidence of unemployment occurs among young people, where more than two thirds of the males and 8 of 10 females in the labour force are without a job (see Graph 14).

Graph 14: Unemployment rate by gender and age group, 2008-2009



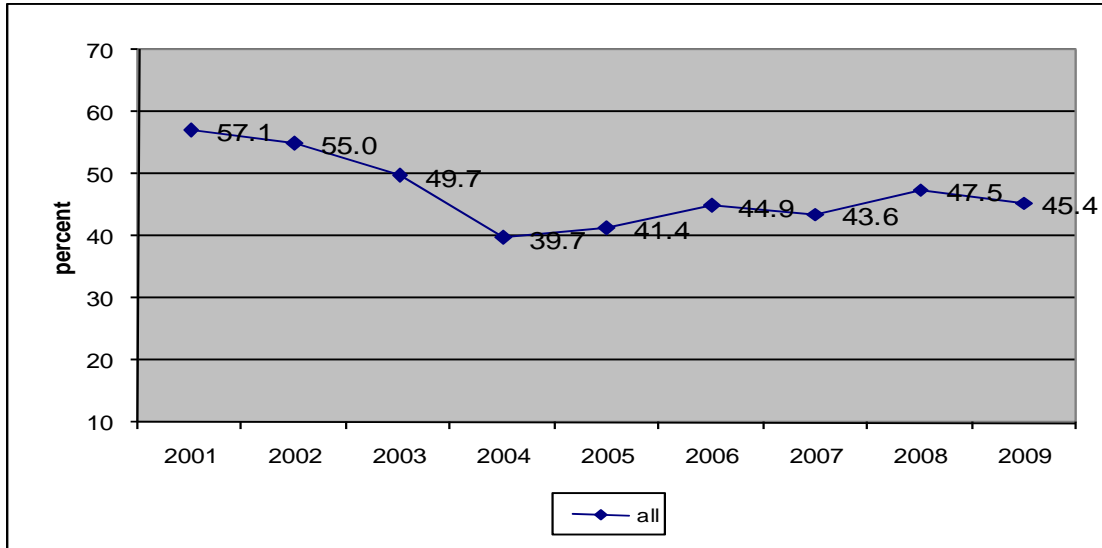
This does not mean, however, that most of the young people are unemployed. Since part of this age group is still under education process and the rest are not looking for a job (for example, many females who got married), actually, less than one third of the young people are unemployed. The specific difficulties of young people at the start of their working life have made youth unemployment an important labour market indicator and rose to many analyses subsumed under this issue.

The unemployment consistently decreases with age, though it still in values of to 37.4% of male and 52.0% for female labour force in the central age group. And the low unemployment rate in the highest working age group, together with the smallest difference between males and females (23.9 vs. 34.7), should not be taken as an indication that this group enjoys the most favorable labour market position. A main reason for the lowest unemployment here is that many persons of this age go into early retirement or simply do not look for a new job after becoming unemployed because they think that no job is available.

In 2001 and 2002 subsistence farming and production for own-consumption were not counted as employment, while in 2003 were engaged in these activities, if they worked for 15

hours or more during the reference week. From 2004 to 2007 persons who have worked in their small agriculture farm, which have produced only for their consumption, are considered employed but this does not apply from 2008 onwards (see Graph 15).

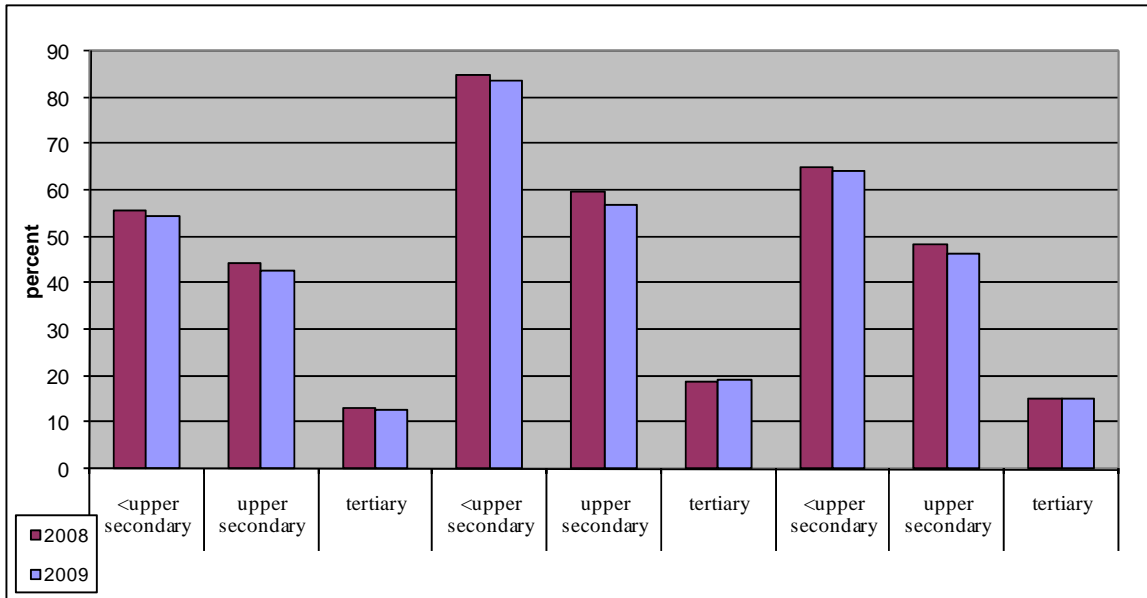
Graph 15: Level of unemployment, 2001-2009



6.2 Education

Complementary to employment, the unemployment rate correlates negatively with the level of education. With a rate of approximately 64% the persons with the lowest qualification are most likely to become or remain unemployed, and these rate decreases to approximately 46% on the middle level (secondary education), while persons with college or university education exhibit an unemployment rate of around 15% (see Graph 16).

Graph 16: Unemployment rate by gender and education, 2008-2009



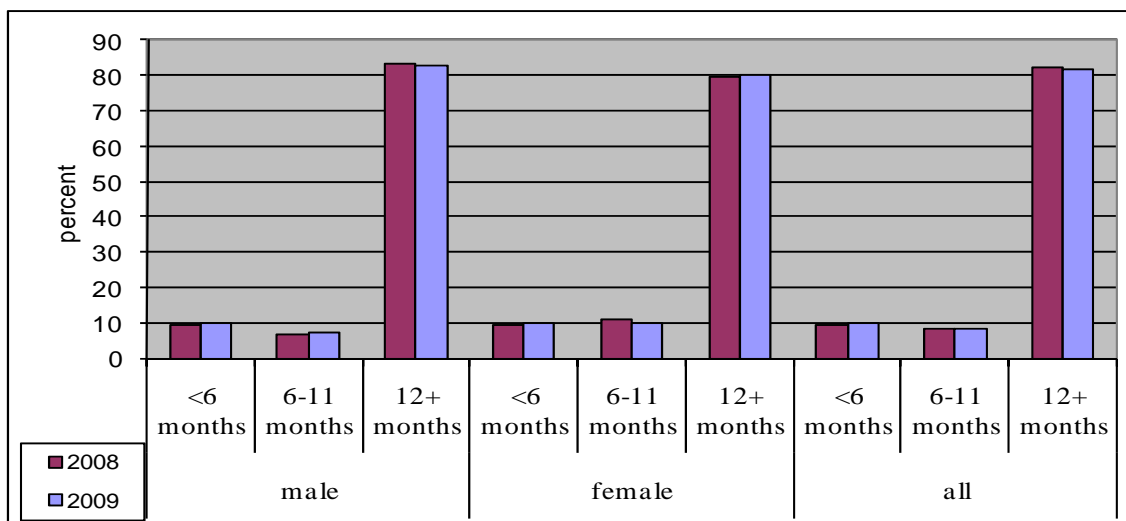
Again like in employment, females are in a negative position than males at all levels of education, but the differences decrease the higher the qualification gets.

6.3 Duration

While the lack or loss of a job may be a negative experience, the situation can get even worse if all attempts of finding a job continue to be unsuccessful. In labour market statistics, this aspect is documented by the duration of unemployment. By definition, this is the time since a person lost his last job or started to look for work, whichever of these periods is shorter.

According to the 2009 SOK LFS, 6 out of 7 unemployed persons in Kosovo have been without a job for more than a year, same for males or females (see Graph 17).

Graph 17: Duration of unemployment by gender, 2008-2009



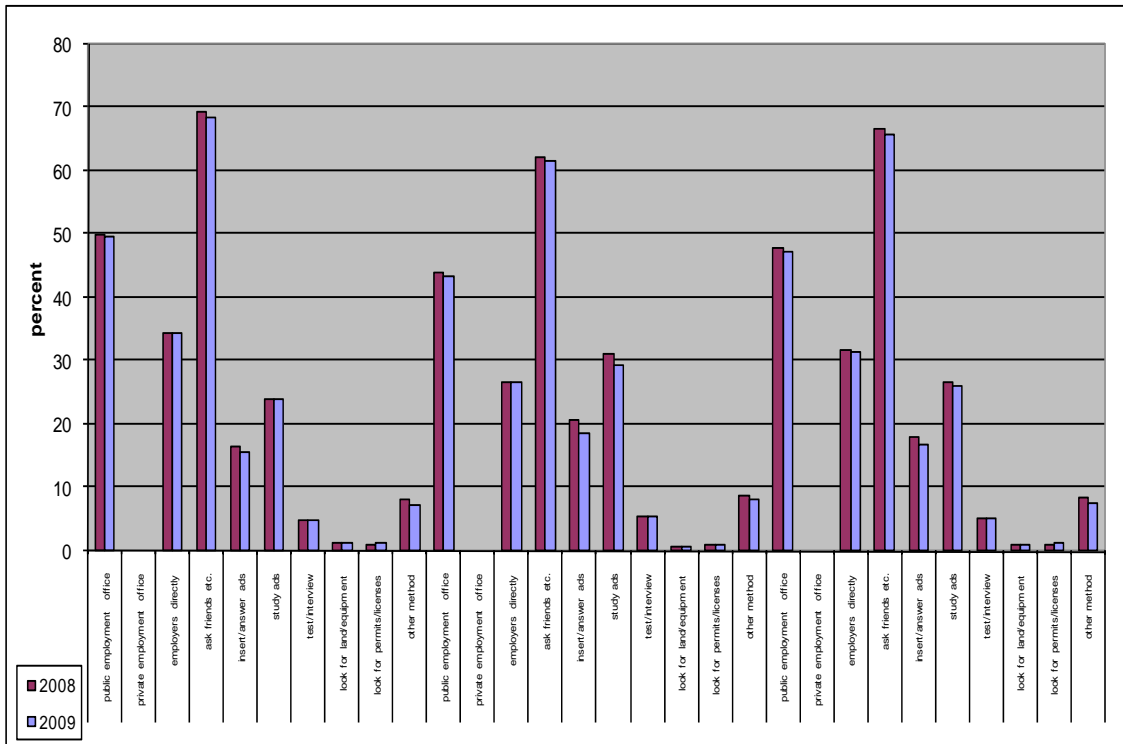
This is a very high incidence of long-term unemployment which is defined by the duration of one year or more. Furthermore, since this indicator refers to the current rather than the completed duration of unemployment (the latter being defined as the time until work is actually found), the persons reporting durations under 6 or between 6 and 11 months may also end up in the long-term category in due time. In other words, the chances of finding a job in Kosovo at present looks very bleak.

This situation seems not to be improved since 2004. In comparison with the previous year 2008 this year there was an increase with around 0.2% in the first group; in the second group, there was a decrease with 0.1%, but in the third group, in the duration of the unemployment for one year or more, there was a decrease with around 0.1%, showing that in Kosovo is very hard to find a working place for those remaining without a job and for those seeking employment.

6.4 Methods of search

Unemployed persons can use various methods to search for work. Most of them will register with the public employment service (employment office), even though, partially, this is done to receive unemployment or other social benefits. In 2009, around 50% of the unemployed males and around 43% of the unemployed females in Kosovo has contacted these offices (see Graph 18).

Graph 18: Unemployed by methods of job search and gender, 2008-2009

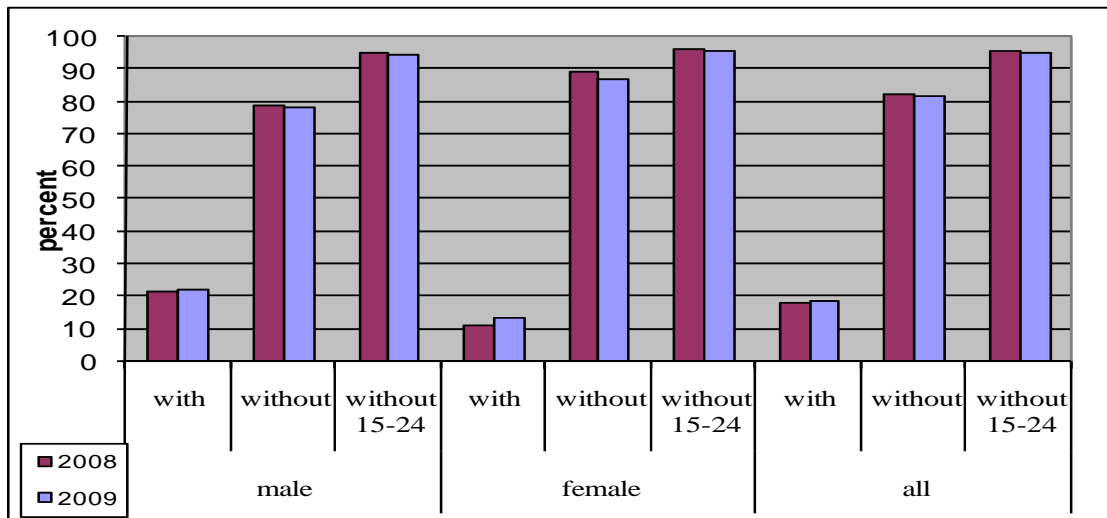


As can be seen in the figure the unemployed persons who have taken different methods to looking for work compared to previous year 2008 has only a small increase in the results of the test method/interview and research results of the method permits/licenses while all other search methods have decrease.

6.5 Previous work experience

By asking unemployed persons if they worked before or not, allows one to distinguish between those who lost or gave up a job and now are trying to re-enter working life, with the ones who never held a job and face the difficulties of initial entry. According to the 2009 SOK LFS, most of the unemployed never worked before, approximately 79% of the males and more approximately 87% of the females (see Graph 19).

Graph 19: Previous work experience of unemployed by gender and age, 2008-2009



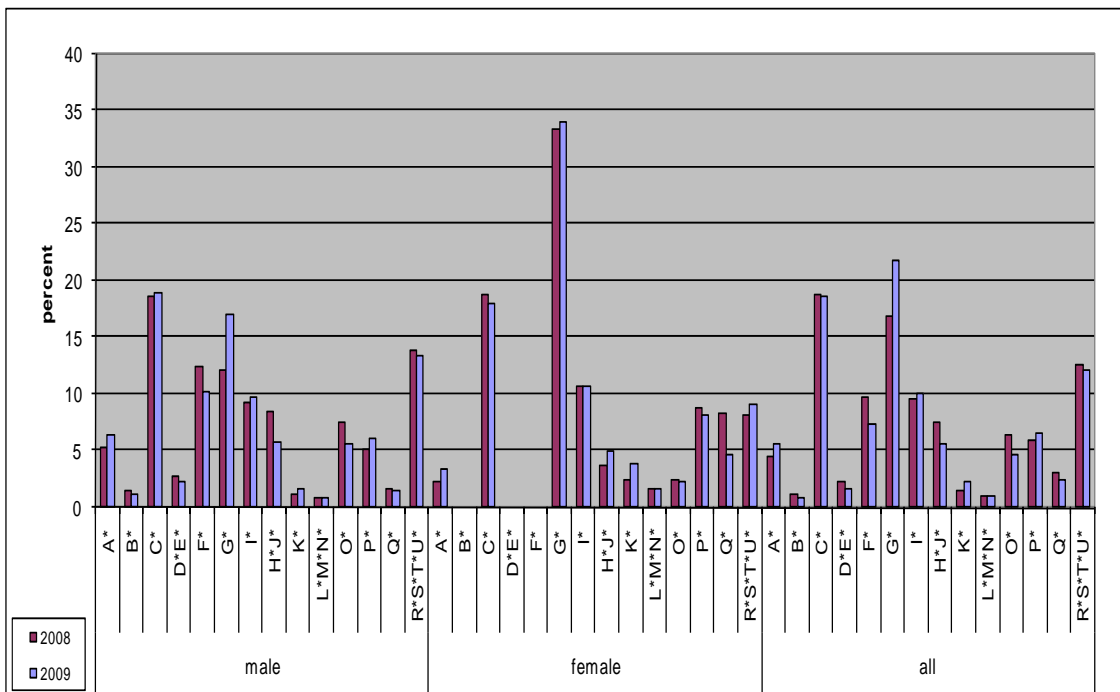
This problem is even more pronounced with regard to youth unemployment, because in the age-group of 15-24 almost everyone is looking to find a first job.

6.6 Economic activity

The distribution of the unemployed by economic activity of their last job can give an indication about the relative degree to which the individual sectors of an economy contribute to the unemployment situation. Unfortunately, the reliability of these figures for Kosovo is somewhat limited due to the low proportion of the unemployed with previous work experience, particularly of females.

In the 2009 SOK LFS, the greatest share of the unemployed (21.7%) reported that their last job had been in trade, with females being far more affected than males (see Graph 20).

Graph 20: Unemployed by economic activity of last job and gender, 2008-2009



Next largest sectors were: manufacturing 18.6% followed by the other 12.1%, where males constituted the bulk of unemployment and accommodation with 10.0% where women constituted the bulk of unemployment. A considerable number of unemployed women (10.1%) also had worked for the last time in education.

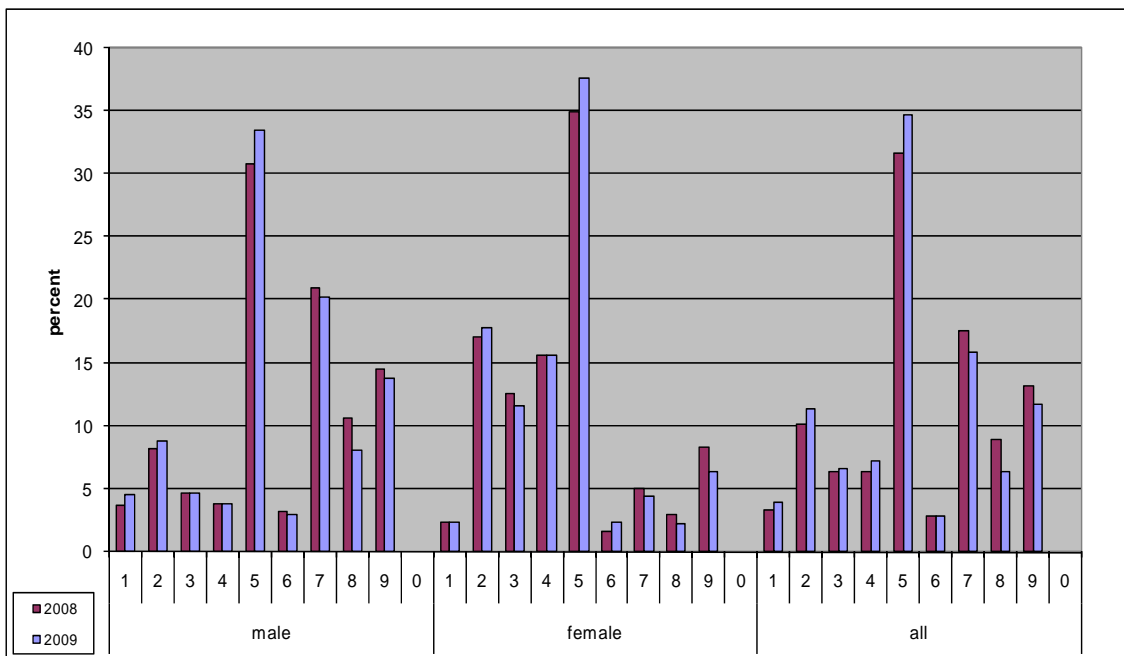
Comparing with 2008, however, shows a picture that is very similar. In that year, most of the unemployed reported that the last time they worked in manufacturing (18.7%), then was trade (16.8%), other (12.5%) and construction (9.7%).

6.7 Occupation

The distribution of the unemployed by the occupation which they exercised in their last job can give an indication as to the demand for certain qualifications in economy. However, the reservations expressed with regard to the SOK LFS data made in the preceding section on economic activity apply here too.

In 2009, about 35% of the unemployed with previous work experience reported to have worked as service or sales workers (34.6%), in crafts or related trades (15.8%), in elementary occupations (11.6%) and in professionals (11.3%) (see Graph 21).

Graph 21: Unemployed by occupational group in last job and gender, 2008-2009



While the loss of job by the last occupation has tackled males especially in the service-employment or sales-employment (33.5%), then handicraft or related trade (20.2%), continuing with elementary occupations, , professional and machine operators (13.8, 8.8 and 8.0%); females were tackled as service or sales worker, professional, clerk and technical (37.6%, 17.7%, 15.5% and 11.6%).

6.8 The level of unemployment in Kosovo and comparison with countries in the region and the European Union

The unemployment rate in Kosovo is very high compared with neighboring states and Europe. Based on 2009 data, the unemployment rate in 27 EU countries (EU-27 countries) - 8.9%, EU (25 countries) - 9.0%, EU (15 countries) - 9.0%, Euro area (16 countries) 9.4%, Euro area (15 countries) 9.4%.

Unemployment in EU candidate countries of which are: Turkey has been 12.5%, 9.1% Croatia and Macedonia 32.2%.

Unemployment in the EFTA countries was: Norway 3.1%, Switzerland (2008) 3.4% while in the United States of America 9.3% and 5.1% in Japan.

In neighboring countries the employment rate for 2009 was: (2008) 13.0% in Albania, Montenegro 19.1%, (2008) Serbia 14.4%, in Bosnia and Herzegovina 24.1%, while in Kosovo was 45.4%.

Table 2: The level of unemployment in Kosovo, EU countries and countries in the region

Countries	Unemployment	
	2008	2009
Republic of Kosovo	47.5	45.4
European Union (27 countries)	7.0	8.9
European Union (25 countries)	7.1	9.0
European Union (15 countries)	7.1	9.0
Euro area (16 countries)	7.5	9.4
Euro area (15 countries)	7.5	9.4
Austria	3.8	4.8
Belgium	7.0	7.9
Bulgaria	5.6	6.8
Cyprus	3.6	5.3
Czech Republic	4.4	6.7
Denmark	3.3	6.8
Estonia	5.5	13.8
Finland	6.4	8.2
France	7.8	9.5
Germany	7.3	7.5
Greece	7.7	9.5
Hungary	7.8	10.0
Ireland	6.3	11.9
Italy	6.7	7.8
Latvia	7.5	17.1
Lithuania	5.8	13.7
Luxembourg	4.9	5.2
Malta	5.9	6.9
Netherlands	2.8	3.4
Poland	7.1	8.2
Portugal	7.7	9.6
Romania	5.8	6.9
Slovakia	9.5	12.0
Slovenia	4.4	5.9
Spain	11.3	18.0
Sweden	6.2	8.3
United Kingdom	5.6	7.6
Turkey	9.7	12.5
Croatia	8.4	9.1
Macedonia	33.8	32.2
Iceland	:	:
Liechtenstein	2.3	:
Norway	2.5	3.1
Switzerland	3.4	:
United States of America (USA)	5.8	9.3
Japan	4.0	5.1
Albania	13.0	:
Monte Negro	16.8	19.1
Bosnia and Herzegovina	23.4	24.1
Serbia	14.4	

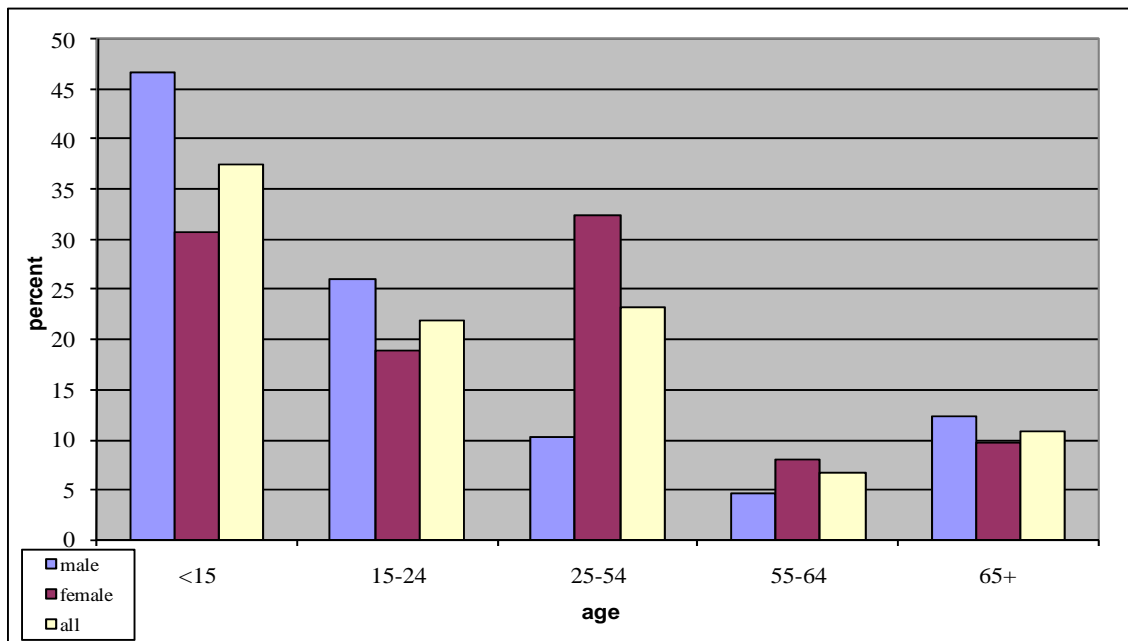
7 Inactive persons

Remained category classification of the labour force classification, inactive population will be presented by only two aspects, age and education. Discussions about the reasons and conditions to be inactive will be left for separate analysis.

7.1 Age group

As expected based on the distribution of population by age and lower border of working age, children under 15 make up the largest group among the inactive with over 37%, followed by central working age group over 23% and 15-24 age group by almost 22% (see Graph 22).

Graph 22: Inactive population by gender and age groups, 2009



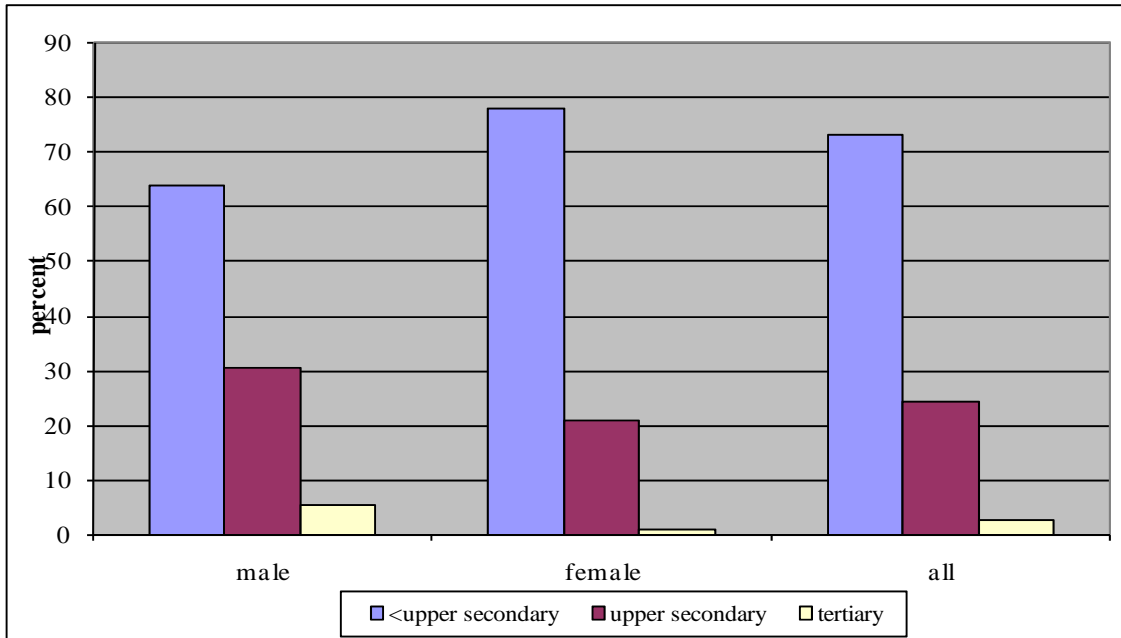
Because of their small size in the general population, the groups immediately below the upper limit of working age reach only a small turnout, even though they mostly or completely (by definition) are inactive.

The age distributions of inactive men and women differ very, however, reflect two diametrically opposite facts: the relatively high rates of male employment and relatively low rates of women in the age group's central work, by leading to inactive participation of 10.3% and 32.4%. More specifically, the value of the last down inactive women participation in all age groups even though they spend their absolute values in males in all age groups except children.

7.2 Education

As expected, this time based on specific employment rates by education and unemployment, inactive population is characterized by lower education than the population as a whole. Two-thirds of inactive men over 15 and five of six of their female counterparts have less education than secondary high school high, while the other end of the scale only 5.6% of inactive men and 1.1% of their female counterparts have completed high school or university (see Graph 23).

Graph 23: Inactive population (15 +) by education and gender, 2009



So, even among the inactive population of Kosovo, men are better educated than women.

Annex 1: Standard tabulation programme 2008 - 2009

GROUP Classification	Unit	2008			2009		
		male	female	all	male	female	all
POPULATION							
total*	%	50.7	49.3	100.0	50.5	49.5	100
aged 15-64*	%	63.4	65.0	64.2	63.3	64.8	64.0
by age							
<15	%	29.9	27.5	28.7	29.2	27.2	28.2
15-24	%	20.9	18.6	19.8	18.8	16.6	17.7
25-54	%	35.8	39.3	37.5	37.3	40.6	38.9
55-64	%	6.7	7.1	6.9	7.2	7.6	7.4
65+	%	6.7	7.4	7.1	7.5	8.0	7.8
15-64	%	63.4	65.0	64.2	63.3	64.8	64.0
by education (15+)							
<upper secondary	%	42.3	69.1	55.8	40.6	65.4	53.0
upper secondary	%	47.2	25.5	36.3	47.3	28.3	37.8
tertiary	%	10.5	5.3	7.9	12.1	6.3	9.2
by employment status							
employed* (15-64)	%	38.0	10.6	24.3	40.2	12.6	26.4
unemployed* (15-64)	%	28.1	15.6	21.9	27.3	16.2	21.7
labour force* (15-64)	%	66.2	26.1	46.2	67.5	28.8	48.1
inactive*	%	58.1	83.0	70.4	57.3	81.3	69.2
dependency rates							
youth*	rate	47.2	42.3	44.7	46.2	42.0	44.1
old age*	rate	10.6	11.4	11.0	11.8	12.4	12.1
effective*	rate	191.0	955.6	356.9	178.2	790.9	325.1
activity rates (15-64)							
employment*	rate	37.7	10.5	24.1	39.7	12.5	26.1
unemployment*	rate	42.7	59.6	47.5	40.7	56.4	45.4
activity*	rate	65.8	26.1	46.0	66.9	28.7	47.7

Results of the Labour Force Survey 2009

GROUP Classification	Unit	2008			2009		
		male	female	all	male	female	all
EMPLOYED							
by age							
15-24*	rate	11.8	3.9	8.1	10.7	3.7	7.5
25-54	rate	52.2	14.3	32.6	52.7	16.8	34.2
55-64	rate	41.4	6.7	23.8	47.8	8.7	27.9
65+	rate	2.5	0.3	1.4	4.6	0.8	2.6
15-64*	rate	34.1	9.4	21.8	35.5	11.1	23.2
by education (15-64)							
<upper secondary*	rate	20.1	1.9	8.7	20.9	2.3	9.3
upper secondary*	rate	42.7	18.0	33.8	44.4	19.6	34.9
tertiary*	rate	80.1	71.9	77.2	79.8	72.0	76.9
by economic activity (15-64)							
agriculture	%	9.3	3.2	8.0	7.3	2.6	6.2
mining	%	1.7	0.9	1.5	1.3	0.6	1.1
manufacturing	%	10.1	3.9	8.7	11.3	5.2	9.9
electricity	%	6.2	1.6	5.2	5.5	1.3	4.5
construction	%	10.8	0.6	8.6	10.2	0.7	7.9
trade	%	17.4	15.9	17.1	17.8	16.3	17.4
hotels	%	5.1	2.1	4.5	5.4	1.8	4.6
transport	%	5.9	4.3	5.6	6.3	4.2	5.8
finance	%	1.4	3.1	1.8	1.8	3.6	2.2
business	%	2.4	3.3	2.6	2.9	2.8	2.9
public administration	%	9.6	10.0	9.7	9.6	10.5	9.8
education	%	10.6	24.4	13.6	10.1	23.7	13.4
health	%	3.2	18.4	6.5	3.5	18.1	7.0
other	%	6.2	8.3	6.7	7.1	8.7	7.5
by occupation (15-64)							
managers	%	8.3	4.6	7.5	9.8	4.2	8.4
professionals	%	14.7	33.9	18.9	15.0	34.5	19.7
technicians	%	6.3	17.0	8.6	6.6	16.4	9.0
clerks	%	4.8	10.8	6.1	4.8	11.1	6.3
service and sales	%	22.8	20.6	22.3	23.0	21.0	22.5
agriculture	%	7.9	2.9	6.8	6.4	2.2	5.4
craft and related trades	%	15.3	2.9	12.6	15.7	3.2	12.7
machine operators	%	8.2	0.7	6.6	7.6	0.5	5.9
elementary occupations	%	11.8	6.6	10.6	11.1	6.9	10.1
armed forces	%	0.0	0.0	0.0	0.0	0.0	0.0
by professional status (15-64)							
employee	%	62.5	84.6	67.3	63.1	84.4	68.2
self-employed 1+ empl.*	%	10.2	2.7	8.6	11.7	2.8	9.5
self-employed 0 empl.*	%	18.2	5.8	15.5	16.8	6.2	14.3
family worker	%	9.1	6.9	8.6	8.4	6.6	8.0
by conditions (15-64)							
part-time*	%	18.1	16.8	17.8	16.8	15.0	16.3
temporary*	% of employees	64.6	67.1	65.3	63.4	70.0	65.4
by usual working hours (15-64)							
full-time employees*	average	44.8	42.2	44.1	45.0	42.0	44.1
part-time employees*	average	29.5	30.7	29.9	29.2	30.0	29.5
self-employed*	average	44.5	38.1	44.0	45.5	39.1	44.9

Results of the Labour Force Survey 2009

GROUP Classification	Unit	2008			2009		
		male	female	all	male	female	all
UNEMPLOYED							
by age							
15-24*	rate	68.6	81.8	73.0	68.5	81.7	73.0
25-54	rate	37.9	54.0	42.5	37.4	52.0	41.9
55-64	rate	26.4	29.7	26.9	23.9	34.7	25.9
15-64*	rate	42.7	59.6	47.5	40.7	56.4	45.4
by education							
<upper secondary*	rate	55.6	84.8	65.0	54.4	83.3	64.0
upper secondary*	rate	44.2	59.8	48.1	42.5	56.6	46.3
tertiary*	rate	13.0	18.8	15.0	12.5	19.1	14.9
by duration							
<6 months	%	9.8	9.8	9.8	9.8	10.2	10.0
6-11 months	%	7.0	10.9	8.4	7.4	10.0	8.3
12+ months*	%	83.2	79.3	81.8	82.8	79.8	81.7
by methods of search							
public employment office	%	50.0	43.9	47.8	49.6	43.2	47.2
private employment office	%	-	-	-	0.0	0.0	0.0
employers directly	%	34.3	26.6	31.5	34.3	26.6	31.4
ask friends etc.	%	69.2	62.1	66.7	68.2	61.5	65.7
insert/answer ads	%	16.4	20.7	17.9	15.4	18.6	16.6
study ads	%	24.0	30.9	26.4	23.9	29.3	25.9
test/interview	%	4.7	5.4	4.9	4.8	5.4	5.0
look for land/equipment	%	1.2	0.7	1.0	1.3	0.6	1.0
look for permits/licenses	%	1.0	1.0	1.0	1.3	0.9	1.2
other method	%	8.2	8.7	8.4	7.2	8.1	7.5
by previous work experience							
with	%	21.3	10.7	17.5	21.7	13.3	18.6
without*	%	78.7	89.3	82.5	78.3	86.7	81.4
without 15-24*	% of 15-24	94.9	96.5	95.5	94.6	95.6	95.0
by economic activity (last job)							
agriculture	%	5.2	2.2	4.5	6.4	3.3	5.5
mining	%	1.4	0.0	1.1	1.1	0.0	0.8
manufacturing	%	18.6	18.8	18.7	18.9	18.0	18.6
electricity	%	2.8	0.0	2.2	2.3	0.0	1.6
construction	%	12.4	0.0	9.7	10.2	0.0	7.3
trade	%	12.1	33.4	16.8	16.9	33.9	21.7
hotels	%	9.3	10.6	9.6	9.8	10.7	10.0
transport	%	8.4	3.7	7.4	5.8	4.9	5.5
finance	%	1.2	2.4	1.4	1.6	3.7	2.2
business	%	0.8	1.6	1.0	0.8	1.6	1.0
public administration	%	7.4	2.4	6.3	5.5	2.2	4.6
education	%	5.1	8.7	5.9	6.0	8.1	6.6
health	%	1.5	8.2	3.0	1.5	4.5	2.4
other	%	13.8	8.1	12.6	13.3	9.1	12.1
by occupation (last job)							
managers	%	3.6	2.4	3.3	4.5	2.4	3.9
professionals	%	8.1	17.0	10.1	8.8	17.7	11.3
technicians	%	4.7	12.5	6.4	4.6	11.6	6.6
clerks	%	3.7	15.6	6.3	3.8	15.5	7.1
service and sales	%	30.7	34.9	31.6	33.5	37.6	34.6
agriculture	%	3.2	1.6	2.9	2.9	2.4	2.7
craft and related trades	%	20.9	5.0	17.5	20.2	4.4	15.8
machine operators	%	10.6	2.9	8.9	8.0	2.1	6.4
elementary occupations	%	14.4	8.3	13.1	13.8	6.3	11.6
armed forces	%	0.0	0.0	0.0	0.0	0.0	0.0

Results of the Labour Force Survey 2009

GROUP Classification	Unit	2008			2009		
		male	female	all	male	female	all
INACTIVE							
by age							
<15	%	51.5	33.2	40.8	46.7	30.8	37.4
15-24	%	22.5	17.6	19.6	26.0	18.9	21.9
25-54	%	9.8	32.6	23.1	10.3	32.4	23.2
55-64	%	5.0	7.7	6.6	4.7	8.1	6.7
65+	%	11.2	8.9	9.9	12.4	9.8	10.9
15-64	%	37.3	57.9	49.3	40.9	59.5	51.7
by education (15+)							
<upper secondary	%	65.7	80.5	75.5	63.8	77.9	73.1
upper secondary	%	30.2	18.6	22.5	30.5	21.0	24.3
tertiary	%	4.1	0.9	2.0	5.6	1.1	2.7

*indicators of employment/unemployment

Annex 2: Tabulation variables, SOK LFS 2009

SURVEY SECTION

Item/Question No.: Variable _____

SURVEY DATA

Region
Urban/rural
A1. Municipality

HOUSEHOLD QUESTIONNAIRE

Q3 Relation to head of HH
Q7 Gender
Q11 Marital status
Q12 Ethnicity
Derived variable: age
Q16 Residency status
Q94 Education

INDIVIDUAL QUESTIONNAIRE

Work activity in the reference week

Derived variable: employment status

Characteristics of main job

Q30 Professional status
Q32 Limited duration
Q33 Reason limited duration
Q34 Duration
Q40 Economic activity
Q41 No. of employed
Q42 Occupation

Working time

Q39 Start current job
Q46 Usual hours
Q47 Actual hours 1) main job
Q52 Reason actual hours less than usual hours

Characteristics of additional job

Q55 Additional job
Q56 Economic activity
Q57 Professional status

Persons without work

Q68 Ever worked before
Q69 Date of stopping
Q70 Reason for stopping work
Q71 Economic activity of last job
Q72 Professional status last job
Q73 occupation last job
Q75 Looking for a job
Q76 Reason for not looking for work
Q79 Duration without work or looking for a job
Q80 Kind of work wanted
Q82 Methods of job search
Q84 Availability
Q85 Reasons of non-availability
Derived variable: duration of unemployment

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Statistical Office of Kosovo, 2010. - 45 p. : Ilustr. , 30 cm. -
(Series 5: Social Statistics)

1. Bellaqa, Bashkim, 2. Hajrizi, Bujar 3. Demaj, Bedrije

Foreword / Nait Vrenezi: p 1. - List of abbreviations and
symbols: p 2

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Statistical Office of Kosovo

short description

Statistical Office of Kosovo is a professional institution which deals with collection, processing and publication of official statistical data. As such acts since 1948 and has passed through several historical stages, structured according to state regulation of those times.

On 2 August 1999, the Office has resumed his professional work (after nine years of interruption of all statistical series detrimental to the interest of Kosovo), as an independent institution under the Ministry of Public Administration. Office is funded by the Kosovo Consolidated Budget, but also by donors for specific projects and for technical professional support.

Statistical Office of Kosovo operates under Regulation 2001/14 which entered into force on 2 July 2001. Law on official statistics is in process for approval. Strategic development plan 2009-2013 is the middle term implementation for the development of statistical system in correlation with the European Union statistics (EUROSTAT). **Statistical Office of Kosovo** has this organizational structure: production departments; (Department of Economic statistics and National Accounts, Department of Population statistics, Department of Agriculture and Environmental statistics and Department of Social statistics. **Support Departments;** (Department of Methodology and Information Technology, Department of Administration. **Within the Office we also established** Office of the Population Census, Households and Dwellings. **Regional Offices;** Gjakove, Gjilan, Mitrovica, Peja, Prizren, Prishtina and Ferizaj

Number of employees and budget are still limited. Employees are total of 134 workers, of them 96 (71.6%) at the headquarters of the Office, while in the Regional Offices, 38 (28.4%), with qualifying structure, 65.4% with university education to 34.6% with secondary education.

We have professional and technical cooperation with all ministries of the Government of Kosovo, especially with the Ministry of Economy and Finance, Central Bank of Kosovo, with international institutions, EUROSTAT, International Monetary Fund, World Bank, Sweden's SIDA, DFID, UNFPA, UNDP, UNVEF, and the statistics of countries in the region.

Statistical Office of Kosovo almost completely covers the territory of Kosovo, based on the statistical structure of the enumeration areas as the basic unit and sole in the country from which it gets first hand information. All surveys conducted in the field use the extension of the samples in these enumeration areas but also a statistical methodology according to international recommendations. During the collection of statistical data and reports from reporting entities are involved professionals, technicians, administrators, servants of the country offices, field enumerators from regional offices, etc.

We are in intensive final preparations for the implementation of major project for the state of Kosovo; Population Census, Households and Dwellings who will now take place from 1- 15 April 2011, now delayed Census which has recently been in 1981. In this major project we have engaged academics, scientists and local and international experts in all working groups.

The mission of the Office; to meet the needs of users with qualitative statistical data, objective, in time and space so that users have reliable base to conduct regular analysis in the interest of planning and project development at the municipal and country level. To support government institutions, scientific institutes, research academies, businesses in order to provide proper information for decision-makers and other users in Kosovo.

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