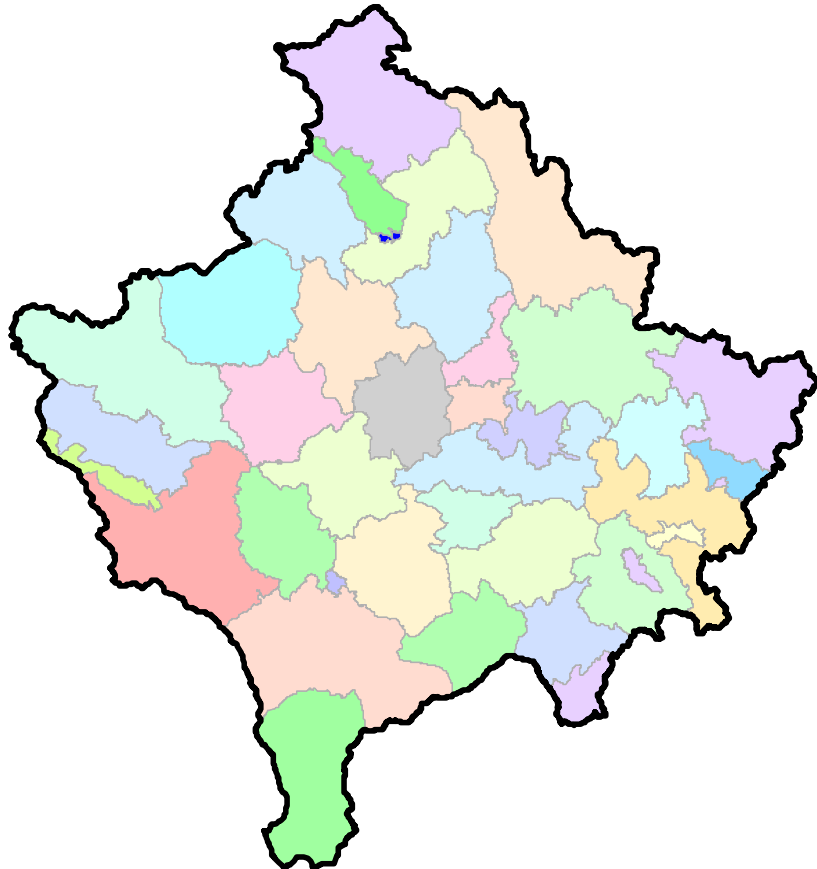




Republika e Kosovës  
Republika Kosova-Republic of Kosovo  
*Qeveria - Vlada - Government*  
Zyra e Kryeministrit -Ured Premijera -Office of the Prime Minister  
*Agjencia e Statistikave të Kosovës - Agencija za Statistike Kosova - Kosovo Agency of Statistics*

## Series 5: Social Statistics

# Labour Force Survey Q3 - 2016



# Foreword

The purpose of the Labour Force Survey (LFS) is to provide statistical data on statistical indicators of the labour market and facilitate their comparison with previous years. Labour Force Survey includes 600 Enumeration Areas (EAs) in the entire territory of Kosovo.

Report of LFS, in the third quarter of 2016, contains information on employment and unemployment according to age, gender, employment status, economic activity, occupation and other areas of the labour market.

In the third quarter of 2016, the employment rate is 29.2%, the unemployment rate is 27.5% while the inactivity rate is 59.8%.

LFS data indicate that the percentage of people employed part-time for the third quarter of this year is 6.2%. Self-employment (as a percentage of employees) for the quarter was 23.0%. Percentage of employees in unstable jobs (persons who are self-employed and have no employees and those who work without pay in a family business) was 23.0%. Trade, manufacturing, construction and education continue to employ almost half of employed persons.

Regarding the participation in the workforce which was 40.2% in this period, the number of females belonging to the labour force was 19.3% and 60.6% was for males.

The unemployment rate among young people is 52.7%.

Long-term unemployment of young people (age 15-19) who have been unemployed for more than 12 months for this quarter was 45.2%.

The percentage of young people who are not employed nor in education or training - NEET (respondents aged 15-24) is 29.8%.

In this case, KAS thank the participants and other stakeholders, especially its staff in the implementation of LFS 2016. It is the first time that KAS publishes quarterly data, therefore the users should treat them as preliminary data. At the same time, KAS informs all users of official statistics that, within its budget, KAS is continuously making efforts to build capacity and produce sustainable and qualitative statistics.

On the basis of the Law on Official Statistics No.04/L-034, Kosovo Agency of Statistics is responsible for producing official statistics in the Republic of Kosovo, therefore, in the case of the use of these data the source shall be cited.

Comments, remarks, suggestions and proposals regarding this publication are welcome and can be sent to email address: [social@rks-gov.net](mailto:social@rks-gov.net)

Publication was prepared by:

Avni Kastrati	-	Acting Director of the Department of Social Statistics
Bujar Hajrizi	-	Head of Sector
Bedrije Demaj	-	Senior Officer
Besarta Thaçi	-	Officer

January, 2017

Chief Executive Officer, KAS  
Isa Krasniqi

## Introduction

Kosovo Agency of Statistics (KAS) has started the implementation of the Labour Force Survey (LFS) in 2001, continued as an annual survey until 2009. Due to the preparation of the Census, the Labour Force Survey (LFS) was not conducted in 2010 and 2011.

Since 2012, Labour Force Survey (LFS) is developed according to Eurostat methodology as the continued survey (52 calendar weeks – reference weeks), as well as:

- Revised questionnaire (following the Eurostat guidelines)
- New sample framework (based on the Population, Households and Dwellings Census in Kosovo 2011)
- Longitudinal sub-sample, where each household selected is interviewed four times (once in three months, the first time in the selected household is the Survey and three following interviews are Re-surveys that tracks eventual changes of indicators, in that household selected from quarter to quarter)
- Interview of the households was conducted via laptop, through the methods CAPI - Personal interview with computer assistance, which enables faster generation of data than through the PAPI method, respectively through the traditional method of collection through interview with paper and pencil, which are entered to the computer.

The main objectives of LFS are collection of information mainly on the supply side of the labour market, i.e. information on those who are working or actively looking for a job.

## **Acknowledgements**

Since 2014, the LFS is realized with KAS budget. We express our gratitude to the hard work of the heads of regional offices of KAS, who supervised the field work, and to the families who have shared their time and provided data by helping in this way the collection of such detailed information.

## Abbreviations

<b>LFS</b>	-	Labour Force Survey
<b>ILO</b>	-	International Labour Organization
<b>KAS</b>	-	Kosovo Agency of Statistics
<b>EU</b>	-	European Union
<b>NACE</b>	-	Statistical Classification of Economic Activities
<b>ISCO</b>	-	International Standard Classification of Occupations
<b>EA</b>	-	Enumeration Area
<b>NEET</b>	-	Young people not in education, employment, or training

# Contents

	Page
Foreword.....	1
Introduction.....	2
Acknowledgements.....	3
Abbreviations.....	4
Definitions.....	7
Key indicators.....	10
Tab. 1: Key indicators of the labour market.....	12
1. Employment.....	13
1.1: Employment according to gender.....	13
1.2: Employment according to age group and educational level.....	13
Tab.1.1: Number of employees and employment rates according gender and age group.....	14
Tab. 1.2: Employment according to educational level.....	14
Tab. 1.3: Higher level of education according to type of employer (15-64).....	15
1.3: Employment status.....	15
Tab. 1.4: Employment status according to gender (%).....	15
1.4: Unstable employment.....	15
Tab. 1.5: Unstable employment according to gender.....	16
Tab. 1.6: Unstable employment according to occupation and gender.....	16
Tab. 1.7: Unstable employment according to educational level and gender.....	17
1.5: Types of contracts.....	17
1.6: Employment according to activity.....	17
Tab. 1.8: Employment according to activity and gender (in thousand).....	18
1.7: Employment according to education.....	19
Tab. 1.10: Employment according to occupation and gender (in%).....	19
1.8: Employment models.....	20
Tab. 1.11: Reasons for working part-time according to gender (%).....	20
Tab. 1.12: Employment according to hours of work per week and gender.....	20
Tab. 1.13: Average number of hours worked per week according to type of employer and gender.....	21
Tab. 1.14: Employment models according to gender.....	21
1.9: Net monthly salary.....	22
2. Unemployment.....	23
2.1: Unemployment according to gender.....	23
Tab. 2.1: Number of unemployed and unemployment rate according to gender.....	23
2.2: Unemployment according to age group and educational level.....	24
Tab. 2.2. Number of unemployed and unemployment rate according to gender and age group.....	24
Table 2.3. Number of unemployed and the unemployment rate according to educational level and gender.....	24
2.3: Youth unemployment.....	25
Tab. 2.4: Percentage of unemployed youth in total unemployment and unemployment rate among young people according to gender.....	25
Tab. 2.5: Unemployment rate of young people to adults, according to gender.....	25
2.4: Duration of unemployment.....	25
Table 2.6: Duration of unemployment for more than a year according to age group and gender (%).....	25
Graph. 2.2. Duration of unemployment for more than a year according to age group and gender (%).....	26

	Page
3. Participation in the work force .....	26
Graph. 3.1: Participation rate in the labour force according to gender .....	27
Tab. 3.1: Labour force and the participation rate in the labour force according to gender and age.....	28
4. Inactive persons.....	29
Graf 4.1: Inactive participation rates according to gender.....	29
4.1: Inactive young people not in education, employment or training (NEET) .....	30
Tab 4.1: Young people who are not unemployed, do not attend school or training (NEET) according to gender .....	30
5. Demographic and economic dependency ratios.....	31
Tab 5.1: Demographic dependency ratios.....	31
Tab 5.2: Economic dependency ratios .....	31

## Definitions

The working age population includes people aged 15 to 64 years. This measure is used to give an estimate of the total number of potential workers within the economy.

The workforce consists of employed and unemployed persons, according to precise definitions given below. Inactive persons are not considered part of the workforce.

1. **Employed:** persons who during the reference week did any work for pay, profit or family gain, in cash or in kind, or who were temporarily absent in their work.
2. **Unemployed:** persons who during the reference week:
  - Were without work, i.e. they were not in paid employment or self-employed;
  - Were currently available for work, i.e. they were willing to start paying job or self-employment within two weeks; and
  - Seeking work, i.e. they had taken specific steps during the past four weeks in search of paid employment or self-employment.
3. **Inactive persons:** persons who during the reference period were neither employed nor unemployed.

Classification of the population in these three above categories depends on the application of the principle of activity - what did the person do actually during the reference week - and a set of priority rules on activities that give priority to employment over unemployment and unemployment on economic inactivity. Classification also depends on a clear understanding of which activities are considered as "employment".

**The participation rate in the workforce** is the percentage of the working age population of a country that engages actively in the labour market (employed or unemployed). The labour force (employed and unemployed) to the working age population, expressed as a percentage is:

$$\text{Participation rate in the workforce} = \frac{\text{Employed} + \text{Unemployed}}{\text{Working age population}} \times 100$$

**The inactivity rate** is the proportion of the working age population of a country that is neither employed nor unemployed. When put together, the inactivity rate and its participation in the workforce give 100 percent result.

**Employment to population ratio**, also known as the employment rate, is the percentage of the working age population of a country that is employed.



$$\text{Employment to population ratio} = \frac{\text{Employed population}}{\text{Working age population}} \times 100$$

**The unemployment rate** is the percentage of the labour force that is unemployed. Workforce is defined as the basis for this indicator and not the working age population.

$$\text{Unemployment rate} = \frac{\text{Unemployed population}}{\text{Working age population}} \times 100$$

**Discouraged workers are persons who do not have jobs**, who are currently available for work but have given up looking for work because they believe that they can not find work. This category of discouraged persons is included in the inactive population category.

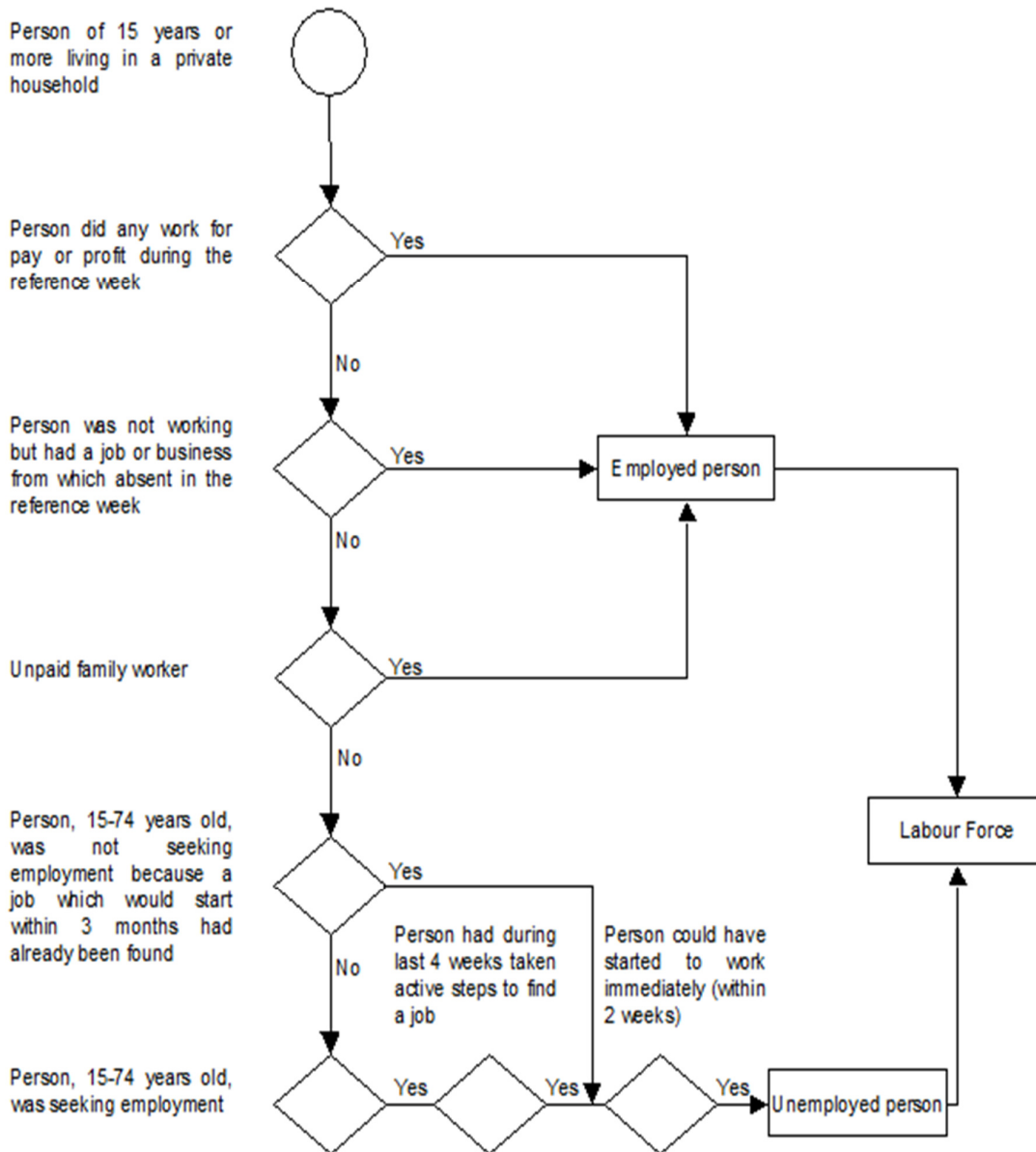
**Youth unemployment** refers to the unemployment rate of persons aged 15-24 years.

**NEET** form part of young people (age 15-24) who are neither employed nor attending school nor not even training.

**Unstable employment** refers to self-employed persons who have no employed persons or unpaid family workers. These kind of employees are less likely to have formal work arrangements and more likely for lacking appropriate working conditions.

The diagram below illustrates the criteria used for classification of the population in working age as employed, unemployed or inactive.

**Graph. 1: Classification of the workforce in the Labour Force Survey of the European Union**



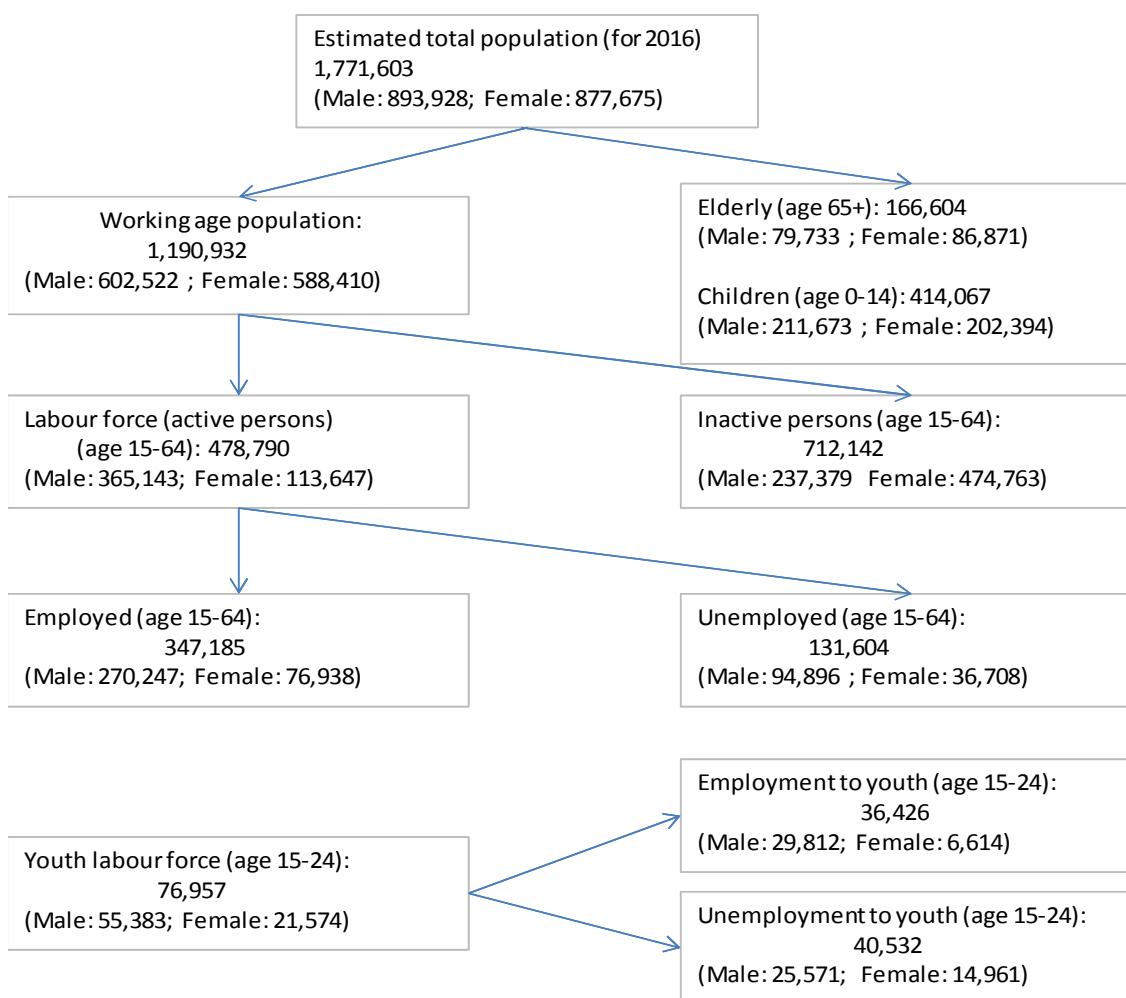
## Key indicators

Graph 1 presents a summary of the state of the labour market of Kosovo's population based on the Labour Force Survey of 2016. Among the main results of the LFS for the third quarter of 2016, as shown in Graph 1 and elaborated further in this report, are:

- Almost two thirds of Kosovo's population is of working age (age 15-64). It is expected that the working age population to increase rapidly over the next decade as Kosovo is among the countries with the youngest population in Europe.
- Of the working age population, 59.8% are not economically active, which means that they are not employed and have not been active in search of employment during the past four weeks and / or are not ready to start working within two weeks .
- From 40.2% of the population that is economically active, 27.5% (131,604 persons) are unemployed. This means that 72.5% (347,186) of economically active persons are employed, by creating an employment to population ratio (employment rate) of 29.8%.
- 59.8% of the working age population is inactive.
- There are significant gender differences in all labour market.
- Almost one in five (19.3%) females of working age are active in the labour market, compared with about three-fifths (60.6%) of working-age males
- Among persons in the labour force, unemployment is higher for females than for males (32.3% compared with 26.0%).
- The employment rate among working age females is only 13.1%, compared with 44.9% for males.
- This very low degree of unemployment among females stems from the combination of very low participation in the labour force and high unemployment.
- Family responsibilities were the main reason for non-activity of females in the labour market, 45.0% of female respondents gave this reason.
- Females were employed mainly in the sectors of education, trade and health (51% of employed females). Males were mainly employed in the manufacturing, construction, trade sector (employing almost 45% of employed males).
- Youth unemployment is very high in Kosovo
- In the third quarter of 2016, young people in Kosovo had two times more likely to be unemployed than adults. Among persons aged 15-24 in the labour force, 52.7% were unemployed.

Unemployment is higher among young females (69.3%) than young males (46.2%).

- Nearly one-third (29.8%) of those aged 15 to 24 years in Kosovo were not in education, employment or training (NEET). This figure is 34.1% for young females compared with 25.9% for young males.
- Most of those employees reporting to work fulltime.
- 93.7% of respondents reported working full time in their main job.
- The reasons for working part-time differ between the genders, as females, taking on the role of care within the family, reduce the hours available for employment.
- The number one reason for males not working full time, was the lack of a full-time job.
- 23.0% of employed people belonged to the category of unstable employment. This means that they are either employed in their business (own-account workers), or contribute to a family business (paid or unpaid).
- Only 30.1% of employed persons had a permanent contract in their main job, while 69.9% had temporary contracts, no significant differences between males and females. People who had temporary contracts were asked why they had this kind of contract and 99.8% of respondents reported that there was no other available contract.
- Net salaries of most employees were between € 300 to € 400 per month. Very small differences were observed according to gender.

**Graph. 2: Classification of the labour market for the population of Kosovo, Q3 2016**

**Tab. 1: Key indicators of the labour market**

Key indicators of the labor market (%)	Male	Female	Total
Rate of participation in labor force	60.6	19.3	40.2
Inactivity rate	39.4	80.7	59.8
Employment to population ratio (employment rate)	44.9	13.1	29.2
Unemployment rate	26.0	32.3	27.5
Unemployment rate among young people (15-24 years of age)	46.2	69.3	52.7
Percentage of young people NEET youth population (15-24 years of age)	25.9	34.1	29.8
Percentage of unstable employment to total employment	23.9	19.6	23.0

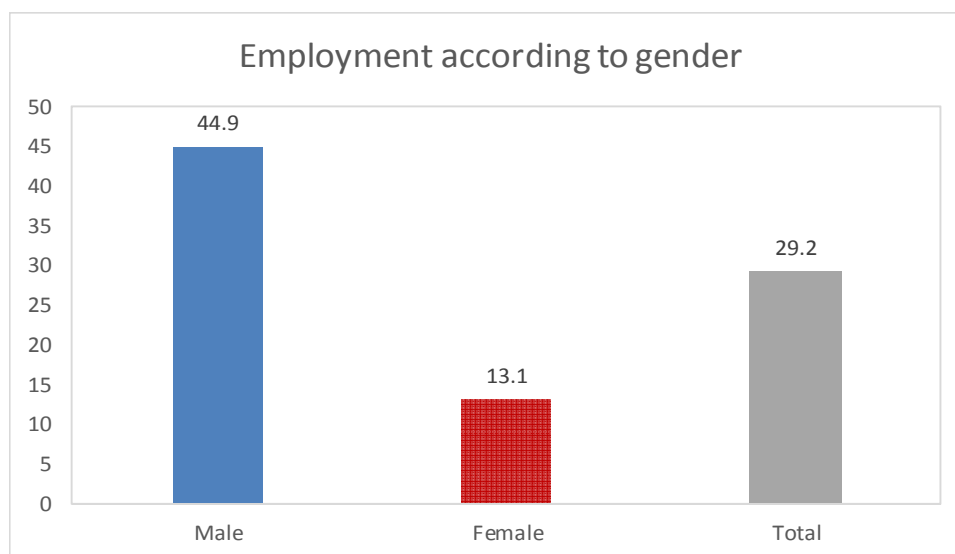
## 1. Employment

### 1.1: Employment according to gender

Out of the entire population of working age, 29.2% were employed. The employment rate was higher for males than for females: 44.9% of males of working age were employed compared to 13.1% of females of working age.

Compared with the second quarter of LFS 2016 in Kosovo, we have increased the employment ladder by 1.3%, where the increase was 2.0% for males while for females was only 0.5%.

**Graph. 1.1: Employment rate according to gender**



### 1.2: Employment according to age group and educational level

The employment rate in the age group was highest among persons aged between 45-54 years (40.2%) and lowest among youth (15-24 years) (10.5%).

The employment rate for female ages 25-44 ranges from 16.9% in the age group 25-34 years which has increased 1.2% in the age group 35-44 years (18.1%). While females employed at the young age group (15-24 years) were only 4.1% while the older age group (55-64 years) was 10.1%.

For males (Table 1.1), the employment rate was the highest for the age group 35 to 54 years (63.7%), and lowest for youth (16.2%).

**Tab.1.1: Number of employees and employment rates according gender and age group**

Kosovo	Male	Female	Total
<b>EMPLOYMENT (IN THOUSANDS)</b>			
15-24	29.8	6.6	36.4
25-34	67.6	19.6	87.2
35-44	69.4	21.5	90.9
45-54	63.1	21.2	84.3
55-64	40.3	8.0	48.3
<b>15-64</b>	<b>270.2</b>	<b>76.9</b>	<b>347.2</b>
<b>Employment to population ratio (%)</b>			
15-24	16.2	4.1	10.5
25-34	50.9	16.9	35.0
35-44	63.7	18.1	39.9
45-54	63.7	19.1	40.2
55-64	51.6	10.1	30.7
<b>15-64</b>	<b>44.9</b>	<b>13.1</b>	<b>29.2</b>

Table 1.2 shows that the higher the education is, the higher will be the possibility for employment (59.2%).

**Tab. 1.2: Employment according to educational level**

Kosovo	Male	Female	Total
<b>EMPLOYMENT (IN THOUSANDS)</b>			
No official education	0.4	0.4	0.8
Primary	51.2	16.0	67.1
Secondary vocational education	97.9	19.5	117.4
Secondary education, gymnasium	63.0	11.9	74.9
Tertiary	57.8	29.2	87.0
<b>Total</b>	<b>270.2</b>	<b>76.9</b>	<b>347.2</b>
<b>EMPLOYMENT RATE (%)</b>			
No official education	5.3	1.8	2.7
Primary	31.3	5.6	15.0
Secondary vocational education	48.3	17.2	37.1
Secondary education, gymnasium	44.1	10.9	29.7
Tertiary	67.4	47.7	59.2
<b>Total</b>	<b>44.9</b>	<b>13.1</b>	<b>29.2</b>

**Tab. 1.3: Higher level of education according to type of employer (15-64)**

Kosovo	Public sector, government	State-owned enterprise	Private company	Individual, private
<b>THE HIGHEST LEVEL OF EDUCATION (%)</b>				
No official education	0.1	0.0	1.0	0.0
Primary	5.0	5.0	19.0	26.1
Secondary vocational	26.5	21.2	39.2	41.8
Secondary education, Tertiary	12.3	31.2	23.6	23.6
	56.0	42.6	18.1	8.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Table 1.3 shows that the requirements for jobs are higher for government positions, where over half of all employees (56.0%) have completed higher education.

### 1.3: Employment status

In the third quarter of 2016, 69.3% of employed persons were employees, 7.5% were self-employed and had other employees, 15.5% were self-employed with no other employees and 7.6% were family workers (Table 1.4). The majority of employed females had the status of employees (77.0% compared with 67.1% for males).

**Tab. 1.4: Employment status according to gender (%)**

Kosovo	Male	Female	Total
<b>Employment Status (%)</b>			
Employee	67.1	77.0	69.3
Self-employed with employees	8.7	3.3	7.5
Self-employed without employees	16.4	12.7	15.5
Unpaid family worker	7.8	7.1	7.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 1.4: Unstable employment

Besides the low level of employment in Kosovo, 23.0% of employed persons worked in unstable jobs. Workers in unstable jobs are either self-employed people without employees or those who work without pay in a family business. These two groups of workers are likely lower to have a formal agreement work compared to workers with pay and salary.

Males are more likely to hold such unstable jobs (23.9% of employed males



compared with 19.6% of employed females). Expressed in absolute numbers, 79,718 of 347,185 employees belong to the category of unstable employment (Table 1.5). Employees in occupational areas are less likely to be employed in unstable jobs (Table 1.6), as well as persons with higher level of education (Table 1.7).

**Tab. 1.5: Unstable employment according to gender**

Kosovo	
UNSTABLE EMPLOYMENT (IN THOUSANDS)	
Male	64.6
Female	15.1
<b>All</b>	<b>79.7</b>
PERCENTAGE OF UNSTABLE EMPLOYMENT IN TOTAL EMPLOYMENT (%)	
Male	23.9
Female	19.6
<b>All</b>	<b>23.0</b>

**Tab. 1.6: Unstable employment according to occupation and gender**

Kosovo	Male	Female	Total
SELF-EMPLOYED WITHOUT OTHER EMPLOYEES (%)			
Legislators, senior officers and managers	1.6	0.0	1.3
Professionals	2.3	0.0	1.9
Technicians and related occupations with them	1.9	0.0	1.6
Clerks	0.7	0.0	0.5
Service and sales workers in shops and markets	16.5	16.9	16.6
Skilled agricultural, forestry and fishery workers	10.5	1.8	8.9
Craft and related trades workers	22.5	71.4	31.3
Plant and machine operators, and assemblers	11.4	1.0	9.5
Elementary occupations	32.7	8.9	28.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
UNPAID FAMILY WORKERS (%)			
Legislators, senior officers and managers	2.2	3.0	2.4
Professionals	1.3	0.0	1.0
Technicians and related occupations with them	0.4	2.3	0.8
Clerks	0.0	0.0	0.0
Service and sales workers in shops and markets	18.7	34.1	21.8
Skilled agricultural, forestry and fishery workers	7.0	4.5	6.5
Craft and related trades workers	25.3	3.1	20.7
Plant and machine operators, and assemblers	3.6	0.0	2.9
Elementary occupations	41.6	52.9	43.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**Tab. 1.7: Unstable employment according to educational level and gender**

Kosovo	Male	Female	Total
<b>SELF-EMPLOYEDD WITHOUT OTHER EMPLOYEES (%)</b>			
No official education	0.5	3.0	0.9
Primary	35.2	67.4	41.0
Secondary vocational education	31	17.2	28.5
Secondary education, gymnasium	25.6	12.4	23.3
Tertiary	7.7	0.0	6.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100</b>
<b>UNPAID FAMILY WORKERS (%)</b>			
No official education	0.5	0.0	0.4
Primary	32.5	66.8	39.5
Secondary vocational education	40.7	22.3	36.9
Secondary education, gymnasium	20.3	7.4	17.6
Tertiary	6.0	3.4	5.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

### 1.5: Types of contracts

Regarding the type of contract that the interviewed employees had, the majority (70.5%) had an individual contract, while the rest worked without a contract. For young adults (age 15 to 24 years), the percentage of those who worked without contracts was 61.3%.

From people who have an employment contract, only 30.1% had a permanent contract for their main job, while 69.9% had temporary contracts. The figures are similar for males and females. People who have temporary contracts were asked why they had this kind of contract and 99.8% of respondents reported that there was no other contract type available.

When asked if they had their rights in their main job, to benefit from social security scheme at work, the survey data showed that only 2.8% of employees had this right.

### 1.6: Employment according to activity

Trade, manufacturing, construction and education employ more than half of employed persons in the third quarter of 2016 (see Tables 1.8 and 1.9). Trade employ 14.3%, continuing with construction 12.8%, manufacture with 12.7%, and education with 10.4% of employed persons in Kosovo.

Education, trade and health care were the three leading female employers (employing more than 51% of employed females). Construction, manufacturing and trade sectors are the most common occupations for males (employing 44.6% of employed males).

**Tab. 1.8: Employment according to activity and gender (in thousand)**

Kosovo (age 15 and above)	Male	Female	Total
Agriculture, forestry and fishing	14.6	2.2	16.8
Mining and ore	3.9	0.0	3.9
Manufacture	39.7	4.6	44.3
Supply of electricity, gas, steam and air conditioning	5.8	0.2	5.9
Water supply, sewerage, waste management	6.5	0.5	7.1
Construction	44.5	0.3	44.8
Wholesale and retail trade, car and motorcycle repairs	37.4	12.5	49.9
Transport and storage	9.8	0.8	10.6
Accommodation and food service activities	19.1	3.2	22.3
Information and communication	5.1	1.6	6.7
Financial and insurance activities	4.8	2.1	6.9
Properties activities	0.3	0.0	0.3
Professional, scientific and technical activities	5.7	1.4	7.0
Administrative and support service activities	8.3	1.7	9.9
Public administration and defense, compulsory social security	19.3	5.8	25.2
Education	20.4	15.8	36.3
Activities of human health and social work	9.3	11.1	20.4
Arts, entertainment and recreation	4.0	1.9	6.0
Other service activities	10.1	3.8	13.9
*Household employment activity	1.9	6.8	8.7
Activities of the institutions and extra-territorial organizations	2.2	0.9	3.1
<b>Total</b>	<b>272.6</b>	<b>77.3</b>	<b>349.9</b>

**Tab. 1.9: Employment according to activity and gender (in%)**

Kosovo (age 15 and above)	Male	Female	Total
Agriculture, forestry and fishing	5.4	2.8	4.8
Mines and ore	1.4	0.0	1.1
Manufacture	14.6	6.0	12.7
Supply of electricity, gas, steam and air conditioning	2.1	0.2	1.7
Water supply, sewerage, waste management	2.4	0.7	2.0
Construction	16.3	0.4	12.8
Wholesale and retail trade, car and motorcycle repairs	13.7	16.2	14.3
Transport and storage	3.6	1.0	3.0
Accommodation and food service activities	7.0	4.1	6.4
Information and communication	1.9	2.1	1.9
Financial and insurance activities	1.7	2.7	2.0
Properties activities	0.1	0.0	0.1
Professional, scientific and technical activities	2.1	1.8	2.0
Administrative and support service activities	3.0	2.2	2.8
Public administration and defense, compulsory social security	7.1	7.6	7.2
Education	7.5	20.5	10.4
Activities of human health and social work	3.4	14.4	5.8
Arts, entertainment and recreation	1.5	2.5	1.7
Other service activities	3.7	5.0	4.0
Household employment activities	0.7	8.8	2.5
Activities of the institutions and extra-territorial organizations	0.8	1.2	0.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.7: Employment according to education

In the third quarter of 2016, most of the employees were working in positions of service and sales, in elementary occupations, as professionals and craft workers (Table 1.10).

Almost half of employed females were professional, technical and related occupations with (39.3%), 17.7% were in services and sales and 15.6% in elementary occupations. Males were distributed across sectors, but most were employed in elementary occupations (24.6%), 19.0% as craft workers and work related, 17.5% work as employees in service and sales while 9.3% were professionals (Table 1.10).

**Tab. 1.10: Employment according to occupation and gender (in%)**

Kosovo (age 15 and above)	Male	Female	Total
<b>EMPLOYMENT ACCORDING TO OCCUPATION (IN THOUSANDS)</b>			
Legislators, senior officers and managers	21.7	3.2	24.9
Professionals	25.3	21.3	46.6
Technicians and related occupations with them	16.1	9.0	25.1
Clerks	12.4	6.8	19.2
Service and sales workers in shops and markets	47.6	13.7	61.3
Skilled agricultural, forestry and fishery workers	8.0	0.5	8.5
Craft and related trades workers	51.7	9.8	61.5
Plant and machine operators, and assemblers	22.8	1.0	23.8
Elementary occupations	67.2	12.0	79.2
<b>Total</b>	<b>272.6</b>	<b>77.3</b>	<b>349.9</b>
<b>EMPLOYMENT ACCORDING TO OCCUPATION (IN%)</b>			
Legislators, senior officers and managers	7.9	4.2	7.1
Professionals	9.3	27.6	13.3
Technicians and related occupations with them	5.9	11.7	7.2
Clerks	4.6	8.7	5.5
Service and sales workers in shops and markets	17.5	17.7	17.5
Skilled agricultural, forestry and fishery workers	2.9	0.6	2.4
Craft and related trades workers	19.0	12.7	17.6
Plant and machine operators, and assemblers	8.4	1.2	6.8
Elementary occupations	24.6	15.6	22.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

*\*Elementary occupations include cleaners and aid workers, workers in agriculture, forestry and fishery, workers in mining, construction, industrial production, transport, assistants for food preparation, workers of sales on the street, workers in cleaning waste and other elementary workers (ISCO 88 COM).*

## 1.8: Employment models

Only 0.9% of the employed population reported that they had a second job during the reference week.

In their main job, 93.7% of respondents reported working full time and 6.3% part-time. Gender differences were observed, with females more likely to work part-time (13.0% compared with 4.4%).

For those who do part-time work, reasons differed between the genders, females take a greater role in family care thus reducing the hours available for work (Table 1.11). The number one reason for males not working full time was the lack of availability of full-time work.

**Tab. 1.11: Reasons for working part-time according to gender (%)**

Kosovo	Male	Female	Total
Caring for children or adults with disabilities	0.0	0.0	0.0
Disability or illness	0.0	0.0	0.0
Other personal or family reasons	0.0	67.7	25.2
A student	5.3	4.9	5.1
No option to make a full-time job	86.8	23.2	63.1
Does not want a full-time job	0.0	0.0	0.0
Another reason	7.9	4.1	6.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Approximately three-fifths of the employees have worked between 40-48 hours a week. Almost two-tenths (17.8%) of employees have worked 60 or more hours per week. Within a week, 16.1% of employees worked less than 40 hours.

Males tend to work longer hours than females, 32.0% of males work more than 48 hours a week compared with 10.0% of females (Table 1.12). A greater proportion of employed females (29.4%) worked less than 40 hours compared with 12.3% of males.

**Tab. 1.12: Employment according to hours of work per week and gender**

Kosovo	Male	Female	Total
<b>EMPLOYMENT ACCORDING TO THE NUMBER OF HOURS (IN THOUSANDS)</b>			
Under 25	19.5	17.6	37.1
25-34	11.4	4.3	15.7
35-39	2.3	0.7	3.0
40-48	150.5	46.6	197.2
49-59	28.8	3.7	32.5
60 and above	57.8	4.0	61.8
<b>Total</b>	<b>270.2</b>	<b>76.9</b>	<b>347.2</b>
<b>EMPLOYMENT ACCORDING TO THE NUMBER OF HOURS (IN%)</b>			
Under 25	7.2	22.9	10.7
25-34	4.2	5.6	4.5
35-39	0.8	0.9	0.9
40-48	55.7	60.6	56.8
49-59	10.6	4.8	9.4
60 and above	21.4	5.2	17.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Respondents working in the public sector have reported shorter hours than those working in the private sector (Table 1.13). Males and females working in private companies have worked longer hours compared to all types of employment.

**Tab. 1.13: Average number of hours worked per week according to type of employer and gender**

Kosovo	Public sector, government	State-owned enterprise	Private company	Individual, private
Male	32 hours	38 hours	49 hours	47 hours
Female	30 hours	33 hours	42 hours	42 hours
<b>Total</b>	<b>32 hours</b>	<b>37 hours</b>	<b>48 hours</b>	<b>46 hours</b>

The stakes are lower for females to work in shifts during night shifts, evenings and weekends but slightly larger to work from home (Table 1.14).

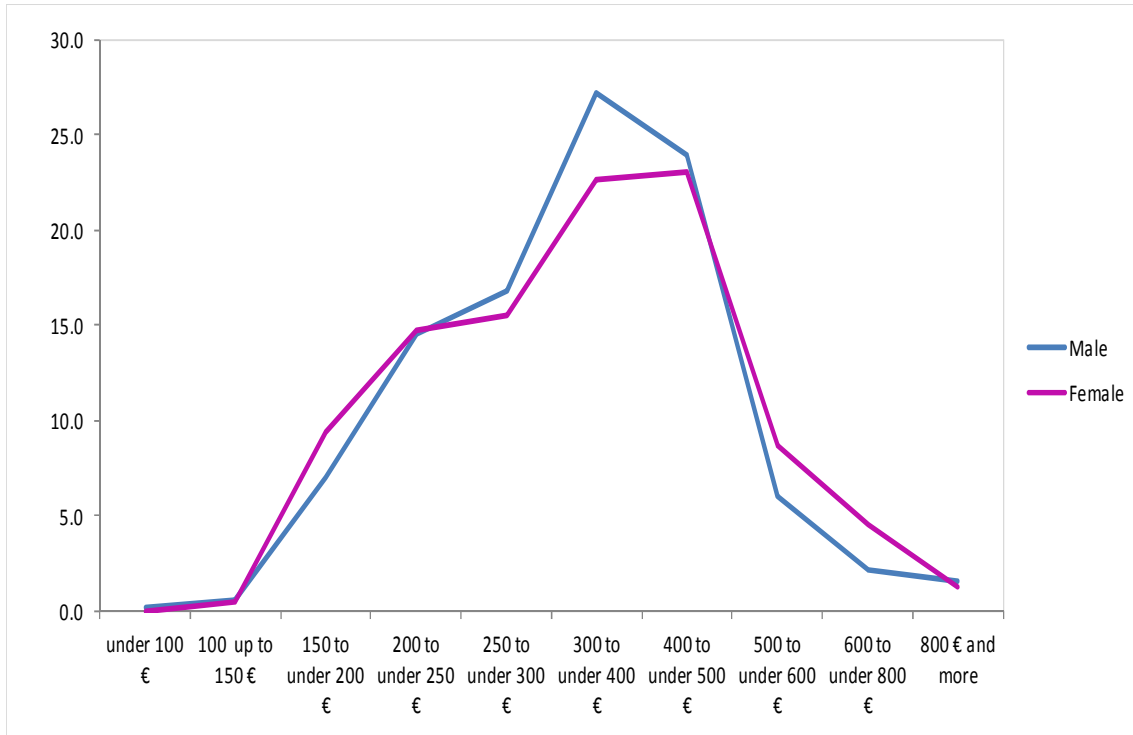
**Tab. 1.14: Employment models according to gender**

Kosovo	Male	Female	Total
<b>IF WORKING IN SHIFTS</b>			
Working in shifts	16.0	13.1	15.4
Not working in shifts	84.0	86.9	84.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING EVENINGS</b>			
Usually	13.4	10.5	12.8
Sometimes	26.4	19.0	24.9
Never	60.1	70.5	62.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING AT NIGHT</b>			
Usually	2.2	0.0	1.8
Sometimes	9.3	7.6	8.9
Never	88.5	92.4	89.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING ON SATURDAYS</b>			
Usually	42.5	33.5	40.6
Sometimes	34.2	18.7	30.9
Never	23.3	47.8	28.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING ON SUNDAYS</b>			
Usually	8.0	14.1	9.3
Sometimes	26.7	12.4	23.7
Never	65.3	73.4	67.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING AT HOME</b>			
Usually	7.2	12.0	8.2
Sometimes	10.2	13.7	10.9
Never	82.7	74.3	80.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.9: Net monthly salary

Most of the net monthly wages were between € 300 and € 400, among those who responded. Very small differences were observed according to gender, with a slight tendency that males receive higher wages.

**Graph. 1.2: Net monthly salary for employees according to gender**



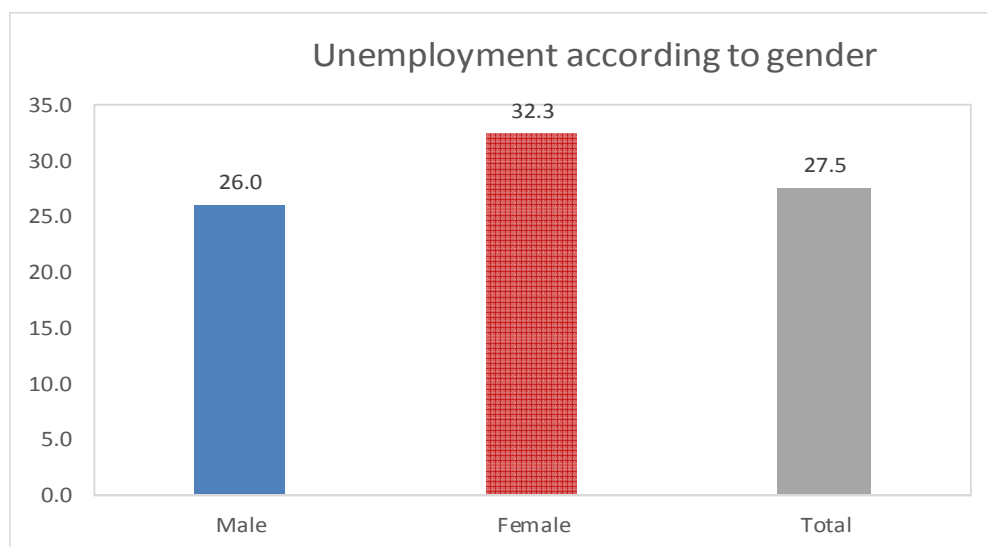
## 2. Unemployment

### 2.1: Unemployment according to gender

According to the third quarter of LFS 2016, in Kosovo there were 131,604 persons aged 15-64 years who were unemployed, 94,896 of whom were males and 36,708 females (Table 2.1). The unemployment rate was 27.5%, higher for females than for males, respectively 32.3% and 26.0% (Graph. 2.1).

Compared with the second quarter of LFS 2016, in Kosovo we have increased the unemployment rate by 1.3%, where the increase was 1.0% for males while to females increased by 2.0%.

**Graph. 2.1: Unemployment rate according to gender**



**Tab. 2.1: Number of unemployed and unemployment rate according to gender**

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSANDS)			
15-64	94.9	36.7	131.6
UNEMPLOYMENT RATE (%)			
15-64	26.0	32.3	27.5



## 2.2: Unemployment according to age group and educational level

52.7% of the young people were unemployed in Kosovo (Table 2.2). The lowest unemployment rate was found among those aged 55-64 (12.5%).

**Tab. 2.2. Number of unemployed and unemployment rate according to gender and age group**

Kosovo	Male	Female	Total
<b>UNEMPLOYMENT (IN THOUSANDS)</b>			
15-24	25.6	15.0	40.5
25-34	32.2	14.3	46.4
35-44	19.5	5.5	25.0
45-54	11.3	1.5	12.8
55-64	6.4	0.5	6.9
<b>15-64</b>	<b>94.9</b>	<b>36.7</b>	<b>131.6</b>
<b>UNEMPLOYMENT RATE (%)</b>			
15-24	46.2	69.3	52.7
25-34	32.2	42.1	34.7
35-44	21.9	20.2	21.5
45-54	15.2	6.7	13.2
55-64	13.7	5.9	12.5
<b>15-64</b>	<b>26.0</b>	<b>32.3</b>	<b>27.5</b>

Unemployment rate was the highest for illiterate people, or persons with no official education, (almost 45% of this group were unemployed) and the lowest for persons who had completed higher education (17.7%).

**Table 2.3. Number of unemployed and the unemployment rate according to educational level and gender**

Kosovo	Male	Female	Total
<b>UNEMPLOYMENT (IN THOUSANDS)</b>			
No official education	0.5	0.1	0.6
Primary	23.3	4.6	27.9
Secondary vocational education	45.2	13.8	59.0
Secondary education, gymnasium	18.3	7.0	25.4
Tertiary	7.5	11.2	18.8
<b>Total</b>	<b>94.9</b>	<b>36.7</b>	<b>131.6</b>
<b>UNEMPLOYMENT RATE (%)</b>			
No official education	56.7	21.3	44.4
Primary	31.3	22.3	29.3
Secondary vocational education	31.6	41.4	33.4
Secondary education, gymnasium	22.6	37.1	25.3
Tertiary	11.5	27.8	17.7
<b>Total</b>	<b>26.0</b>	<b>32.3</b>	<b>27.5</b>

Education has improved prospects in the labour market, especially for males, since 56.7% of uneducated males were unemployed compared with 11.5% of those who had completed tertiary education.

## 2.3: Youth unemployment

Based on the third quarter of LFS 2016, 30.8% of the unemployed in Kosovo were young people (aged 15-24 years) with almost 14 point difference between males and females.

A significant proportion of the young population is unemployed (52.7%) and youth unemployment among females is higher (69.3%) compared to males (46.2%).

**Tab. 2.4: Percentage of unemployed youth in total unemployment and unemployment rate among young people according to gender**

Kosovo	Male	Female	Total
Percentage of unemployed youth in total unemployment (%)	26.9	40.8	30.8
Percentage of unemployed youth in the young population (%)	46.2	69.3	52.7

In the third quarter of 2016, young people in Kosovo were two times more likely to be unemployed compared to adults, with figures almost similar for males and females (Table 2.5).

**Tab. 2.5: Unemployment rate of young people to adults, according to gender**

Kosovo	Male	Female	Total
Rate of youth unemployment to adult unemployment	2.1	2.9	2.3

## 2.4: Duration of unemployment

Unemployed respondents were asked how long are unemployed. A large number (65.0%) of the unemployed reported that they are unemployed for longer than 12 months. Small differences were observed according to gender (64.7% males and 65.9% females).

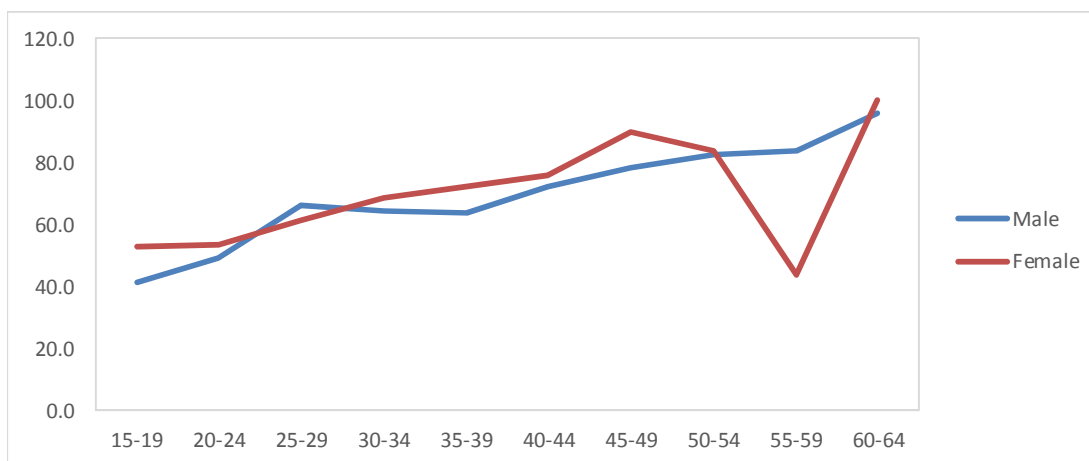
(Table 2.6) shows that the likelihood of being unemployed for more than a year increased with age.

**Table 2.6: Duration of unemployment for more than a year according to age group and gender (%)**

Kosovo	Male	Female	Total
15-19	41.1	52.5	45.2
20-24	49.1	53.5	50.7
25-29	66.1	61.2	64.6
30-34	64.5	68.8	65.8
35-39	64.0	72.2	66.0
40-44	72.5	75.9	73.1
45-49	78.5	89.9	80.2
50-54	82.7	83.6	82.7
55-59	84.0	43.8	80.0
60-64	95.6	100.0	95.6
<b>Total</b>	<b>64.4</b>	<b>62.0</b>	<b>63.7</b>

Graph 8 shows that the age group 30-34, although young, female unemployment for more than a year reaches 68.8% compared with 64.5% for males.

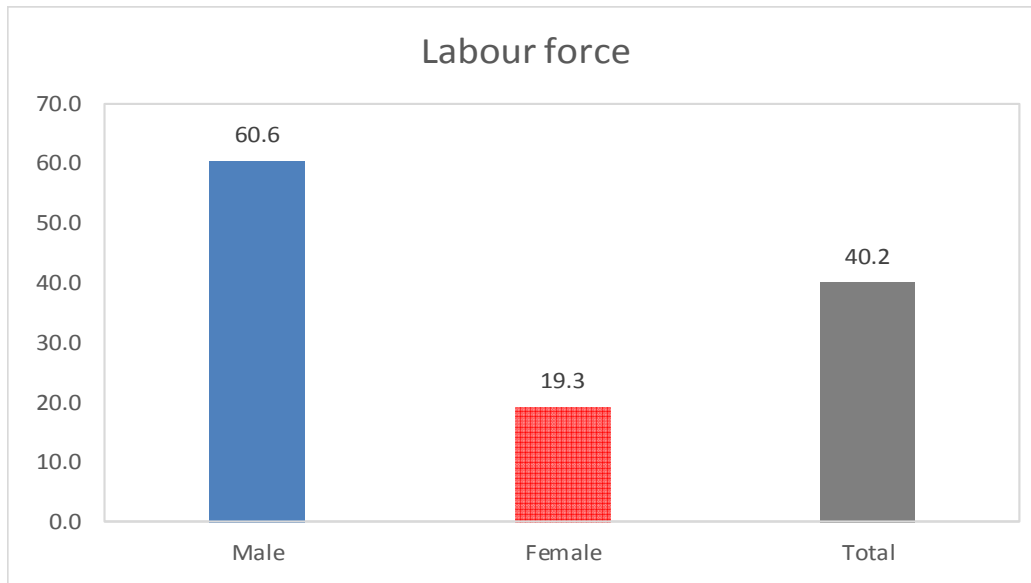
**Graph. 2.2. Duration of unemployment for more than a year according to age group and gender (%)**



### 3. Participation in the work force

In the third quarter of 2016, out of the total estimated population of 1,771,603, the total population of working age (15 to 64) was 1,190,932 people. 40.2% of people of working age participate in the labour force (economically active). This means that they were either employed or unemployed (but actively looking for work and available for work). The remaining 59.8% were economically inactive (Graph. 4.1). Economically inactive persons include students, housewives, discouraged workers and others who were not actively looking for a job and this category is examined in more detail in the next chapter.

Compared with the second quarter of LFS 2016, in Kosovo we have an increased level of participation in the workforce by 2.4%, where the increase was 3.5% for males while for females was only 1.2%.

**Graph. 3.1: Participation rate in the labour force according to gender**

Graph 9 it clarifies that the labour force participation among females was much lower than among males: 19.3% of females were active compared with 60.6% of males.

The participation rate in the labour force was highest among persons aged 30-34 (55.7%) and lowest among those aged 15 to 19 years with 9.6% (Table 3.1). The low participation rate of young people is not surprising because most of this group attend school.

In males, aged 40-44 years, had the highest rate of participation (82.3%), while for females the rate was highest among the age groups between 30 and 34 years (29.5%) (Table 3.1).

**Tab. 3.1: Labour force and the participation rate in the labour force according to gender and age**

Kosovo	Male	Female	Total
Labour force (in thousands)			
15-19	12.8	4.9	17.7
20-24	42.6	16.7	59.3
25-29	52.7	17.5	70.2
30-34	47.1	16.4	63.5
35-39	43.5	13.3	56.8
40-44	45.4	13.7	59.1
45-49	40.3	13.4	53.8
50-54	34.1	9.3	43.4
55-59	28.6	5.1	33.7
60-64	18.1	3.3	21.5
<b>Total 15 - 64</b>	<b>365.1</b>	<b>113.6</b>	<b>478.8</b>
Rate of labour force participation (%)			
15-19	13.2	5.6	9.6
20-24	49.0	21.9	36.4
25-29	70.8	28.8	52.0
30-34	80.5	29.5	55.7
35-39	81.0	22.5	50.3
40-44	82.3	22.8	51.3
45-49	82.2	23.9	51.1
50-54	68.2	17.0	41.5
55-59	67.5	11.5	38.7
60-64	50.6	9.7	30.6
<b>Total 15 - 64</b>	<b>60.6</b>	<b>19.3</b>	<b>40.2</b>

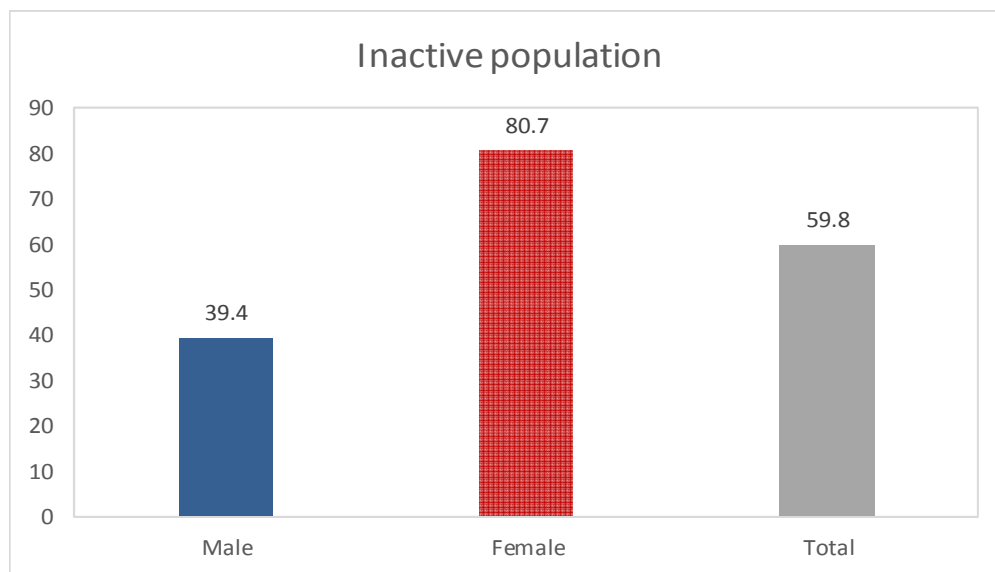
## 4. Inactive persons

Special attention is paid to the description and evaluation of the employed population and the unemployed, which together comprise the Labour Force (or economically active persons). However, the category of "inactive" is equally important. Changes in activity rates are an important part of labour supply impact on potential economic growth. This is due to the large number of potential workers among those currently inactive.

Compared with the second quarter of LFS 2016, in Kosovo there is a decrease in the level of activity by 2.4%, with this decrease to 3.5% for males while for females was 1.2%.

Graph 4.1 clarifies that the participation is greater among females than among males: 80.7% of females were inactive compared with 39.4% of males.

**Graf 4.1: Inactive participation rates according to gender**



Personal or family responsibilities are the main reason for the inactivity of females in the labour market (Table 4.1).

#### 4.1: Inactive young people not in education, employment or training (NEET)

The youth of this group (NEET) involves young people who are unemployed, not in school, nor trained, i.e. they are completely detached from the labour market and does not participate neither in the education system. High rates of this group in the population of young people raise concerns about youth employment in the future as it indicates detachment from the labour market. In addition, a large number of young people not engaged in countries with high unemployment of young people, such as Kosovo, can cause reduced profits due to increased competition, and has the opportunity to contribute to social problems.

In the third quarter of 2016, 103,213 of young people (aged 15 to 24) in Kosovo do not attend school, were not employed or in training, and account for 29.8% of the young population. Part of NEET for females is 34.1% compared with 25.9% of males (Table 4.2).

**Tab 4.1: Young people who are not unemployed, do not attend school or training (NEET) according to gender**

Kosovo	Male	Female	Total
Youth NEET (in thousand)	47.5	55.7	103.2
Percentage of youth NEET in young population (%)	25.9	34.1	29.8

## 5. Demographic and economic dependency ratios

Presented in Table 5.1 are three levels of economic dependency (data presented as the proportion of dependents per 100 out of working-age population):

- The degree of dependence of young people (respondents aged under 15 / respondents aged 15-64)
- The dependency of the elderly (respondents aged 65 + / respondents aged 15-64)
- The age dependency ratio (the respondents younger than 15 or older than 64 / respondents aged 15-64).

**Tab 5.1: Demographic dependency ratios**

Kosovo 2016	Rate of youth dependency	Rate of elderly dependency	Rate of age dependency
<b>Q3-2016</b>	35%	14%	49%

A new level is often used, particularly in the publications of Eurostat, the degree of effective economic dependency of the elderly. This is an important indicator for assessing the potential impact of age on the social costs related to employment (pensions etc.). This indicator is calculated as the ratio between the population aged 65+ (all classified as inactive) and total employment. For this report, Eurostat has determined the age range of employees from 20 to 64 years. According to projections, this indicator will increase to 68% in 2060 to EU28. In Kosovo, this ratio was 34% for the third quarter of 2016.

**Tab 5.2: Economic dependency ratios**

Kosovo 2016	Effective economic dependency ratio of the elderly	Total rate of economic dependence
<b>Q3-2016</b>	49%	257%

The total economic dependence rate is calculated as the ratio between the total inactive population (15+) and employment (20-64). It measures the average number of persons aged 15 years and over, that "support" each employee. This ratio was 257% in the third quarter of 2016.

According to projections, by 2023 the ratio will continue to rise in the EU, at 122.2% in 2023 and 141.6% in 2060.





# Kosovo Agency of Statistics

## *short description*

**Kosovo Agency of Statistics** 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 Agency 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. Since 12.12.2011 the Agency operates in the frames of the Prime Minister's Office. Office is funded by the Kosovo Consolidated Budget, but also by donors for specific projects and for technical professional support.

**Kosovo Agency of Statistics** acts according to the Law No. 04/L-036 which entered into force on 12.12.2011. Programme of Official Statistics 2013/2017 is in implementation for the development of statistical system in correlation with the European Union statistics (EUROSTAT).

**Kosovo Agency of Statistics** has this organizational structure: production departments; (Department of Economic statistics and National Accounts, Department of Agriculture and Environment statistics and Department of Social statistics. **Support Departments**; Department of Methodology and Information Technology, Department of Policy Planning, Coordination and Communication, Department of Census and survey and Department of Administration. **Within the Agency are also established Regional Offices**; Gjakove, Gjilan, Mitrovica, Peja, Prizren, Pristina and Ferizaj

Number of employees and budget are still limited. In KAS are employed in total 143 workers, of whom 98 (68,58 %) at the headquarters of the Agency, while in the Regional Offices, 45 (31,5%). Agency's educational qualifying structure is as follows: 61,7% with university education, 15,4% with with non-tertiary education, and 17.5% 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 with the statistical institutions of the countries in the region.

**Kosovo Agency of Statistics** 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.

In 2011, the project of Population Census , Households and Dwellings was successfully implemented, and in 2014 was successfully carried out the Agriculture Census. The result obtained from these censuses will have an important role in the development policies.

**The mission of the Agency**; 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.

- **Address: KOSOVO AGENCY OF STATISTICS**  
Street. "Zenel Salihu", No. 4, 10000 Pristina
- **Telephone:** +381 (0) 38 200 31 129  
CEO: +381 (0) 38 200 31 112
- **Fax::** +381 (0) 38 235 033
- **E-mail:** [infoask@rks-gov.net](mailto:infoask@rks-gov.net)
- **Web:** <http://ask.rks-gov.net>