



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 Q2 – 2017



Foreword

The purpose of the Labour Force Survey (LFS) in Kosovo is to provide statistical data on statistical indicators of the labour market and facilitate their comparison with previous years. Labour Force Survey includes 589 Enumeration Areas (EAs) in the entire territory of Kosovo.

Report of LFS, in the second quarter of 2017, 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 2017, the employment rate is 29.9 %, the unemployment rate is 30.6 % while the inactivity rate is 57.0 %.

LFS data indicate that the percentage of people employed part-time for the second quarter of this year is 6.2 %. Self-employment (as a percentage of employees) for the quarter was 24.0%. 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 24.0%. Trade, manufacturing, construction and education continue to employ almost half of employed persons.

Regarding the participation in the workforce which was 43.0 % in this period, the number of females belonging to the labour force was 20.0 % and 65.7 % was for males.

The unemployment rate among young people is 50.0 %.

Long-term unemployment of young people (age 15-19) who have been unemployed for more than 12 months for this quarter was 41.4 %.

The percentage of young people who are not employed nor in education or training - NEET (respondents aged 15-24) is 27.1 %.

KAS thank the participants and other stakeholders, especially its staff in the implementation of LFS second quarter of 2017. At the same time, KAS informs all users of official statistics that KAS, within budget opportunities, is continuously making capacity building efforts to publish stable and more quality statistics.

According to the Law on Official Statistics, No. 04/L-034, the Kosovo Agency of Statistics is responsible for the production of official statistics in the Republic of Kosovo, therefore, when using this 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

Avni Kastrati - Director of the Department of Social Statistics

Publication was prepared by:

Bujar Hajrizi - Head of Sector
Bedrije Demaj - Senior Officer
Besarta Thaçi - Officer

October, 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, and has continued as an annual survey until 2009. Due to the preparation of the Population 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 frame (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 data 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

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

C o n t e n t s

	Page
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 rate according to 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.....	18
Tab. 1.8: Employment according to activity and gender (in thousand)	18
1.7: Employment according to occupation	19
Tab. 1.10: Employment according to occupation and gender (in%).....	20
1.8: Employment models	21
Tab. 1.11: Reasons for working part-time according to gender (%).....	21
Tab. 1.12: Employment according to hours of work per week and gender	22
Tab. 1.13: Average number of hours worked per week according to type of employer and gender.....	22
Tab. 1.14: Employment models according to gender	23
1.9: Net monthly salary	24
2.Unemployment.....	25
2.1: Unemployment according to gender	25
Tab. 2.1: Number of unemployed and unemployment rate according to gender	26
2.2: Unemployment according to age group and educational level.....	26
Tab. 2.2. Number of unemployed and unemployment rate according to gender and age group.....	26
Table 2.3. Number of unemployed and the unemployment rate according to educational level and gender	27
2.3: Youth unemployment.....	27
Tab. 2.4: Percentage of unemployed youth in total unemployment and unemployment rate among young people according to gender	27
Tab. 2.5: Unemployment rate of young people to adults, according to gender	27
Table 2.6: Duration of unemployment for more than a year according to age group and gender (%)	28
Graph. 2.2. Duration of unemployment for more than a year according to age group and gender (%)	28

	Page
3.Participation in the work force	29
Graph. 3.1: Participation rate in the labour force according to gender	29
Tab. 3.1: Labour force and the participation rate in the labour force according to gender and age group.....	30
4.Inactive persons.....	31
Graf 4.1: Inactive participation rate according to gender	31
4.1: Inactive young people not in education, employment, or training (NEET)	32
Tab 4.1: Young people who are not employed, do not attend school or training (NEET) according to gender	32
5.Demographic and economic dependency ratios	33
Tab 5.1: Demographic dependency ratios	33
Tab 5.2: Economic dependency ratios	33
6.Data accuracy.....	34
Tab. 6: Accuracy of LFS-based estimates for the second quarter of 2017 at country level ...	34

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 percentage of the working age population of a country that is not part of the labor force (neither employed nor unemployed). When put together, the rate of inactivity rate and participation in the workforce give result of 100 percent.

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.

$$\text{Unemployment rate} = \frac{\text{Unemployed}}{\text{Labour Force}} \times 100$$

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.

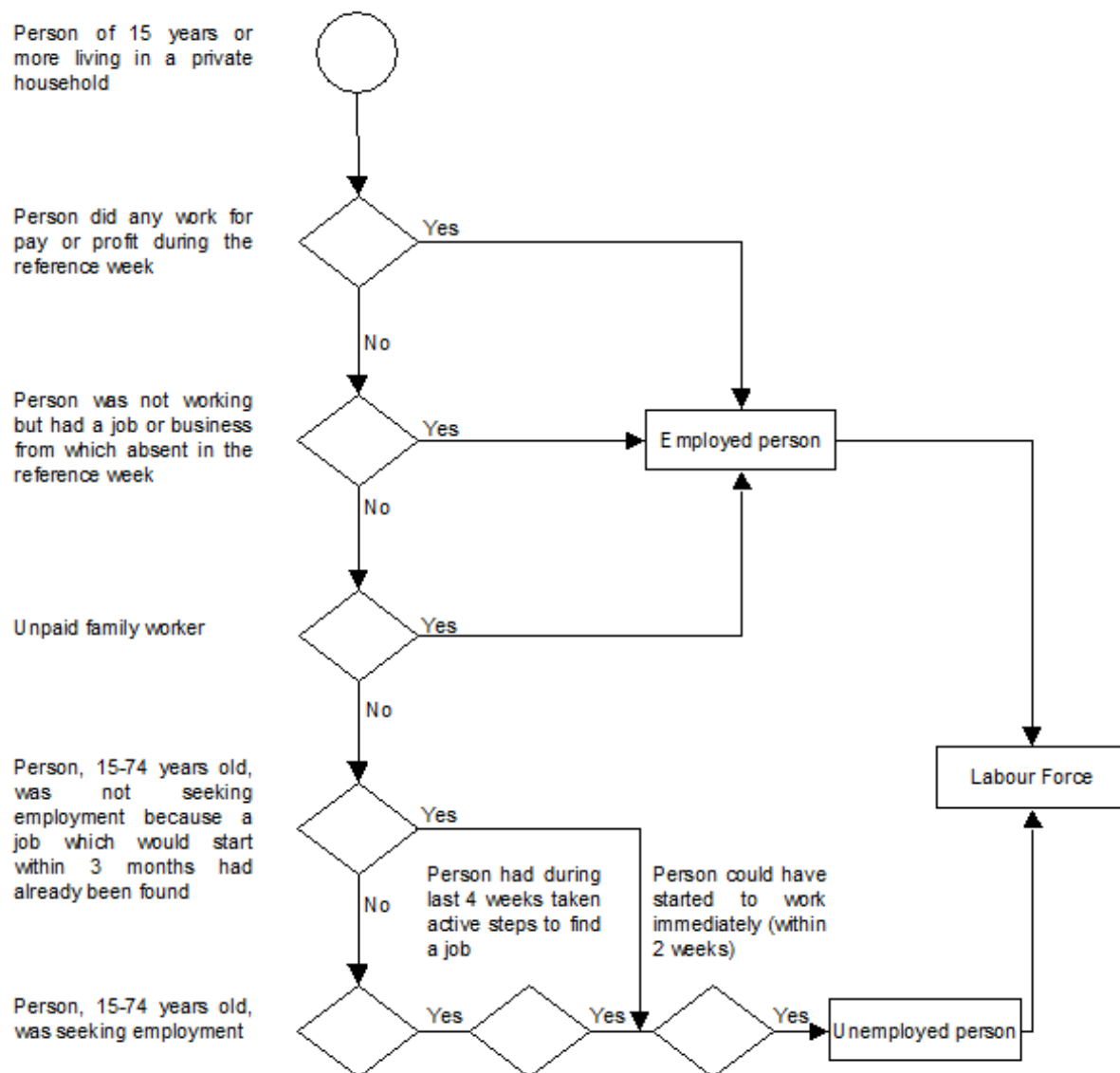
Youth unemployment refers to the unemployment rate of persons aged 15-24 years.

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



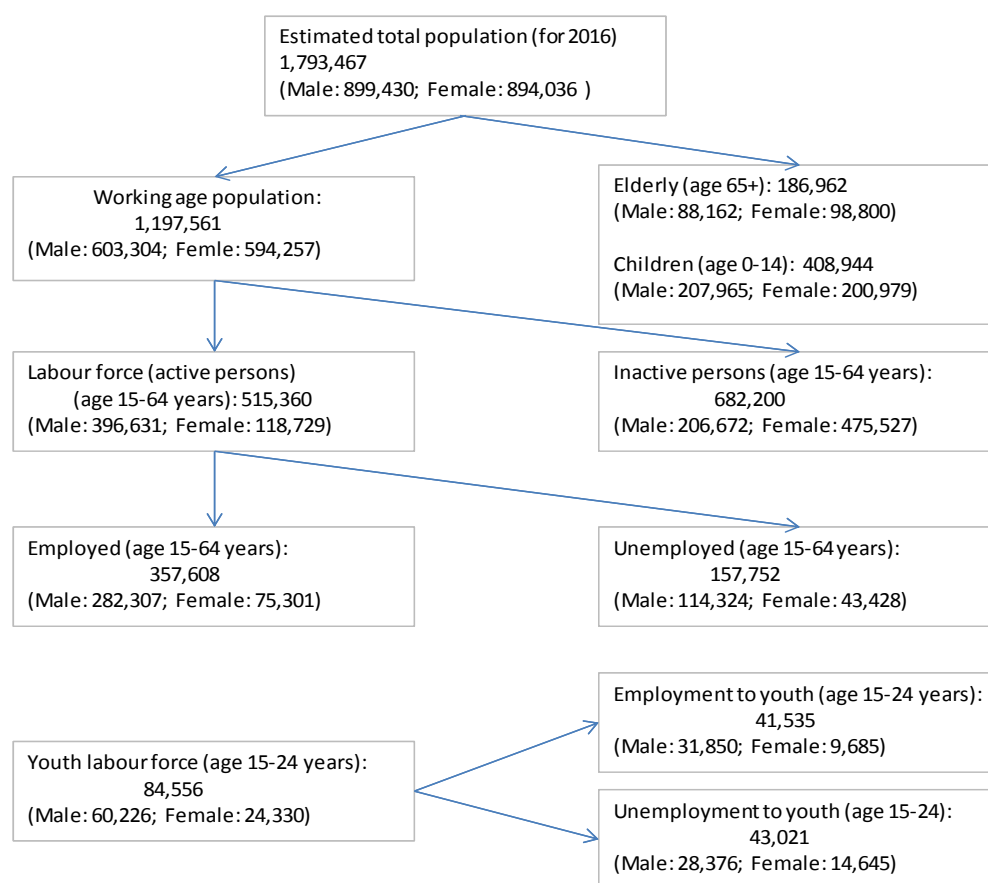
Key indicators

Graph 1 presents a summary of the state of the labour market of Kosovo's population based on the Labour Force Survey of the second quarter 2017. Among the main results of the LFS for the second quarter of 2017, 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, 57.0 % 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 43.0 % of the population that is economically active, 30.6 % (157,752 persons) are unemployed. This means that 69.4 % (357,608) of economically active persons are employed, by creating an employment to population ratio (employment rate) of 29.9 %.
- 57.0 % of the working age population is inactive.
- There are significant gender differences in all labour market.
- One in five (20.0 %) females of working age are active in the labour market, compared with about three-fifths (65.7 %) of working-age males
- Among persons in the labour force, unemployment is higher for females than for males (36.6 % compared to 28.8 %).
- The employment rate among working age females is only 12.7 %, compared with 46.8 % 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, 38.3 % of female respondents gave this reason.
- Females were mainly employed in the education, health and trade sectors (47.1 % of employed females). Males were mainly employed in the sectors of manufacture, construction, and trade (employing 47.4 % of employed males).
- Youth unemployment is very high in Kosovo
- In the second quarter of 2017, young people in Kosovo had two times more likely to be

unemployed than adults. Among persons aged 15-24 in the labour force, 50.9 % were unemployed.

- Unemployment is higher among young females (60.2%) than young males (47.1%).
- Nearly one-third (27.1 %) of those aged 15 to 24 years in Kosovo were not in education, employment or training (NEET). This figure is 32.0 % for young females compared with 22.6 % for young males.
- Most of those employees reporting to work fulltime.
- 93.8 % 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.
- 24.0 % 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 29.0 % of employed persons had a permanent contract in their main job, while 71.0 % 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 93.0 % of respondents reported that there was no other available contract.
- Net salaries of most employees were between € 400 to € 500 per month. Very small differences were observed according to gender.

Graph. 2: Classification of the labour market for the population of Kosovo, Q2 2017**Tab. 1: Key indicators of the labour market**

Key indicators of the labor market (%)	Male	Female	Total
Rate of participation in labor force	65,7	20,0	43,0
Inactivity rate	34,3	80,0	57,0
Employment to population ratio (employment rate)	46,8	12,7	29,9
Unemployment rate	28,8	36,6	30,6
Unemployment rate among young people (15-24 years of age)	47,1	60,2	50,9
Percentage of young people NEET youth population (15-24 years of age)	22,6	32,0	27,1
Percentage of unstable employment to total employment	25,5	18,4	24,0

1. Employment

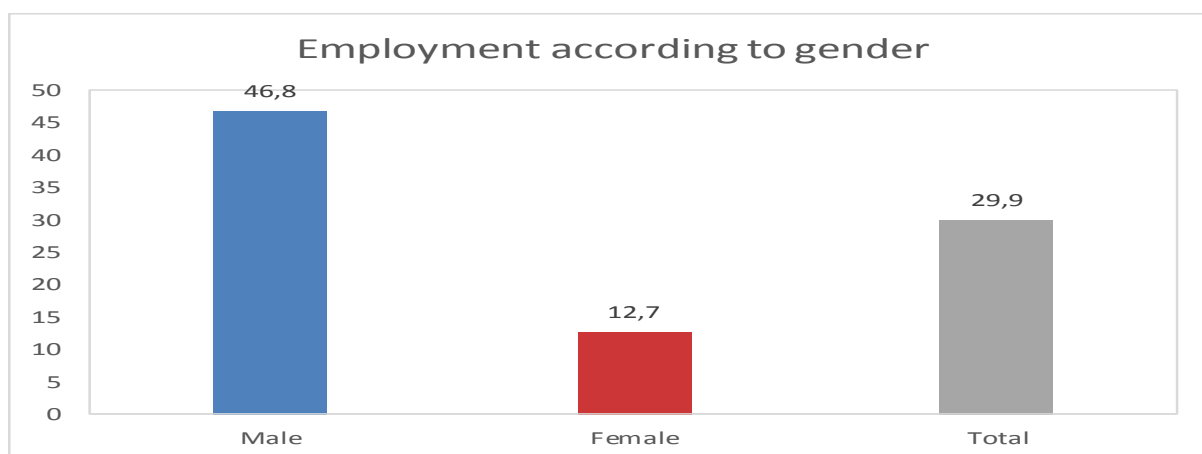
1.1: Employment according to gender

Out of the entire population of working age, 29.9 % were employed. The employment rate was higher for males than for females: 46.8 % of males of working age were employed compared to 12.7 % of females of working age.

Compared with the previous LFS (Q1 2017) in Kosovo, there is a 1.0% increase in employment rate, where this increase to males was 2.2% while to females there was a decrease of 0.3%.

Compared to the same period last year (Q2 2016) of LFS in Kosovo, there is an increase in the employment rate of 2.0 %, where this increase to males was 3.9 % whereas to females this increase was only 0.1%.

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 35-44 years (40.1 %) and lowest among youth (15-24 years) (12.0 %).

The employment rate for females for the age group 25-54 ranges from 12.9% to 18.1%. In the age group 25-34, the employment rate is 12.9%, with a 4.0 % increase in the age group 35-44 (16.9%) and 5.2% compared to the age group 45-54 years (18.1%). While females employed in the young age group (15-24 years old) were only 5.8% while in the age group (55-64 years old) were 12.3 %.

To males men (Table 1.1), the employment rate was highest for the age group 35 to 44 (65.2%), followed by the age group 45 to 54 (65.0%) and the lowest for youth (17.8%) .

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

Kosovo	Male	Female	Total
EMPLOYMENT (IN THOUSANDS)			
15-24	31,8	9,7	41,5
25-34	70,3	14,7	85,0
35-44	72,9	20,4	93,2
45-54	65,1	21,1	86,2
55-64	42,2	9,4	51,6
15-64	282,3	75,3	357,6
Employment to population ratio (%)			
15-24	17,8	5,8	12,0
25-34	54,0	12,9	34,8
35-44	65,2	16,9	40,1
45-54	65,0	18,1	39,7
55-64	51,2	12,3	32,5
15-64	46,8	12,7	29,9

Tab. 1.2: Employment according to educational level

Kosovo	Male	Female	Total
EMPLOYMENT (IN THOUSANDS)			
No official education	0,4	0,5	0,9
Primary	49,8	12,6	62,4
Secondary vocational education	106,4	18,6	125,0
Secondary education, gymnasium	65,6	11,3	77,0
Tertiary	60,1	32,3	92,3
Total	282,3	75,3	357,6
EMPLOYMENT RATE (%)			
No official education	4,6	2,2	2,9
Primary	30,7	4,4	13,9
Secondary vocational education	51,0	15,2	37,7
Secondary education, gymnasium	49,5	12,5	34,5
Tertiary	66,1	45,9	57,3
Total	46,8	12,7	29,9

Table 1.2 shows that the higher the education is, the higher will be the possibility for employment (57.3%).

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
THE HIGHEST LEVEL OF EDUCATION (%)				
No official education	0,0	0,0	0,2	0,8
Primary	3,5	4,8	17,3	32,9
Secondary vocational	21,5	28,2	41,6	40,7
Secondary education,	15,0	16,7	23,7	20,7
Tertiary	59,9	50,3	17,2	4,9
Total	100,0	100,0	100,0	100,0

Table 1.3 shows that the requirements for jobs are higher for government positions, where over half of all employees (59.9%) have completed higher education.

1.3: Employment status

In the second quarter of 2017, 67.9% of employed persons were employees, 8.2% were self-employed and had other employees, 15.9% were self-employed with no other employees and 8.1% were family workers (Table 1.4). The majority of employed females had the status of employees (78.2% compared with 65.1% for males).

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

Kosovo	Male	Female	Total
Employment Status (%)			
Employee	65,1	78,2	67,9
Self-employed with employees	9,5	3,4	8,2
Self-employed without employees	17,2	10,7	15,9
Unpaid family worker	8,2	7,7	8,1
Total	100,0	100,0	100,0

1.4: Unstable employment

Besides the low level of employment in Kosovo, 24.0 % 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 work agreement compared to workers with pay and salary.

Males are more likely to hold such unstable jobs (25.5% of employed males compared with 18.4% of employed females). Expressed in absolute numbers, 85,766 of 357,608 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 THOUSAND)	
Male	71,9
Female	13,9
All	85,8
PERCENTAGE OF UNSTABLE EMPLOYMENT IN TOTAL EMPLOYMENT (%)	
Male	25,5
Female	18,4
All	24,0

Tab. 1.6: Unstable employment according to occupation and gender

Kosovo	Male	Female	Total
SELF-EMPLOYED WITHOUT OTHER EMPLOYEES (%)			
Legislators, senior officials and managers	2,5	0,0	2,1
Professionals	1,3	1,0	1,3
Technicians and related occupations with them	1,3	0,0	1,1
Clerks	1,7	0,9	1,6
Service and sales workers in shops and markets	20,0	21,2	20,2
Skilled agricultural, forestry and fishery workers	13,9	1,0	12,1
Craft and related trades workers	23,1	67,8	29,4
Plant and machine operators, and assemblers	9,0	1,2	7,9
Elementary occupations	27,3	6,9	24,4
Total	100,0	100,0	100,0
UNPAID FAMILY WORKERS (%)			
Legislators, senior officials and managers	1,2	1,6	1,3
Professionals	2,4	6,2	3,1
Technicians and related occupations with them	0,0	3,3	0,7
Clerks	0,4	3,1	0,9
Service and sales workers in shops and markets	19,6	23,5	20,4
Skilled agricultural, forestry and fishery workers	14,7	7,5	13,2
Craft and related trades workers	22,0	7,5	19,1
Plant and machine operators, and assemblers	3,9	0,0	3,1
Elementary occupations	36,0	47,1	38,2
Total	100,0	100,0	100,0

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

Kosovo	Male	Female	Total
SELF-EMPLOYED WITHOUT OTHER EMPLOYEES (%)			
No official education	0,2	5,2	0,9
Primary	30,1	59,3	34,2
Secondary vocational education	33,0	18,0	30,9
Secondary education, gymnasium	29,4	15,6	27,4
Tertiary	7,4	1,9	6,6
Total	100,0	100,0	100
UNPAID FAMILY WORKERS (%)			
No official education	0,0	0,0	0,0
Primary	25,4	54,9	31,3
Secondary vocational education	42,2	15,6	36,9
Secondary education, gymnasium	25,6	18,5	24,2
Tertiary	6,8	11,0	7,6
Total	100,0	100,0	100,0

1.5: Types of contracts

Regarding the type of contract that the interviewed employees had, the majority (76.4%) 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 49.4 %.

From people who have an employment contract, only 29.0 % had a permanent contract for their main job, while 71.0% 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 93.0% 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 5.2% 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 2017 (see Tables 1.8 and 1.9). Trade employ 14.5%, continuing with manufacture 13.9%, construction with 13.6%, and education with 8.9% of employed persons in Kosovo.

Education, health care and trade were the three leading female employers (employing 47.1% of employed females). Construction, manufacturing and trade sectors are the most common occupations for males (employing 47.4% 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	2,8	15,8
Mining and ore	4,2	0,2	4,3
Manufacture	44,4	5,9	50,3
Supply of electricity, gas, steam and air conditioning	6,6	0,4	7,1
Water supply, sewerage, waste management	3,5	0,3	3,8
Construction	48,5	0,5	49,0
Wholesale and retail trade, car and motorcycle repairs	42,3	9,9	52,2
Transport and storage	8,7	0,5	9,3
Accommodation and food service activities	21,1	3,2	24,3
Information and communication	7,1	2,5	9,6
Financial and insurance activities	4,2	1,6	5,8
Properties activities	0,2	0,1	0,3
Professional, scientific and technical activities	5,7	1,7	7,4
Administrative and support service activities	11,0	1,9	12,9
Public administration and defense, compulsory social security	15,2	5,7	20,8
Education	19,1	13,2	32,3
Activities of human health and social work	11,2	12,7	23,9
Arts, entertainment and recreation	3,9	1,1	5,1
Other service activities	11,3	4,2	15,5
*Household employment activity	2,3	5,5	7,8
Activities of the institutions and extra-territorial organizations	1,6	2,1	3,7
Total	285,1	75,9	361,0

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

Kosovo (age 15 and above)	Male	Female	Total
Agriculture, forestry and fishing	4,6	3,7	4,4
Mines and ore	1,5	0,2	1,2
Manufacture	15,6	7,7	13,9
Supply of electricity, gas, steam and air conditioning	2,3	0,6	2,0
Water supply, sewerage, waste management	1,2	0,5	1,1
Construction	17,0	0,6	13,6
Wholesale and retail trade, car and motorcycle repairs	14,8	13,0	14,5
Transport and storage	3,1	0,7	2,6
Accommodation and food service activities	7,4	4,2	6,7
Information and communication	2,5	3,2	2,7
Financial and insurance activities	1,5	2,1	1,6
Properties activities	0,1	0,1	0,1
Professional, scientific and technical activities	2,0	2,2	2,0
Administrative and support service activities	3,9	2,5	3,6
Public administration and defense, compulsory social security	5,3	7,5	5,8
Education	6,7	17,3	8,9
Activities of human health and social work	3,9	16,8	6,6
Arts, entertainment and recreation	1,4	1,5	1,4
Other service activities	3,9	5,6	4,3
Household employment activities	0,8	7,2	2,1
Activities of the institutions and extra-territorial organizations	0,6	2,8	1,0
Total	100,0	100,0	100,0

1.7: Employment according to occupation

In the second quarter of 2017, 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 (40.0%), 16.5% were in services and sales and 15.0% in elementary occupations. Males were distributed across sectors, but most were employed in elementary occupations (25.4%), 18.5% work as employees in service and sales, 17.8% as craft workers and work related, while 9.5% were professionals (Table 1.10).

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

Kosovë (mosha 15 e më shumë)	Meshkuj	Femra	Gjithsej
EMPLOYMENT ACCORDING TO OCCUPATION (IN THOUSAND)			
Legislators, senior officials and managers	20,7	3,9	24,6
Professionals	27,1	21,6	48,7
Technicians and related occupations with them	16,3	8,8	25,0
Clerks	12,4	7,9	20,3
Service and sales workers in shops and markets	52,9	12,5	65,4
Skilled agricultural, forestry and fishery workers	11,4	0,5	11,9
Craft and related trades workers	50,9	8,6	59,5
Plant and machine operators, and assemblers	21,0	0,7	21,6
Elementary occupations	72,5	11,4	83,9
Total	285,1	75,9	361,0
EMPLOYMENT ACCORDING TO OCCUPATION (IN%)			
Legislators, senior officials and managers	7,3	5,2	6,8
Professionals	9,5	28,4	13,5
Technicians and related occupations with them	5,7	11,6	6,9
Clerks	4,3	10,5	5,6
Service and sales workers in shops and markets	18,5	16,5	18,1
Skilled agricultural, forestry and fishery workers	4,0	0,7	3,3
Craft and related trades workers	17,8	11,4	16,5
Plant and machine operators, and assemblers	7,4	0,9	6,0
Elementary occupations	25,4	15,0	23,2
Total	100,0	100,0	100,0

*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 4.2 % of the employed population reported that they had a second job during the reference week. The second-rate employment rate was higher for males than for females: 5.0% of working-age males were employed compared to 1.4% of females also in working age.

In their main job, 93.8% of respondents reported working full time and 6.2% part-time. Gender differences were observed, with females more likely to work part-time (9.6% compared with 5.3%).

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.

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

Kosovo	Male	Female	Total
Caring for children or adults with disabilities	0,6	5,1	2,1
Disability or illness	1,5	0,0	1,0
Other personal or family reasons	0,7	56,3	19,0
A student	8,1	10,1	8,7
No option to make a full-time job	85,0	24,6	65,1
Does not want a full-time job	0,0	0,0	0,0
Another reason	4,1	4,0	4,1
Total	100,0	100,0	100,0

Approximately three-fifths of the employees have worked between 40-48 hours a week. Almost two-tenths (16.7%) of employees have worked 60 or more hours per week. Within a week, 12.7 % of employees worked less than 40 hours.

Males tend to work longer hours than females, 31.6 % of males work more than 48 hours a week compared with 6.2 % of females (Table 1.12). A greater proportion of employed females (20.9%) worked less than 40 hours compared with 10.4 % of males.

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

Kosovo	Male	Female	Total
EMPLOYMENT ACCORDING TO THE NUMBER OF HOURS (IN THOUSAND)			
Under 25	14,2	10,4	24,5
25-34	12,9	4,6	17,5
35-39	2,3	0,7	3,1
40-48	163,7	54,9	218,5
49-59	31,7	2,6	34,2
60 and over	57,6	2,1	59,7
Total	282,3	75,3	357,6
EMPLOYMENT ACCORDING TO THE NUMBER OF HOURS (IN%)			
Under 25	5,0	13,8	6,9
25-34	4,6	6,1	4,9
35-39	0,8	1,0	0,9
40-48	58,0	72,8	61,1
49-59	11,2	3,4	9,6
60 and over	20,4	2,8	16,7
Total	100,0	100,0	100,0

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	38,3	40,0	49,0	47,3
Female	36,5	37,1	43,9	39,5
Total	37,6	39,1	48,1	45,9

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).

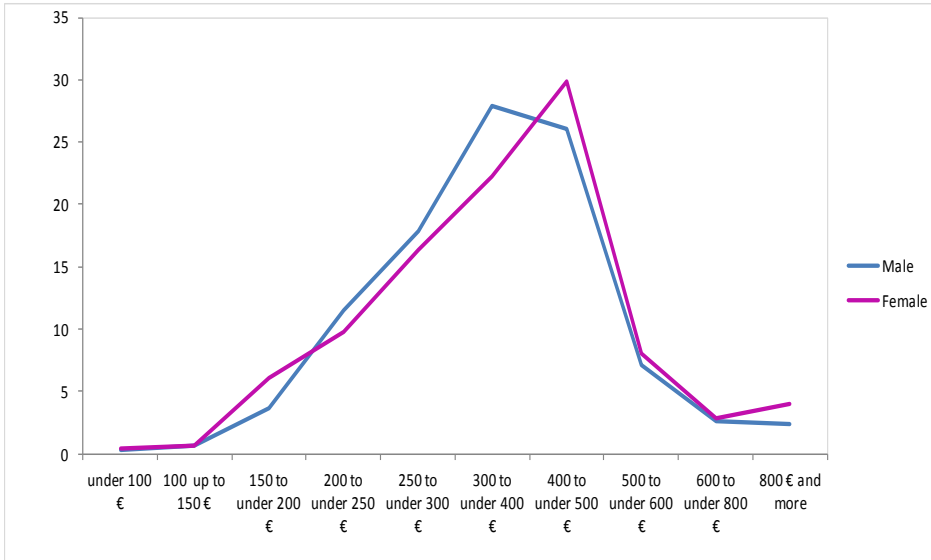
Tab. 1.14: Employment models according to gender

Kosovo	Male	Female	Total
IF WORKING IN SHIFTS			
Working in shifts	22,1	17,4	21,0
Not working in shifts	77,9	82,6	79,0
Total	100,0	100,0	100,0
IF WORKING EVENINGS			
Usually	15,7	13,4	15,2
Sometimes	26,2	18,4	24,5
Never	58,2	68,3	60,3
Total	100,0	100,0	100,0
IF WORKING AT NIGHT			
Usually	3,6	0,1	2,8
Sometimes	10,1	6,8	9,4
Never	86,3	93,1	87,8
Total	100,0	100,0	100,0
IF WORKING ON SATURDAYS			
Usually	43,5	31,1	40,9
Sometimes	34,2	20,9	31,4
Never	22,4	48,0	27,8
Total	100,0	100,0	100,0
IF WORKING ON SUNDAYS			
Usually	6,8	11,6	7,8
Sometimes	28,8	14,5	25,8
Never	64,4	73,9	66,4
Total	100,0	100,0	100,0
IF WORKING AT HOME			
Usually	6,5	10,5	7,3
Sometimes	9,0	11,5	9,5
Never	84,5	77,9	83,1
Total	100,0	100,0	100,0

1.9: Net monthly salary

Most of the net monthly wages were between € 400 and € 500, 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

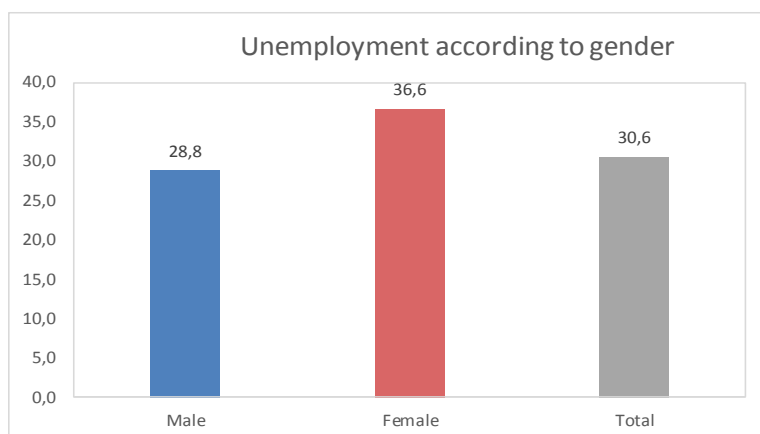
2.1: Unemployment according to gender

According to the Second quarter of LFS 2017, in Kosovo there were 157,752 persons aged 15-64 years who were unemployed, 114,324 of whom were males and 43,428 females (Table 2.1). The unemployment rate was 30.6 %, higher for females than for males, respectively 36.6% and 28.8 % (Graph. 2.1).

Compared with the previous quarter of LFS 2017 (Q1 2017), in Kosovo we have increased the unemployment rate by 0.1%, where the increase was 2.0% for females while to males decreased by 0.5%.

Compared with the same period last year (Q2 2016) of LFS, in Kosovo there is an increase in unemployment rate of 4.4%, where this increase in males was 3.8% while in females we increased 6.3%.

Graph. 2.1: Unemployment rate according to gender



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

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSAND)			
15-64	114,3	43,4	157,8
UNEMPLOYMENT RATE (%)			
15-64	28,8	36,6	30,6

2.2: Unemployment according to age group and educational level

50.9 % of the young people in Kosovo were unemployed (Table 2.2). The lowest unemployment rate was found among those aged 55-64 (12.0%).

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

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSAND)			
15-24	28,4	14,6	43,0
25-34	40,8	17,5	58,2
35-44	23,1	7,7	30,8
45-54	15,6	3,0	18,7
55-64	6,4	0,7	7,1
15-64	114,3	43,4	157,8
UNEMPLOYMENT RATE (%)			
15-24	47,1	60,2	50,9
25-34	36,7	54,3	40,7
35-44	24,1	27,3	24,8
45-54	19,4	12,5	17,8
55-64	13,2	6,6	12,0
15-64	28,8	36,6	30,6

The unemployment rate was highest for people without formal education (44.8% of this group were unemployed) and lowest for persons who had completed higher education (25.0%).

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

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSAND)			
No official education	0,7	0,1	0,8
Primary	28,5	4,3	32,8
Secondary vocational education	49,7	13,3	63,0
Secondary education, gymnasium	21,8	8,5	30,3
Tertiary	13,7	17,2	30,9
Total	114,3	43,4	157,8
SHKALLA E PAPUNËSISË (%)			
No official education	61,2	15,1	44,8
Primary	36,4	25,5	34,4
Secondary vocational education	31,9	41,7	33,5
Secondary education, gymnasium	24,9	43,0	28,3
Tertiary	18,6	34,7	25,0
Total	28,8	36,6	30,6

Education has improved prospects in the labour market, especially for males, since 61.2 % of uneducated males (without formal education) were unemployed, compared with 18.6 % of those who had completed tertiary education.

2.3: Youth unemployment

Based on the second quarter of LFS 2017, 27.3% of the unemployed in Kosovo were young people (aged 15-24 years) with almost 8.9 point difference between males and females.

A significant proportion of the young population is unemployed (50.9%) and youth unemployment among females is higher (60.2 %) compared to males (47.1%).

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 (%)	24,8	33,7	27,3
Percentage of youth as unemployed in young population (%)	47,1	60,2	50,9

In the second quarter of 2017, 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
The rate of youth unemployment to adult unemployment	1,8	2,0	1,9

2.4: Duration of unemployment

Unemployed respondents were asked how long are unemployed. A large number (72.1%) of the unemployed reported that they are unemployed for longer than 12 months. Small differences were observed according to gender (72.8% males and 70.1% females).

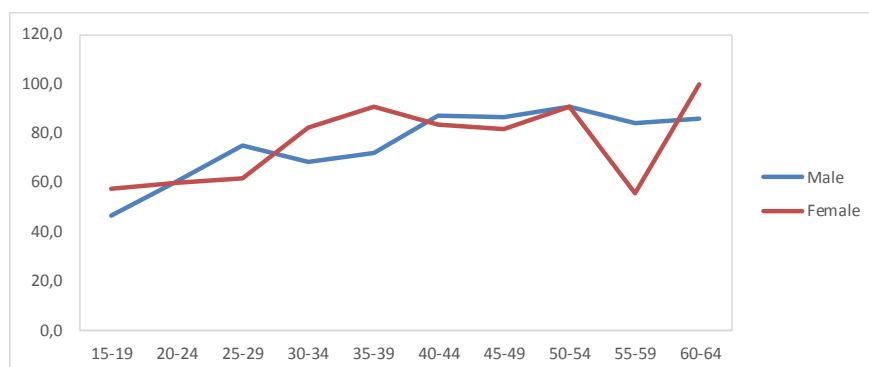
(Table 2.6) shows that the likelihood of being unemployed for more than a year increased with age.

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

Kosovo	Male	Female	Total
15-19	46,4	57,1	50,0
20-24	60,1	59,5	59,9
25-29	74,8	61,8	70,7
30-34	68,5	82,4	72,4
35-39	71,6	90,5	76,3
40-44	86,9	83,6	86,1
45-49	86,7	81,4	85,6
50-54	90,8	90,7	90,8
55-59	84,1	55,7	82,0
60-64	85,6	100,0	87,7
Total	72,8	70,1	72,1

Graph 2.2 shows that the age group 30-34, although young, female unemployment for more than a year reaches 82.4% compared with 68.5% for males.

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



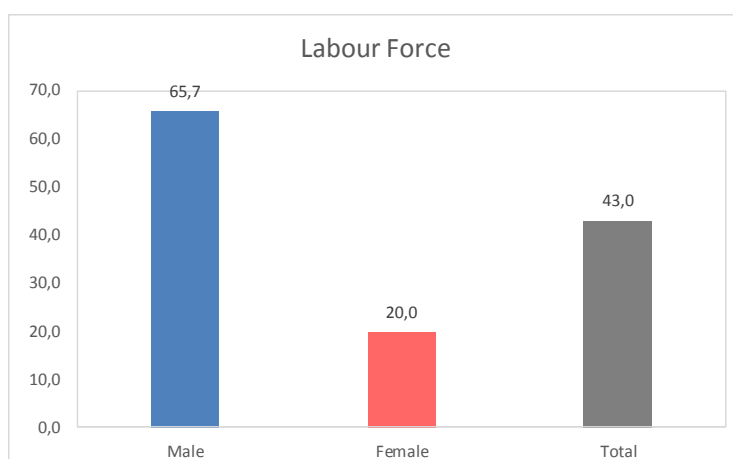
3. Participation in the work force

In the second quarter of 2017, out of the total estimated population of 1,793,467, the total population of working age (15 to 64) was 1,197,561 people. 43.0% 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 57.0% 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 previous quarter of LFS 2017 (Q1 2017), in Kosovo we have an increased level of participation in the workforce by 1.3%, where the increase was 2.6% for males while for females was only 0.2%.

Compared with the same period last year (Q2 2016) of LFS in Kosovo, we have increased the participation rate of the workforce by 5.2%, where this increase to males was 8.6% while to females was only 1.9%.

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



Graph 3.1 clarifies that the labour force participation among females was much lower than among males: 20.0 % of females were active compared with 65.7 % of males.

The participation rate in the labour force was highest among persons aged 30-34 (59.1%) and lowest among those aged 15 to 19 years with 9.0% (Table 3.1). The low participation rate of young people is not surprising because most of this group attend school.

Males aged 30-34 years had the highest rate of participation (90.1%), while for females the highest rate was in the age group 25-29 years (30.5%) (Table 3.1).

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

Kosovo	Male	Female	Total
Labour force (in thousands)			
15-19	11,6	4,7	16,3
20-24	48,6	19,6	68,2
25-29	60,7	19,0	79,7
30-34	50,4	13,1	63,5
35-39	45,0	13,6	58,5
40-44	51,1	14,4	65,5
45-49	41,0	14,5	55,4
50-54	39,8	9,7	49,4
55-59	30,7	6,0	36,7
60-64	17,9	4,1	22,0
Total 15 - 64	396,6	118,7	515,4
Rate of participation in labour force (%)			
15-19	12,7	5,2	9,0
20-24	55,6	25,7	41,7
25-29	81,8	30,5	58,4
30-34	90,1	25,5	59,1
35-39	83,8	23,7	52,8
40-44	87,8	22,7	53,8
45-49	83,8	22,9	49,5
50-54	77,5	18,0	47,1
55-59	65,7	13,4	40,1
60-64	50,2	12,8	32,5
Totali 15 - 64	65,7	20,0	43,0

4. Inactive persons

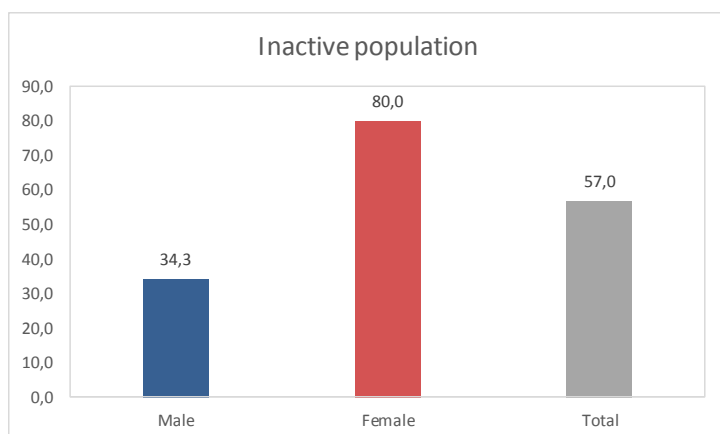
Special attention is paid to the description and evaluation of the employed population and the unemployed, which together comprise the Labour Force (or economically active persons). However, the category of "inactive" is equally important. Changes in activity rates are an important part of labour supply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

Compared with the previous quarter of LFS 2017 (Q1 2017), in Kosovo there is a decrease in the level of inactivity by 1.3%, with this decrease to 2.6% for males while for females was 0.2%.

Compared to the same period last year (Q2 2016) of LFS in Kosovo, there is a decrease of inactivity rate by 5.2%, where this decrease to males was 8.6% while in females was 1.9%.

Graph 4.1 clarifies that the participation is greater among females than among males: 80.2% of females were inactive compared with 36.9% of males.

Graf 4.1: Inactive participation rate according to gender



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 second quarter of 2017, 93,608 of young people (aged 15 to 24) in Kosovo do not attend school, were not employed or in training, and account for 27.1% of the young population. Part of NEET for females is 32.0% compared with 22.6% of males (Table 4.2).

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

Kosovëo	Male	Female	Total
Youth NEET (in thousand)	40,4	53,2	93,6
Percentage of youth NEET in young population (%)	22,6	32,0	27,1

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 2017	Rate of youth dependency	Rate of elderly dependency	Rate of age dependency
Q2 2017	34%	16%	50%

Another level used often, 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 50 % for the second quarter of 2017.

Tab 5.2: Economic dependency ratios

Kosovo 2017	Effective economic dependency ratio of the elderly	Total rate of economic dependence
Q2 2017	53%	247%

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 247% in the second quarter of 2017.

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

6. Data accuracy

The reliability and accuracy of the Labor Force Survey (LFS) outcomes is dependent on the lack of responses during the interview process, data processing errors, and during design and sample selection.

The odd effect due to sampling means that the results calculated from different samples deviate somewhat from each other. Employed and unemployed figures that are derived based on a larger and more representative sample are more accurate than those based on smaller samples.

Non-accuracy due to design and sample selection is assessed by the standard error of estimation. The size of the standard error is influenced by the size of the sample and variance of the variables that are the subject of the study. The standard error can be used to calculate the confidence interval within which the value of the population stands at a certain probability. The country-wide estimation of the number of unemployed based on LFS for the second quarter of 2017 is 157,752 and its standard error is 4,313 while the confidence interval for the number of unemployed is 149,297 - 166,207 persons.

Tab. 6: Accuracy of LFS-based estimates for the second quarter of 2017 at country level

Kosovë	Vlerësimet tremujore	Gabimi standard	Intervali i besueshmërisë 95%		Koefficienti i Variacionit (%)
			I ulët	I sipërm	
Të punësuar	357,608	5,690	346,455	368,763	1,6
Të papunë	157,752	4,313	149,297	166,207	2,7

The accuracy of the ratings is presented based on their standard error. The standard error (square root of sample variance) describes how accurately the value of the parameter estimated by the sample is concentrated around the population parameter.

The main reliability figures derived from the standard error are the confidence intervals and the relative standard error (coefficient of variation). The confidence interval describes the width at which the real value of the parameter is in relation to the estimate calculated by the sample. When you calculate the confidence interval, the desired risk level is fixed. The 5% risk level applied to the workforce survey means that if the samples are retracted, in 95 cases out of a hundred, the real value of the parameter would be within the confidence interval and in 5 cases out of a hundred will be outside the confidence interval.

