



# 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 second 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 second quarter of 2016, the employment rate is 27.9%, the unemployment rate is 26.2% while the inactivity rate is 62.2%.

LFS data indicate that the percentage of people employed part-time for the second quarter of this year is 6.0%. Self-employment (as a percentage of employees) for this quarter was 21.5%. Percentage of employees in unstable jobs (people who are self-employed and have no employees and those who work without pay in a family business) was 23.0%. Retail, manufacturing, education and construction continue to employ almost half of employed persons.

Regarding the participation in the workforce which is 37.8% in this period, the number of females belonging to the labour force was 18.1% and 57.1% for males.

The unemployment rate among youth is 51.0%, while the percentage of discouraged persons was 9.7%.

Long-term youth unemployment (15-19), who have been unemployed for more than 12 months for this quarter was 43.2%.

The percentage of young people who are not employed nor in education or training - NEET (respondents aged 15-24) is 29.3%.

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, the user therefore they should be considered as preliminary data. At the same time, it informs all users of official statistics that KAS, within budget, is continuously making efforts to build capacities 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 should 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)

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## 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 interview of data collection 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 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 provide data 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

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## 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.

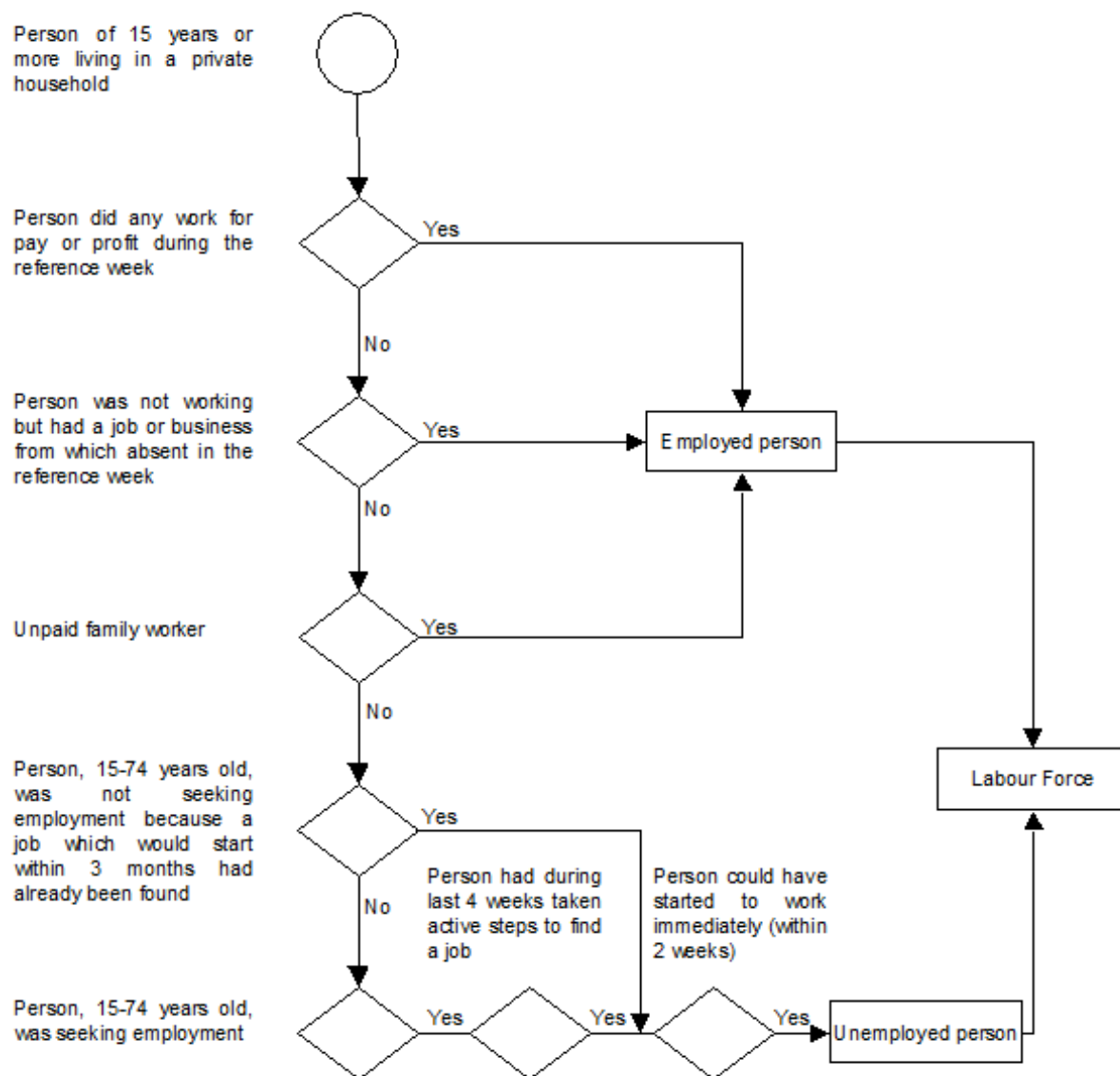
**Youth unemployment** refers to the unemployment rate of persons aged 15-24 years.

**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 second 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, 62.2% 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 37.8% of the population that is economically active, 26.2% (116.082 persons) are unemployed. This means that 73.8% (328.694) of economically active persons are employed, by creating an employment to population ratio (employment rate) of 27.9%.
- From 62.2% of the working age population that is inactive. Of these 114.437 persons did not seek for a job because they believe there are no jobs, and who otherwise are classified as discouraged persons who make up 9.7% of the working age population, with levels slightly higher for females than males.
- There are significant gender differences in all labour market.
  - Almost one in five (18.1%) females of working age are active in the labour market, compared with about three-fifths (57.1%) of males of working age.
  - Among persons in the labour force, unemployment is higher for females than for males (30.3% compared with 25.0%).
  - The employment rate among working age females is only 12.6%, compared with 42.9% 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 (52% of employed females). Males were mainly employed in the manufacturing, trade and construction (employing almost 45% of employed men).
- Youth unemployment is very high in Kosovo
  - In the second 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, 51.0% were unemployed.

Unemployment is higher among young females (65.1%) than young males (45.8%).

- Almost a third (29.3%) of those aged 15 to 24 years in Kosovo were not in education, employment or training (NEET). This figure is 33.5% for young females compared with 25.7% for young males.

- Most of those employees reported working fulltime.

- 94.0% 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.

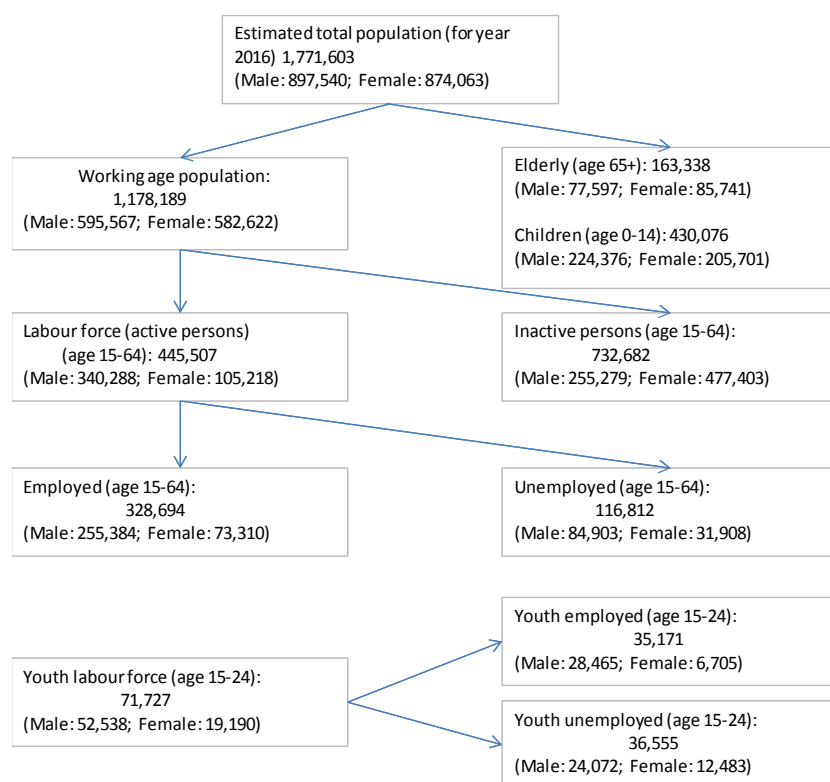
- The number one reason for males not working full time was the lack of a full-time job.

- 23.0% of employed persons belonged to the category of unstable employment. This means that they are either employed in their business (for own-account workers), or contribute to a family business (paid or unpaid).

- Only 28.6% of employed persons had a permanent contract in their main job, while 71.4% 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 98.4% of respondents reported that there was no other available contract.

- Net salaries of most employees were between € 300 to € 400 per month. There were very small observed gender differences.

**Graph. 2: Classification of the labour market for the population of Kosovo, Q2 2016**



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

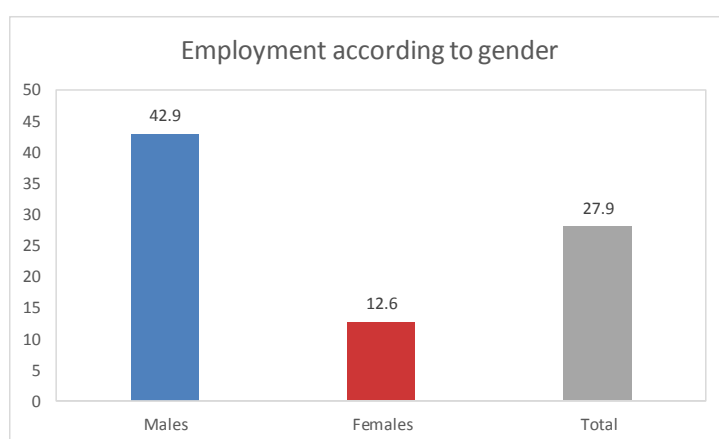
Key indicators of the labor market (%)	Males	Females	Total
Participation rate in the workforce	57.1	18.1	37.8
Inactivity rate	42.9	81.9	62.2
Employment to population ratio (employment rate)	42.9	12.6	27.9
Unemployment rate	25.0	30.3	26.2
Unemployment rate among young people (15-24 years)	45.8	65.1	51.0
Percentage of young people NEET youth population (15-24 years)	25.7	33.5	29.3
Percentage of unstable employment to total employment	23.9	20.0	23.0

## 1. Employment

### 1.1: Employment according to gender

Of the entire population of working age, 27.9% were employed. The employment rate was higher for males than for females: 42.9% of males of working age were employed compared to 12.6% of females working age.

Compared with the first quarter of Kosovo LFS 2016, the rate of employment has increased by 2.4% where this increase was 4.3% for males while for females was only 0.4%.

**Graph. 1.1: Employment rates 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 (38.4%) and lowest among youth (15-24 years) (10.3%).

The employment rate for females of age group 25-44 ranges from 17.9% in the age group 25-34 years where falling 1.1% in the age group 35-44 years (16.8%). While females employed at the young age group (15-24 years) were only 4.2% while the older age group (55-64 years) was 9.4%.

For males (Table 1.1), the employment rate was the highest for the age group 35 to 54 years (62.5%), and lowest for youth (15.7%).

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

Kosovo	Males	Females	Total
<b>EMPLOYMENT (IN THOUSAND)</b>			
15-24	28.5	6.7	35.2
25-34	63.4	21.6	85.0
35-44	66.6	19.9	86.5
45-54	60.6	17.9	78.5
55-64	36.3	7.2	43.5
<b>15-64</b>	<b>255.4</b>	<b>73.3</b>	<b>328.7</b>
<b>Employment to population ratio (%)</b>			
15-24	15.7	4.2	10.3
25-34	47.4	17.9	33.4
35-44	61.2	16.8	38.0
45-54	62.5	16.6	38.4
55-64	48.6	9.4	28.7
<b>15-64</b>	<b>42.9</b>	<b>12.6</b>	<b>27.9</b>

Table 1.2 shows that the higher the education is, the higher will be the possibility for employment (56.4%).

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

Kosovo	Males	Females	Total
<b>EMPLOYMENT (IN THOUSAND)</b>			
No official education	0.4	0.4	0.8
Primary	46.5	13.5	60.0
Secondary vocational education	89.5	19.0	108.5
Secondary education, gymnasium	64.3	11.6	75.9
Tertiary	54.7	28.8	83.4
<b>Total</b>	<b>255.4</b>	<b>73.3</b>	<b>328.7</b>
<b>EMPLOYMENT RATE (%)</b>			
No official education	5.4	2.0	2.9
Primary	29.1	4.9	13.7
Secondary vocational education	47.3	17.6	36.5
Secondary education, gymnasium	42.1	10.1	28.4
Tertiary	63.5	46.4	56.4
<b>Total</b>	<b>42.9</b>	<b>12.6</b>	<b>27.9</b>

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

Kosovo	Public sector, government	Ndërmarrje në pronësi	Private company	Individual, private
<b>THE HIGHEST LEVEL OF EDUCATION (%)</b>				
No official education	0.1	0.0	0.0	0.0
Primary	5.1	5.3	17.5	31.7
Secondary vocational	27.3	20.8	38.4	38.4
Secondary education,	11.4	32.4	25.8	19.8
Tertiary	56.1	41.5	18.3	10.1
<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 (56.1%) have completed higher education.

### 1.3: Employment status

In the second quarter of 2016, 70.0% of employed persons were employees, 7.0% were self-employed and had other employees, 14.5% were self-employed with no employees other and 8.4% were family workers (Table 1.4). The majority of employed females had the status of employees (76.5% compared with 68.2% for males).



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

Kosovo	Males	Females	Total
<b>Employment Status (%)</b>			
Employee	68.2	76.5	70.0
Self-employed with employees	8.0	3.6	7.0
Self-employed without employees	15.3	11.9	14.5
Unpaid family worker	8.5	8.1	8.4
<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 work 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 have lower chances to have a formal work agreement compared with the workers working with pay and salary.

Males are more likely to hold unstable jobs (23.9% of employed males compared with 20.0% of employed females). Expressed in absolute numbers, 75.759 out of 328.694 employees belong to the category of unstable employment (Table 1.5). Employees in occupational/professional 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	
<b>UNSTABLE EMPLOYMENT (IN THOUSAND)</b>	
Male	61.1
Female	14.7
<b>All</b>	<b>75.8</b>
<b>UNSTABLE EMPLOYMENT RATE OF THE TOTAL EMPLOYMENT(%)</b>	
Male	23.9
Female	20.0
<b>All</b>	<b>23.0</b>

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

Kosovo	Male	Female	Total
<b>SELF-EMPLOYED WITHOUT OTHER EMPLOYEES (%)</b>			
Legislators, senior officials and managers	2.7	0.0	2.2
Professionals	2.2	0.7	1.9
Technicians and related occupations with them	3.4	0	2.8
Clerks	0.3	0.9	0.5
Service and sales workers in shops and markets	17.0	14.5	16.5
Skilled agricultural, forestry and fishery workers	7.6	0.0	6.2
Craft and related trades workers	22.2	75.1	31.8
Plant and machine operators, and assemblers	12.3	0.0	10.1
Elementary occupations	32.2	8.8	28.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>UNPAID FAMILY WORKERS (%)</b>			
Legislators, senior officials and managers	4.6	2.9	4.2
Professionals	2.1	1.7	2.0
Technicians and related occupations with them	0.4	2.1	0.7
Clerks	0.0	0.0	0.0
Service and sales workers in shops and markets	18.4	45.2	24.2
Skilled agricultural, forestry and fishery workers	7.0	2.7	6
Craft and related trades workers	21.9	3.4	17.9
Plant and machine operators, and assemblers	6.0	0.0	4.7
Elementary occupations	39.6	42.1	40.2
<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-EMPLOYED WITHOUT OTHER EMPLOYEES (%)</b>			
Without official education	0.5	4.8	1.3
Primary	32.1	68.8	38.8
Secondary vocational education	32.6	13.6	29.1
Secondary education, gymnasium	27.4	11.3	24.5
Tertiary	7.3	1.6	6.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100</b>
<b>UNPAID FAMILY WORKERS (%)</b>			
Without official education	0.5	0.0	0.4
Primary	36.6	44.2	38.2
Secondary vocational education	31.8	31.0	31.6
Secondary education, gymnasium	24.1	20.3	23.2
Tertiary	7.0	4.6	6.5
<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 employees were interviewed had, the majority (73.2%) had an individual contract, while the rest worked without a contract. For young adults (15 to 24 years of age), the percentage of those who worked without contracts was 57.5%.

Of the persons who had an employment contract, only 28.6% had a permanent contract for their main job, while 71.4% had temporary contracts. The figures are similar for males and females. People who had temporary contracts were asked why they had this kind of contract and 98.4% of respondents reported that there was no other contract type available.

When asked if they had any rights in their main job, to benefit from a social security scheme to work, the survey data showed that only 3.1% 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 second quarter of 2016 (see Tables 1.8 and 1.9). Retail employ 15.0%, followed by manufacturing 13.7%, construction 11.6% and 10.6% education, of persons employed in Kosovo.

Education, trade and health care were the three leading female employers (employing more than 52% of employed females). Manufacturing, construction and trade sectors are the most common occupations for males (employing 44.7% 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	13.0	1.7	14.8
Mining and ore	4.4	0.0	4.4
Manufacture	41.2	4.2	45.4
Supply of electricity, gas, steam and air conditioning	4.4	0.1	4.4
Water supply, sewerage, waste management	6.0	0.8	6.9
Construction	37.9	0.6	38.5
Wholesale and retail trade, car and motorcycle repairs	35.8	13.7	49.5
Transport and storage	10.4	0.6	11.0
Accommodation and food service activities	18.4	3.2	21.5
Information and communication	5.1	2.0	7.1
Financial and insurance activities	3.9	2.2	6.0
Property activities	0.3	0.0	0.3
Professional, scientific and technical activities	5.1	1.8	6.9
Administrative and support service activities	9.0	1.5	10.5
Public administration and defense, compulsory social security	19.9	5.1	25.0
Education	19.9	15.2	35.0
Activities of human health and social work	7.2	9.5	16.7
Arts, entertainment and recreation	3.1	1.6	4.8
Other service activities	7.9	2.7	10.5
* Household employment activity	2.3	6.4	8.8
Activities of the institutions and extra-territorial organizations	1.8	0.8	2.6
<b>Total</b>	<b>256.9</b>	<b>73.7</b>	<b>330.6</b>

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

Kosovo (age 15 and above)	Male	Female	Total
Agriculture, forestry and fishing	5.1	2.4	4.5
Mining and ore	1.7	0.0	1.3
Manufacture	16.0	5.7	13.7
Supply of electricity, gas, steam and air conditioning	1.7	0.1	1.3
Water supply, sewerage, waste management	2.4	1.1	2.1
Construction	14.8	0.8	11.6
Wholesale and retail trade, car and motorcycle repairs	13.9	18.6	15.0
Transport and storage	4.0	0.9	3.3
Accommodation and food service activities	7.1	4.3	6.5
Information and communication	2.0	2.7	2.1
Financial and insurance activities	1.5	2.9	1.8
Property activities	0.1	0.0	0.1
Professional, scientific and technical activities	2.0	2.5	2.1
Administrative and support service activities	3.5	2.1	3.2
Public administration and defense, compulsory social security	7.7	6.9	7.6
Education	7.7	20.6	10.6
Activities of human health and social work	2.8	12.9	5.1
Arts, entertainment and recreation	1.2	2.2	1.4
Other service activities	3.1	3.6	3.2
Household employment activity	0.9	8.7	2.7
Activities of the institutions and extra-territorial organizations	0.7	1.1	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.7: Employment according to occupation

In the second quarter of 2016, most of the employees were working in in 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 (38.7%), 18.0% were in services and sales and 15.0% in elementary occupations. Males were distributed across sectors, but most were employed in elementary occupations (24.2%), 18.2% as craft and work related to it, 18.0% were working as employees in service and sales while 9.1% 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 THOUSAND)</b>			
Legislators, senior officials and managers	22.5	3.6	26.2
Professionals	23.4	20.1	43.5
Technicians and related occupations with them	14.9	8.4	23.3
Clerks	11.5	6.7	18.2
Service and sales workers in shops and markets	46.2	13.3	59.5
Skilled agricultural, forestry and fishery workers	6.4	0.2	6.6
Craft and related trades workers	46.9	9.3	56.2
Plant and machine operators, and assemblers	23.0	1.0	23.9
Elementary occupations	62.2	11.0	73.2
<b>Total</b>	<b>256.9</b>	<b>73.7</b>	<b>330.6</b>
<b>EMPLOYMENT ACCORDING TO OCCUPATION (IN%)</b>			
Legislators, senior officials and managers	8.8	4.9	7.9
Professionals	9.1	27.3	13.2
Technicians and related occupations with them	5.8	11.4	7.0
Clerks	4.5	9.1	5.5
Service and sales workers in shops and markets	18.0	18.0	18.0
Skilled agricultural, forestry and fishery workers	2.5	0.3	2.0
Craft and related trades workers	18.2	12.7	17.0
Plant and machine operators, and assemblers	8.9	1.3	7.2
Elementary occupations	24.2	15.0	22.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

## 1.8: Employment models

Only 0.6% of the employed population reported that they had a second job during the reference week.

In their main job, 94.0% of respondents reported working full time and 6.0% part-time. Gender differences were observed, with females more likely to work part-time (12.0% compared with 4.3%).

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.

### 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 reasons or family	0.0	71.7	32.1
A student	10.9	7.1	9.2
There is the option to make a full-time job	78.6	18.3	51.6
Does not want a full-time job	1.1	0.0	0.6
Another reason	9.4	2.9	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 (18.3%) of employees have worked 60 or more hours per week. Within a week, 14.6% of employees worked less than 40 hours.

Males tend to work longer hours than females, 32.4% of males work more than 48 hours a week compared with 10.8% of females (Table 1.12). A greater proportion of employed females (25.3%) worked less than 40 hours compared with 11.5% of males.

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

Kosovo	Male	Female	Total
<b>EMPLOYMENT BY THE NUMBER OF HOURS (IN THOUSAND)</b>			
Under 25	15.0	12.8	27.8
25-34	12.1	5.2	17.3
35-39	2.1	0.5	2.7
40-48	143.5	46.8	190.4
49-59	26.7	3.6	30.4
60 and above	55.9	4.3	60.2
<b>Total</b>	<b>255.4</b>	<b>73.3</b>	<b>328.7</b>
<b>EMPLOYMENT BY THE NUMBER OF HOURS (IN%)</b>			
Under 25	5.9	17.5	8.5
25-34	4.7	7.1	5.3
35-39	0.8	0.7	0.8
40-48	56.2	63.9	57.9
49-59	10.5	5.0	9.2
60 and above	21.9	5.8	18.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Respondents working in the public sector reported the shortest time that those working in the private sector (Table 1.13). Males and females who work in private companies, worked in longer shifts than 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	Owned enterprise	Private company	Individual, private
Male	37 orë	40 orë	50 orë	48 orë
Female	35 orë	35 orë	43 orë	44 orë
<b>Total</b>	<b>37 orë</b>	<b>39 orë</b>	<b>48 orë</b>	<b>47 orë</b>

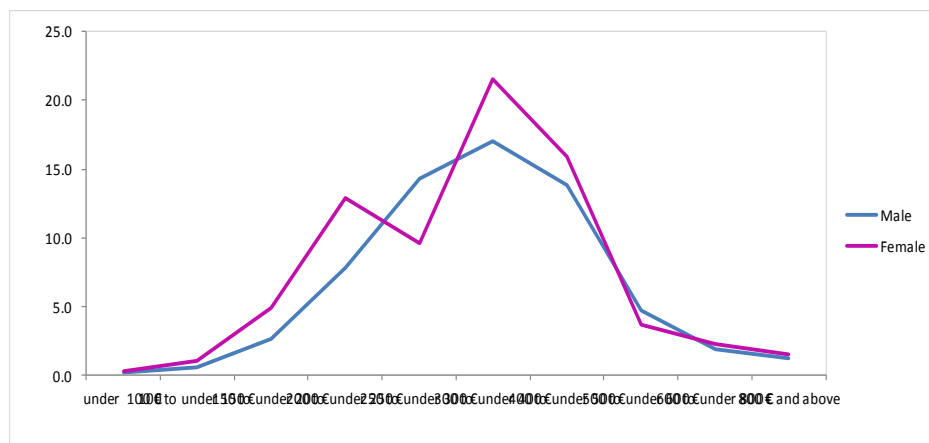
The stakes are lower for females to work in shifts during night shifts, evenings and weekends but slightly larger to work from home (Table 1.14).

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

Kosovo	Male	Female	Total
<b>IF WORKING IN SHIFTS</b>			
Working in shifts	24.1	20.0	23.1
Not working in shifts	75.9	80.0	76.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING EVENINGS</b>			
Usually	16.7	12.7	15.8
Sometimes	29.3	20.9	27.4
Never	54.0	66.4	56.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING NIGHTS</b>			
Usually	3.2	0.4	2.6
Sometimes	12.4	7.0	11.2
Never	84.4	92.5	86.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING ON SATURDAYS</b>			
Usually	42.4	30.5	39.7
Sometimes	34.6	24.0	32.2
Never	23.0	45.6	28.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING ON SUNDAYS</b>			
Usually	11.1	16.0	12.2
Sometimes	29.9	14.7	26.5
Never	59.0	69.3	61.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING AT HOME</b>			
Usually	4.0	11.1	5.6
Sometimes	18.4	17.3	18.1
Never	77.6	71.6	76.2
<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, with a very small observed gender differences, with a slight tendency that males receive higher wages.

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

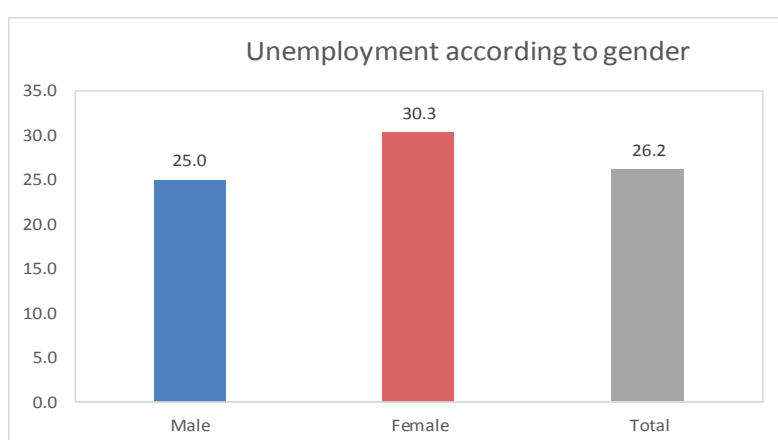
## 2. Unemployment

### 2.1: Unemployment according to gender

According to the second quarter of LFS 2016, there were 116.812 persons aged 15-64 years, who were unemployed, 84.903 of which were males and 31.908 females (Table 2.1). The unemployment rate was 26.2%, higher for females than for males, respectively 30.3% and 25.0% (Graph. 2.1).

Compared with the first quarter of LFS 2016, there was a drop of the unemployment rate to 1.5%, where this drop was 1.9% for males while for females have increased by 0.3%.

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



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

Kosovo	Male	Female	Total
<b>UNEMPLOYMENT (IN THOUSAND)</b>			
<b>15-64</b>	84.9	31.9	116.8
<b>UNEMPLOYMENT RATE (%)</b>			
<b>15-64</b>	<b>25.0</b>	<b>30.3</b>	<b>26.2</b>



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

51% of the young people were unemployed in Kosovo (Table 2.2). The lowest unemployment rate was found among those aged 55-64 (11.1%).

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

Kosovo	Male	Female	Total
<b>UNEMPLOYMENT (IN THOUSAND)</b>			
15-24	24.1	12.5	36.6
25-34	28.0	12.8	40.8
35-44	17.2	4.9	22.1
45-54	10.7	1.2	11.9
55-64	4.9	0.5	5.4
<b>15-64</b>	<b>84.9</b>	<b>31.9</b>	<b>116.8</b>
<b>UNEMPLOYMENT RATE (%)</b>			
15-24	45.8	65.1	51.0
25-34	30.6	37.2	32.4
35-44	20.5	19.8	20.4
45-54	15.0	6.3	13.2
55-64	12.0	6.7	11.1
<b>15-64</b>	<b>25.0</b>	<b>30.3</b>	<b>26.2</b>

The unemployment rate was the highest for uneducated people (almost 46% of this group were unemployed) and the lowest for persons who had completed higher education (16.3%).

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

Kosovo	Male	Female	Total
<b>UNEMPLOYMENT (IN THOUSAND)</b>			
No official education	0.6	0.1	0.7
Primary	23.3	4.8	28.1
Secondary vocational education	37.6	10.9	48.4
Secondary education, gymnasium	17.4	5.8	23.3
Tertiary	6.0	10.3	16.3
<b>Total</b>	<b>84.9</b>	<b>31.9</b>	<b>116.8</b>
<b>UNEMPLOYMENT RATE (%)</b>			
No official education	60.0	19.2	45.9
Primary	33.4	26.3	31.9
Secondary vocational education	29.6	36.4	30.9
Secondary education, gymnasium	21.3	33.5	23.4
Tertiary	9.9	26.3	16.3
<b>Total</b>	<b>25.0</b>	<b>30.3</b>	<b>26.2</b>

Education has improved prospects in the labour market, especially for males as 60.0% of uneducated males were unemployed, compared with 9.9% of those who had completed tertiary education.

## 2.3: Youth unemployment

Based on the second quarter of LFS 2016, 26.2% of the unemployed in Kosovo were young (aged 15-24 years) with more than 9 points difference between males and females.

A significant proportion of the young population is unemployed (51.0%) and youth unemployment among females is higher (65.1%) compared to males (45.8%).

**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 (%)	25.0	30.3	26.2
Percentage of unemployed youth in the young population (%)	45.8	65.1	51.0

In the second 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	2.2	2.9	2.4

## 2.4: Duration of unemployment

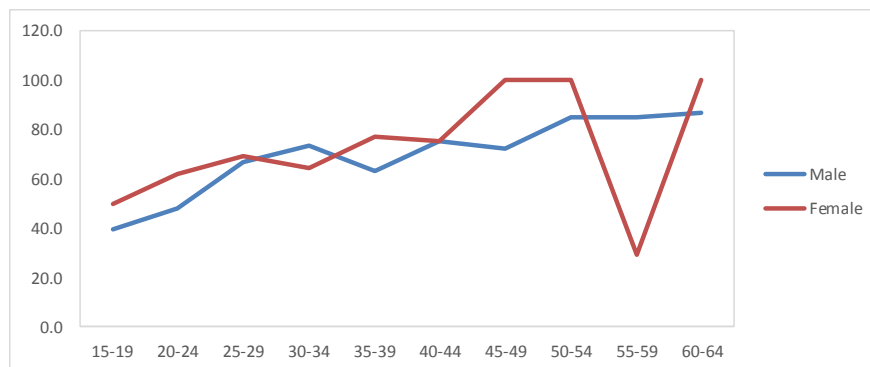
Unemployed respondents were asked how long are unemployed. A large number (65.0%) reported that they are unemployed for longer than 12 months. Small differences were observed between genders (64.7% males and 65.9% females).

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

Kosovo	Male	Female	Total
15-19	39.4	49.9	43.2
20-24	48.0	61.7	52.5
25-29	66.9	69.0	67.5
30-34	73.1	64.3	70.2
35-39	62.9	77.2	66.4
40-44	75.5	75.3	75.5
45-49	72.0	100.0	75.2
50-54	85.1	100.0	86.3
55-59	85.0	29.1	78.3
60-64	87.0	100.0	87.6
<b>Total</b>	<b>64.7</b>	<b>65.9</b>	<b>65.0</b>

Graph 8 shows that the 30-34 age group, although the young age group, for females unemployment for more than a year reaches 73.1% compared with 64.3% for males.

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

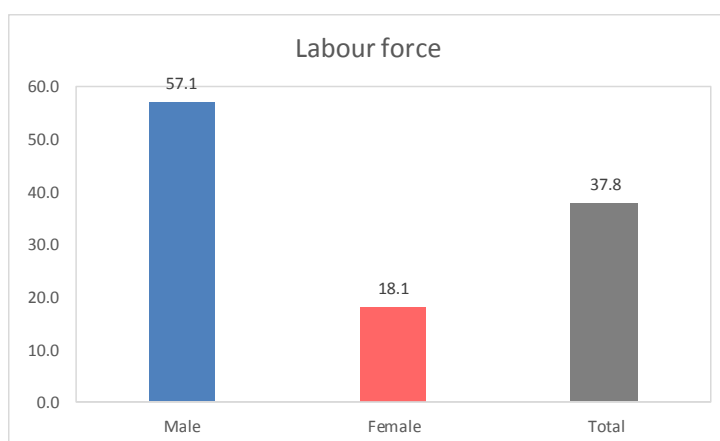


### 3. Participation in the work force

In the second quarter of 2016, out of the total estimated population of 1,771,603, the total population of working age (15 to 64) was 1,178,189 people. 37.8% of people of working age participated in the labour force (economically active). This means that they were either employed or unemployed (but actively looking for job and available for work). The remaining 62.2% 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 first quarter of LFS 2016, we have increased the level of participation in the workforce by 2.6%, where the increase was 4.3% for males while for females was 0.7%.

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



Graph 9 clarifies that the labour force participation among females was much lower than among males: 18.1% of females were active compared with 57.1% of males.

The participation rate in the labour force was highest among persons aged 30-34 (50.3%) and lowest among those aged 15 to 19 years with 9.9% (Table 3.1). The low participation rate of young people is not surprising because most of this group attend school.

Males aged 45-49 years had the highest degree of participation (80.1%), while for females the rate was highest among the age groups between 30 and 34 years (29.0%) (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 thousand)			
15-19	12.9	4.7	17.7
20-24	39.6	14.5	54.1
25-29	49.1	17.3	66.4
30-34	42.3	17.1	59.4
35-39	41.5	12.8	54.3
40-44	42.3	12.0	54.3
45-49	39.1	10.9	49.9
50-54	32.2	8.2	40.5
55-59	24.8	5.0	29.8
60-64	16.4	2.7	19.1
<b>Total 15 - 64</b>	<b>340.3</b>	<b>105.2</b>	<b>445.5</b>
Rate of labor force participation (%)			
15-19	13.8	5.6	9.9
20-24	45.3	19.6	33.6
25-29	65.8	27.9	48.6
30-34	71.7	29.0	50.3
35-39	76.2	21.4	47.5
40-44	77.8	20.5	48.1
45-49	80.1	20.0	48.5
50-54	66.9	15.4	39.8
55-59	62.3	11.7	36.1
60-64	47.0	7.9	27.8
<b>Total 15 - 64</b>	<b>57.1</b>	<b>18.1</b>	<b>37.8</b>

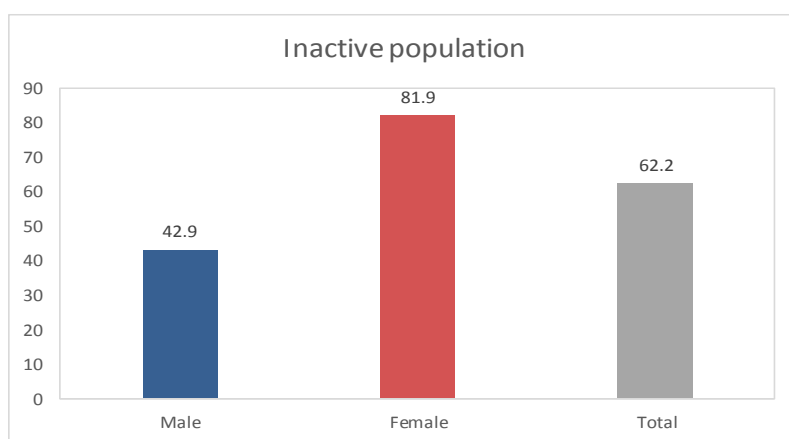
## 4. Inactive persons

Special attention is paid to the description and evaluation of the employed and unemployed population 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 first quarter of LFS 2016, we have a decrease in the degree of inactivity by 2.6%, where the increase was 4.3% for males while for females was 0.7%.

The Graph 10 clarifies that the participation is greater among females than among males: 81.9% of females were inactive compared with 42.9% of males.

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



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

**Tab 4.1: Inactive persons according to reason and gender**

Kosovo	Male	Female	Total
<b>INACTIVE POPULATION (IN THOUSAND)</b>			
Caring for children or adults with disabilities	0.1	2.7	2.8
Personal illness or disability	9.5	5.6	15.1
Other personal or family responsibility	20.6	262.3	282.9
In education or training	101.0	93.8	194.7
In retirement	11.8	6.1	18.0
Believes that there is no job	50.2	64.2	114.4
Expects to return to work (resting time)	2.0	1.4	3.4
Other reasons	42.2	26.6	68.8
Does not provide reasons	0.8	2.7	3.5
<b>Total</b>	<b>255.3</b>	<b>477.4</b>	<b>732.7</b>
<b>INACTIVE POPULATION AS A PERCENTAGE OF THE WORKING AGE POPULATION (%)</b>			
Caring for children or adults with disabilities	0.0	0.5	0.2
Personal illness or disability	1.6	1.0	1.3
Other personal or family responsibility	3.5	45.0	24.0
In education or training	17.0	16.1	16.5
In retirement	2.0	1.1	1.5
Believes that there is no job	8.4	11.0	9.7
Expects to return to work (resting time)	0.3	0.2	0.3
Other reasons	7.1	4.6	5.8
Does not provide reasons	0.1	0.5	0.3
<b>Total</b>	<b>42.9</b>	<b>81.9</b>	<b>62.2</b>

#### 4.1: Discouraged job seekers

In the second quarter of 2016, from 732,682 inactive people, 114,437 did not seek for a job because they believed that there was no work available. This category is classified as "discouraged" jobseekers and constitute 9.7% of the working age population in Kosovo (Table 4.1). Referring to the working age population, the level of discouragement is higher among females than males (11.0% compared with 8.4%).

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

The youth of this group (NEET) involve 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 disengaged 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 second quarter of 2016, 99,757 of young people (aged 15 to 24) in Kosovo do not attend school, were not employed or in training, and accounted for 29.3% of the young population. Part of NEET for females is 33.5% compared with 25.7% of males (Table 4.2).

**Tab 4.2: Young people not in education, employment, or training (NEET) according to gender**

Kosovo	Male	Female	Total
Youth NEET (in thousand)	46.5	53.2	99.8
Percentage of young NEET in young population (%)	25.7	33.5	29.3



## 5. Demographic and economic dependency ratios

Table 7.1 presents three levels of economic dependency (with the data presented as the proportion of dependents per 100 working-age population):

- Degree of dependence of young people (respondents aged under 15 / respondents aged 15-64)
- Degree of dependence of the elderly (respondents aged 65+/respondents aged 15-64)
- Degree of age dependency (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>T2-2016</b>	37%	14%	51%

Another level often used, particularly in the Eurostat publications, is 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 33% for the first quarter of 2016.

**Tab 5.2: Economic dependency ratios**

Kosovo 2016	Effective economic dependency ratio of the elderly	Total rate of economic dependence
<b>T1-2016</b>	51%	278%

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 278% in the first 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. Strategic development plan 2009-2013 is the middle term 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

In ASK are employed in total 139 workers, of them 104 (74,8 %) at the headquarters of the Agency, while in the Regional Offices, 35 (25,2%), with qualifying structure, 70,5% with university education to 29,5% 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.

We have successfully implemented the project of Population Census, Households and Dwellings in 2011, Census that was not carried out since 1981. Results obtained from the Census will have an important role in compiling 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.

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