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*Agencia e statistikave të Kosovës - Agencija za Statistiku Kosova - Statistical Agency of Kosovo*

# WOMEN AND MEN IN KOSOVO

# WOMEN AND MEN IN KOSOVO

2016-2017

December, 2018

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## Foreword

The publication "Women and Men in Kosovo" is a publication with long-term statistical data and short analyzes in order to help perceive the gender situation in the country. The Kosovo Agency of Statistics used all available data sources that provide comprehensive statistical information in order to provide the gender situation by sectors of social and economic life in the country. This publication has a new form, proposed by UN WOMEN.

Special thanks KAS has for Statistics Sweden, International Development Agency (SIDA).

Also for its cooperation, KAS thanks the Office for Gender Equality at the Prime Minister's Office.



Chief Executive of the Kosovo Agency of Statistics,  
Mr. Isa Krasniqi

A handwritten signature in blue ink, which appears to read "Isa Krasniqi". The signature is fluid and cursive.

## **Gender equality and mechanisms**

Gender is related to role of the women and men, girls and boys, that play in society and where there are similarities and differences beyond those based on biological sex. Gender is a social construct that affects the division of labour between men and women, access to education, labour and employment types that people have, access to income and family wealth, health and migration.

**Gender equality** refers to women and men on equal opportunities, rights and duties in their social, professional and family environment. According to the Constitution of the Republic of Kosovo there are a number of binding national and international important documents which guarantee the equality of men and women and prohibit discrimination based on gender, particularly the Europe's Council of Social Chart and the European Convention on Human Rights and Convention of United Nations on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The Republic of Kosovo has signed a number of important documents and binding international standards which guarantee the equality of men and women and prohibit discrimination based on gender, particularly the Council of Social Charter and the European Convention on Human Rights and the Convention of the United Nations on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**Internal guarantees** for gender equality are the Constitution of the Republic of Kosovo, and relevant laws and regulations.

The Constitution of the Republic of Kosovo (adopted in 2008) provides the legal basis for introduction and regulation of the principles of gender equality in Kosovo and establishes gender equality as a fundamental constitutional right. Under Article 15 of the Constitution, the state must guarantee equality between women and men and develop equal opportunity policies. The Constitution also sets out the principle of the prohibition of discrimination, including, inter alia, gender-based discrimination.

**The new law adopted in 2015 No. 05/L-020 on Gender Equality, the official Gazette of the Republic of Kosovo No.16/26 June 2015** requires all public authorities to actively pursue the principles of equality between men and women.

But in reality women do not enjoy their rights as men. This disparity is evident in many fields of social and economic life and therefore the content of this publication is focused on six (6) specific areas: 1) integration of women in the economy, 2) integration of women in the workforce and social care for categories affected with social problems, 3) women in the decision-making process, 4) health care and access of women and men in health services, 5) education, and 6) participation and representation in culture and media.

**Kosovo program for gender equality** was adopted in 2008. With the approval of KPGE, the Government is meeting the obligation under Article 4.4 of the Law on Gender Equality, the obligations deriving from EPAP respectively point 39 (Define and adopt a government program to promote women's rights in Kosovo) and paragraph 116 (Implements gender equality law, ensure the holding of women's rights in all existing policies and legislation). It is worth mentioning that with this action the Government of RK has fulfilled one of the objectives set forth in the "Millennium Goals - MDG" resolution signed by the Kosovo Assembly, respectively MDG action III - PROMOTING GENDER EQUALITY AND WOMEN EMPOWERMENT "the Millennium's aims -MDG- and CEDAW Convention served as the basis for drafting the KPGE document and objectives set in this program.

### **Institutional mechanisms for gender equality**

#### **Assembly of the Republic of Kosovo**

- The group of women MPs

- Parliamentary Committee for Human Rights and Freedoms, Gender Equality, Missing Persons and Petitions

**The Government of the Republic of Kosovo**

- Gender Equality Agency / Office of the Prime Minister of the Republic of Kosovo
- Ombudsperson Institution - Gender Equality Unit
- Officials for gender equality in the Ministries and municipalities
- Inter-Ministerial Council for Gender Equality
- Sector for Gender Issues - MPLA

**Mechanisms at Local Level**

- Officials for gender equality in municipalities
- Municipal committees for gender equality

**Non-governmental mechanisms**

- Non-governmental organizations

**Government mechanisms to deal with domestic violence**

- Domestic Violence Unit - Kosovo Police Service
- Division of Protection and Assistance to Victims - Ministry of Justice
- Prosecution and Courts
- Centers for Social Work - Ministry of Labour and Social Welfare
- Shelters (in six cities)

**Gender sensitive statistics** go beyond simple presentation of degradation of existing data by gender (male / female), and the need for monitoring of various problems and challenges faced by women and men in all spheres of life.

The first official international debate about the sensitivity of gender statistics was held at the First World Conference on Women in Mexico (Mexico City) in 1975. In 1995, the Beijing Declaration and Platform for Action, offered a clear set of recommendations and guidelines for improving the status of women, also addressing gender sensitivity statistics. The statement sets out the obligation of states to ensure that statistics collected regularly dealing with individuals compiled, analyzed and presented by gender and age, and it reflects the problems, issues and questions related to women and men in society.

Regular and comprehensive monitoring and presentation of gender sensitive data enables the identification of gender discrimination in society, ie, determining whether there is inequality between men and women. It also facilitates the design, planning and implementation of policies aimed at eliminating inequality and improving the status of discriminated groups or individuals.

## Some important facts

- The total population resident in Kosovo at the end of 2017 was 1.798.506 inhabitants.
- Household size was 5.21 persons.
- The population density in 2017 was 164.92 inhabitants per km<sup>2</sup>.
- The average age of the population is 30.2 years.
- Life expectancy at birth in 2017 was 76.7 years, for men 74.1 and 79.4 years for women.
- Average age of marriage in 2017 was 30 years, 28 for women and 32 years for men.
- Fertility data have declined compared to previous years from 3 children per woman in 2003, to 2 children in 2017.
- Coefficient of masculinity is 111.2 males per 100 females - higher than the general of the gender ratio of population.
- Illiteracy rate was 6.1% in the population aged over 15 years.
- Percentage of illiterates in population aged 10 years and over 3.85% illiterate population (according to Census 2011).
- Participation rate in the labour force in 2016 was 38.7%, while in 2017 it was 42.8%
- Inactivity rate in 2016 was 61.3% while in 2017 was 57.2%.
- Total unemployment rate in 2016 was 27.5% while in 2017 it was 30.5%.
- Unemployment rate for women in 2016 was 31.8% versus 26.2% for men while for women in 2017 was 36.6% versus 28.7% of men.
- Unemployment rate among young people (age 15-24) in 2016 was 52.4%, while in 2017 it was 52.7%.
- Sources of individual income in Kosovo in 2016 and 2017, according to the Household Budget Survey for women were revenues from wages and salaries earned in Kosovo in the public sector, pensions from Kosovo, as well as cash sent from abroad - remittances.
- According to the results derived from the Census of Agriculture in Kosovo in 2014, only 4.9% of women were carrying the ownership of agricultural land.
- Despite improvements, women continue to be underrepresented in decision-making processes at all levels.
- Women own 13% of businesses.

## List of Abbreviations

KAS	-	Kosovo Agency of Statistics
AGE	-	Agency for Gender Equality
LFS	-	Labour Force Survey
HBS	-	Household Budget Survey
MICS	-	Multiple Indicator Cluster Survey
DSRHS	-	Demographic, Social and Reproductive Health Survey in Kosovo
DCSA	-	Department of Civil Service Administration
MPA	-	Ministry of Public Administration
KP	-	Kosovo Police
REKOS	-	Agriculture Census 2011
BC	-	Basic Courts
MKSF	-	Ministry of Kosovo Security Force
MFA	-	Ministry of Foreign Affairs



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## POPULATION

## **Population**

This chapter gives a broad picture of the population in Kosovo with significant emphasis on gender issues.

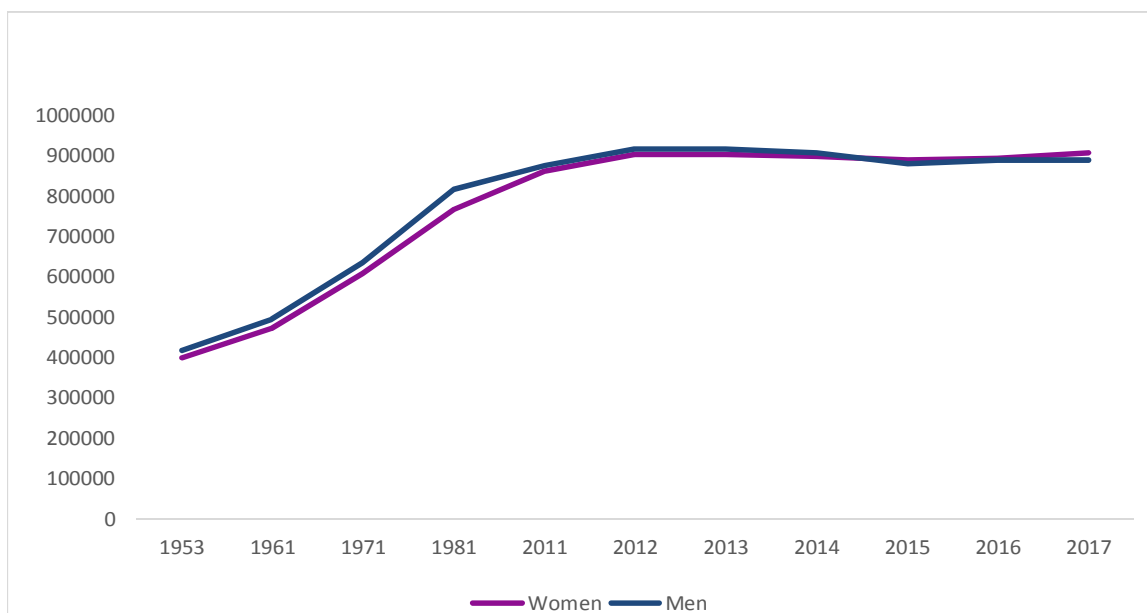
Estimation of the population is based on Population Census results and on the results of the statistical natural and mechanical movements of population (internal migrations).

Also, the Population Projections that KAS has recently implemented represent the estimated number of residents for the reference years. The recommended data are those of the secondary variant.

Migrant population includes persons who have changed their habitual residence in the reference year.

The average age of the population represents the average age of the population in the reference year.  
Total fertility rate represents the total number of live births to a woman aged 15-49 years.

**Graph 1. Population by years 1953-2017**



Data source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012-2017 from the Labour Force Survey, KAS

Low birth rate compared to previous years, and a high rate of emigration, has affected in the gradually decline of the number of Kosovo population.

**Table 1. Natural movement of population, 1953-2017**

Year	Population		Live births		Deaths	
	Women	Men	Women	Men	Women	Men
1953	399370	416538	16532	18063	8734	7992
1961	471358	492630	19527	21034	6039	5720
1971	606735	636958	22456	24604	4879	5433
1981	766048	818392	22579	25532	4332	5345
2011	863925	875900	13232	14394	2962	4149
2012	901555	914051	13163	14580	3026	4291
2013	904050	916581	13826	15501	2947	4188
2014	897057	907887	12220	13709	3195	4439
2015	889528	882076	11701	12893	3564	4638
2016	895333	888198	11137	12279	3699	4796
2017	908871	889635	11081	12321	3905	4816

Data source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012-2017 from the Labour Force Survey, KAS

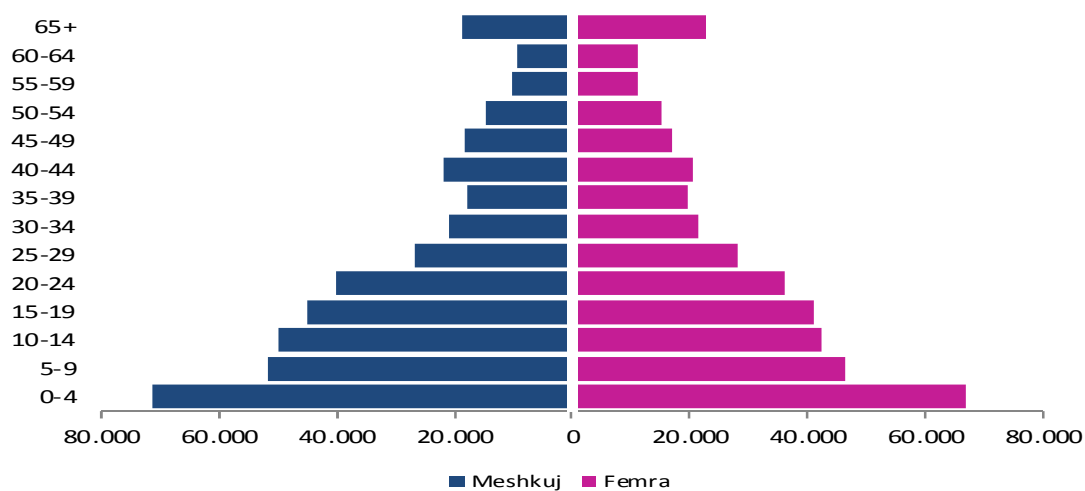
In 2017, the gender ratio at birth or coefficient of masculinity is 111.2 males per 100 females - higher than the total ratio of the total population gender ratio, which in 2016 is 110.3 males per 100 females.

**Table 2. Natural movement of population per 1000 inhabitants (%), 1953-2017**

Year	Population		Live births		Deaths	
	Women	Men	Women	Men	Women	Men
1953	489	511	20	22	11	10
1961	489	511	20	22	6	6
1971	488	512	18	20	4	4
1981	483	517	14	16	3	3
2011	497	503	8	8	2	2
2012	497	503	7	8	2	2
2013	497	503	8	9	2	2
2014	497	503	7	8	2	2
2015	502	498	7	7	2	3
2016	502	498	6	7	2	3
2017	505	495	6	7	2	3

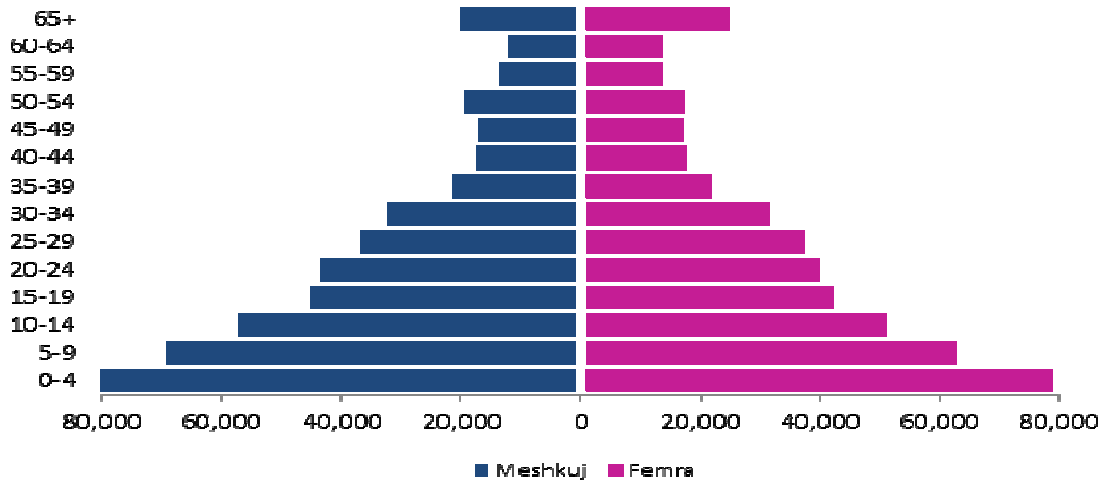
Data source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012-2017 from the Labour Force Survey, KAS

**Graph 2. Population Pyramid, 1953**

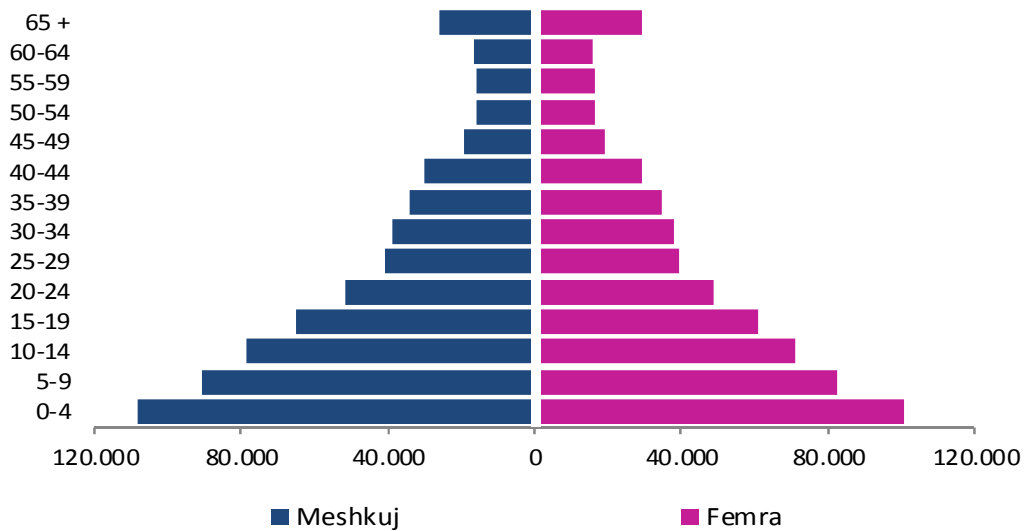




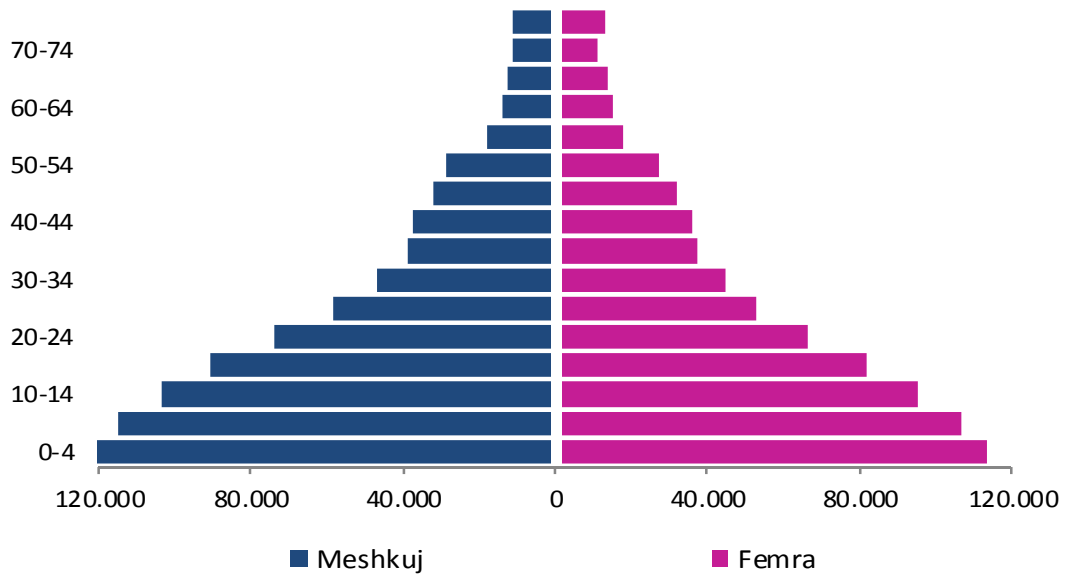
Graph 3. Population Pyramid, 1961



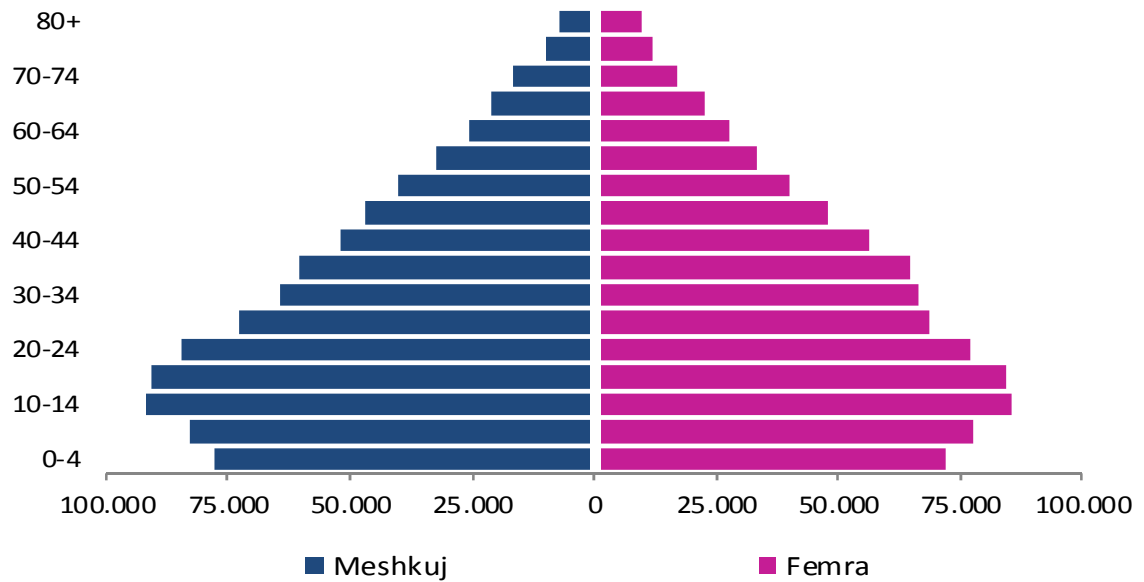
Graph 4. Population Pyramid, 1971



**Graph 5. Population Pyramid, 1981**



**Graph 6. Population Pyramid, 2011**



The population pyramid above shows the structure of the age and gender of the population of Kosovo in 1953, 1961, 1971, 1981 and in 2011.

**Table 3. Population by age group and year, 1953-2017**

*In thousand ('000)*

Age	1953		1961		1971		1981		2011		2012	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
0-14	155	173	193	213	254	277	315	341	235	252	245	263
15-59	210	215	240	247	302	312	396	425	539	543	562	567
60+	34	28	39	32	50	52	55	52	90	80	94	83

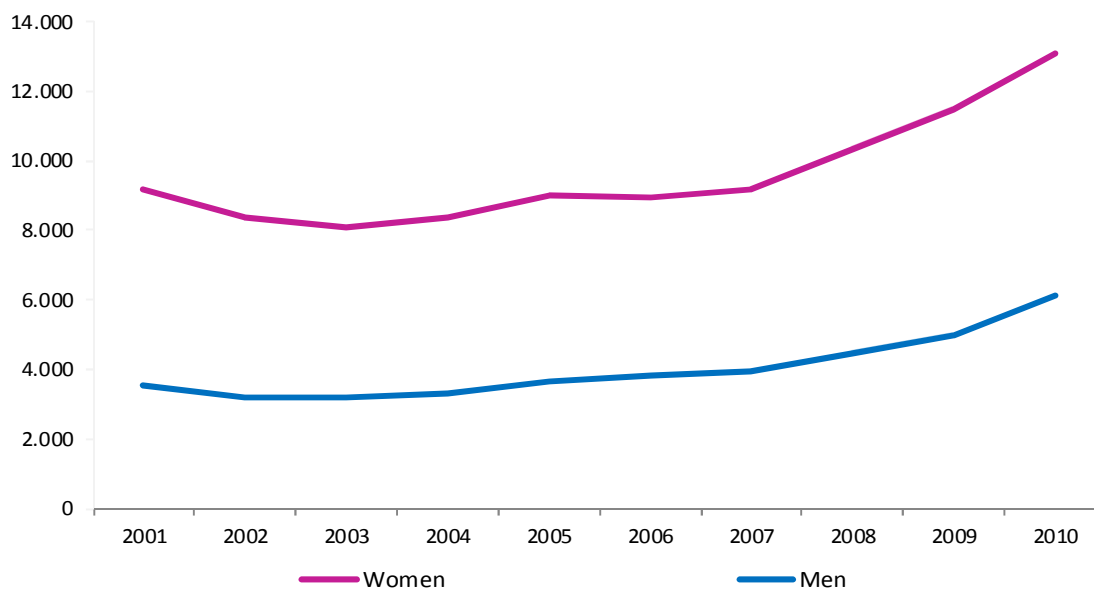
**Table 3. Population by age group and year, 1953-2017 (Continued)**

*In thousand ('000)*

Age	2013		2014		2015		2016		2017	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
0-14	246	264	244	262	242	254	244	256	247	256
15-59	564	569	560	563	555	547	559	551	567	552
60+	94	84	93	83	92	81	93	81	95	81

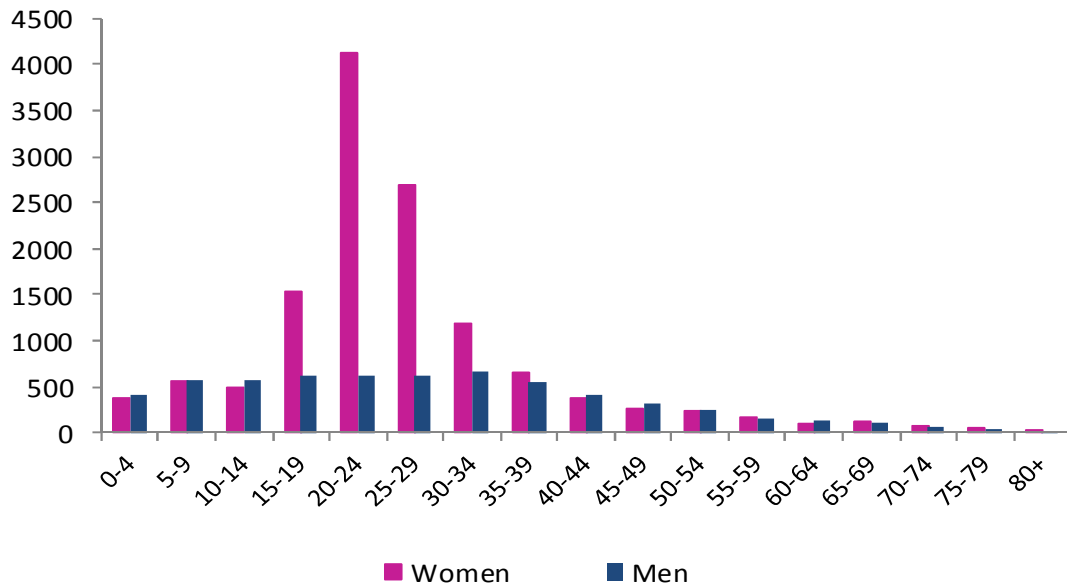
*Data source: Population Censuses in Kosovo in 1953, 1961, 1971, 1981, 2011, while data for 2012, 2013, 2014, 2015, 2016 and 2017 by Population Estimation, KAS*

**Graph 7. National migrant population (internal) by years 2001-2010**



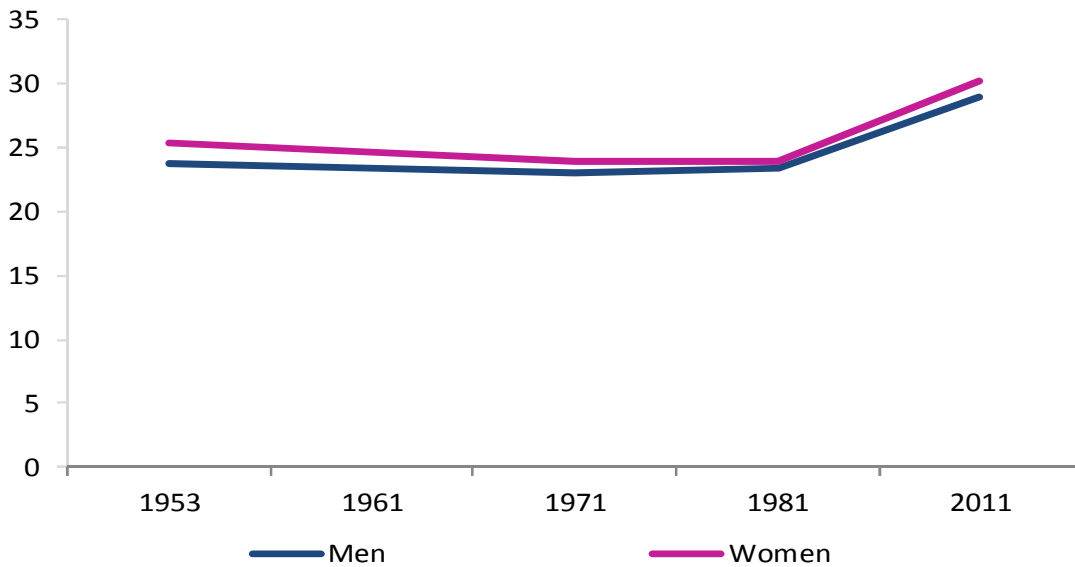
*Data source: Population Census in Kosovo 2011, KAS*

**Graph 8. National migrant population (internal) by age group**



Data source: Population Census in Kosovo 2011, KAS

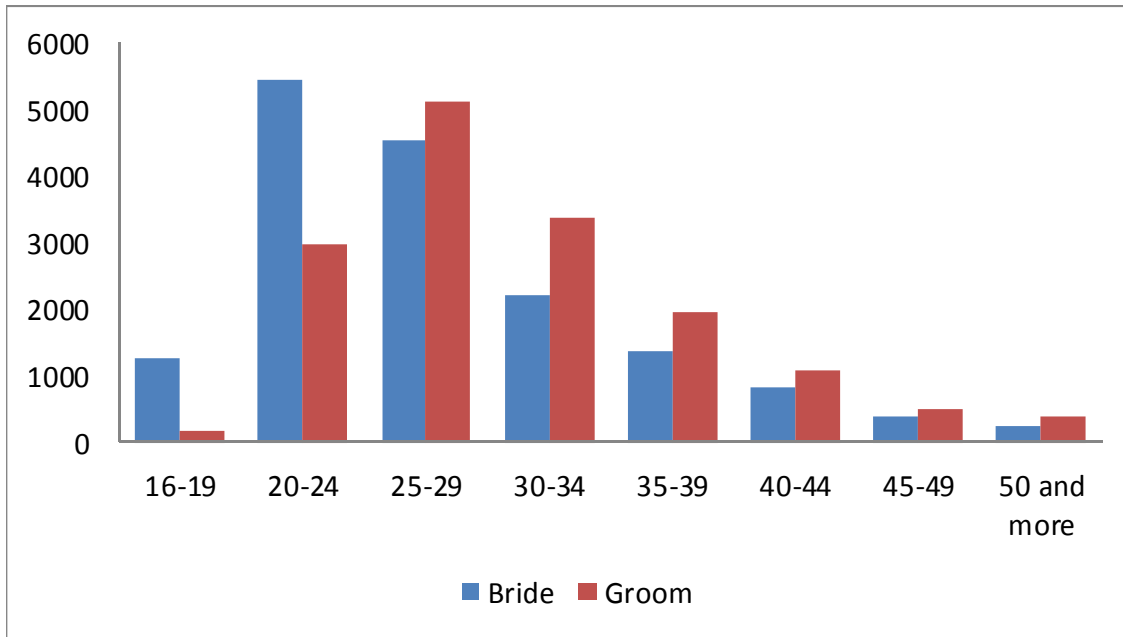
**Graph 9. Average age of the population by year of the Census, 1953-2011**



Data source: Population Census in Kosovo in 1953,1961,1971,1981 and 2011, KAS

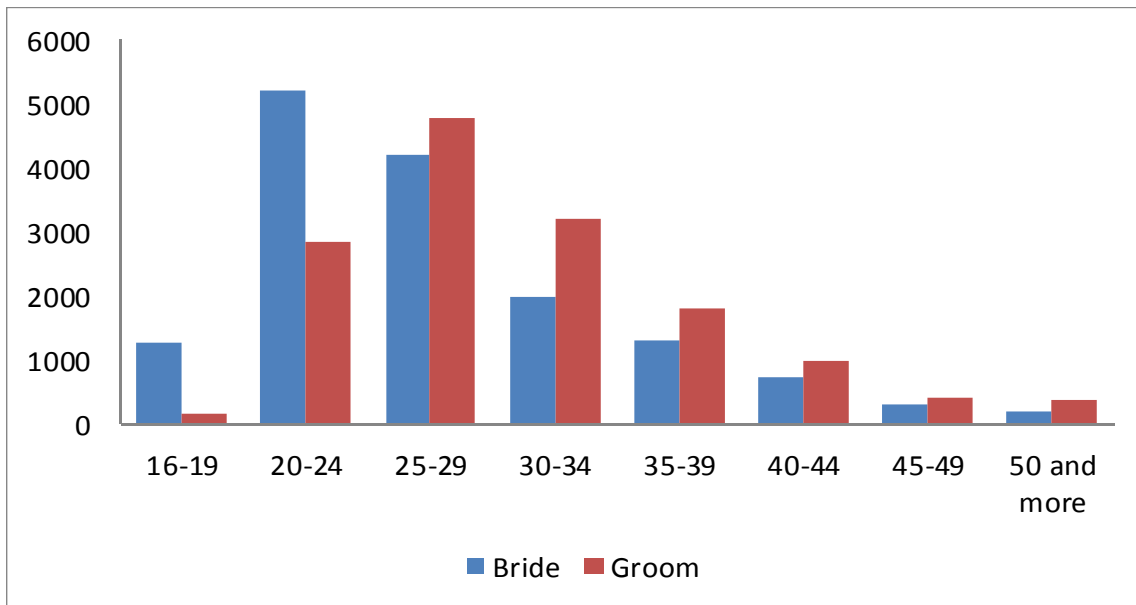
The average age of the population of Kosovo has minimal differences according to gender structure.

**Graph 10. First marriages (first marriage) by age, 2016**



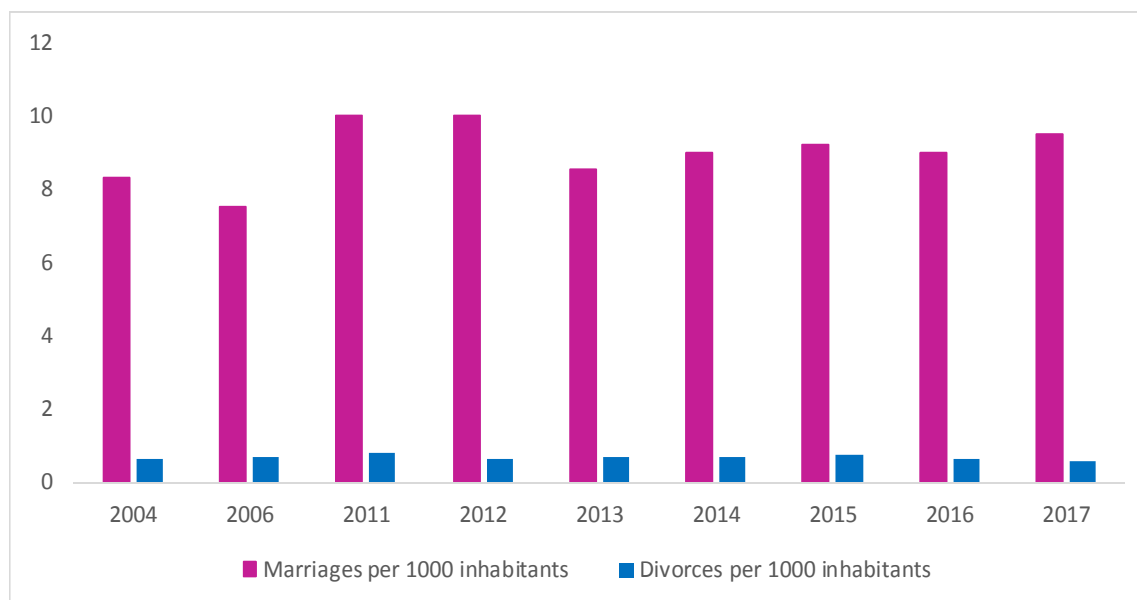
Data source: *Marriages in Kosovo in 2016, KAS*

**Graph 11. First marriages (first marriage) by age, 2017**



Data source: *Marriages in Kosovo in 2017, KAS*

As seen from the graph, in wedlock's at first marriage according to age, significant differences exist between men and women, men marry later and women marry earlier. The average age of married couples in 2017 was 30 years. Of them, the average age of men was 32, while the average age of women was 28 years.

**Graph 12. Marriages and divorces per 1000 inhabitants by years 2004-2017**


Data source: *Marriages and Divorces in Kosovo, 2004, 2006, 2011-2017, KAS*

**Table 4. Key indicators on marriages and divorces, 2004-2017**

Key indicators	2004	2006	2011	2012	2013
Marriages per 1000 inhabitants (‰)	8,3	7,5	10	10	8,5
Divorces per 1000 inhabitants (‰)	0,6	0,7	0,8	0,6	0,7
Divorce per 1000 marriages (‰)	76.1	93.5	84.7	73,1	67,4
Average length of marriage (years)	5-9	5-9	5-9	5-9	5-9
Average age of women in marriage	27.0	27.0	28.0	27,4	27,3
Average age of men in marriage	30.3	30.3	32.0	31,1	30,8

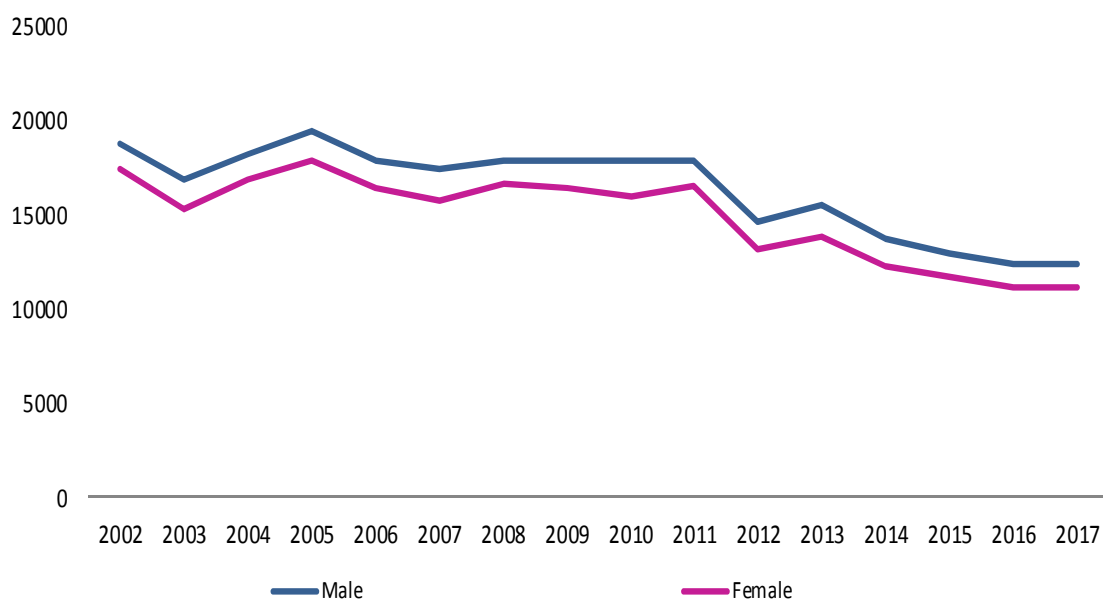
Data source: *Marriages and Divorces in Kosovo, 2004, 2006-2017, KAS*

**Table 4. Key indicators on marriages and divorces, 2004-2017 (continued)**

Key indicators	2014	2015	2016	2017
Marriages per 1000 inhabitants (‰)	9,0	9,2	9,0	9,5
Divorces per 1000 inhabitants (‰)	0,7	0,7	0,6	0,6
Divorce per 1000 marriages (‰)	76,5	77,9	69,2	62,6
Average length of marriage (years)	5-9	5-9	5-9	5-9
Average age of women in marriage	27,2	27,7	28,1	28
Average age of men in marriage	30,7	31,2	31,6	32

Data source: *Marriages and Divorces in Kosovo, 2004, 2006-2017, KAS*

**Graph 13. Live births by years 2002-2017**



Data source: Birth Statistics in Kosovo in 2002-2017, KAS

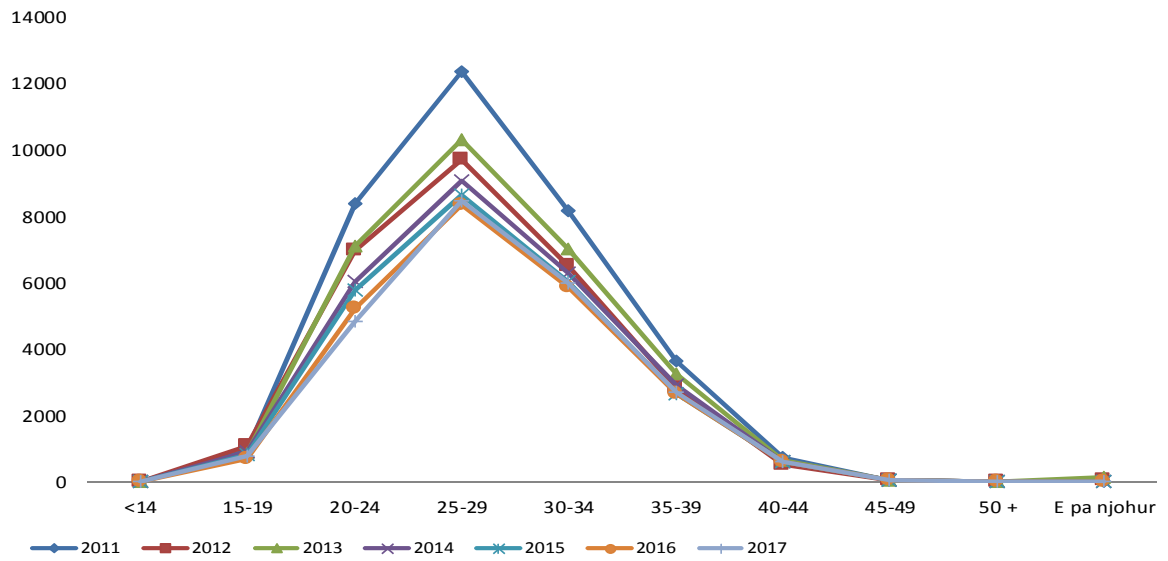
Statistical data show that the live birth rate has decreased over the years. Our country had previously been characterized by a young population and a large number of births. In recent years these indicators have changed to take into account the large emigration of young people who influence gender differences in the structure and consequently in the coming years will see the signs of an aging population.

**Table 5. Live births by marital status and average maternal age, 2002-2017**

Year	In wedlock	Outside wedlock	Unknown	illegitimate	Average age of the mother
2002	19.374	2.473	14.288	0	28
2006	18.142	13.816	2.229	0	27
2011	20.570	13.671	0	21	28
2012	14.773	12.797	167	6	28
2013	18.428	10.556	335	8	28
2014	14.446	11.241	240	2	28
2015	13.611	10.466	516	1	28
2016	13.251	9.747	418	0	28
2017	13.602	9.475	324	1	29

Data source: Birth Statistics in Kosovo, 2002, 2006, 2011-2017, KAS

**Graph 14. Live births by age group of mother and year, 2011-2017**



*Data source: Birth Statistics in Kosovo in 2011-2017, KAS*

As can be observed from the graph above, data show that the majority of mothers give birth by age in years 25-29.

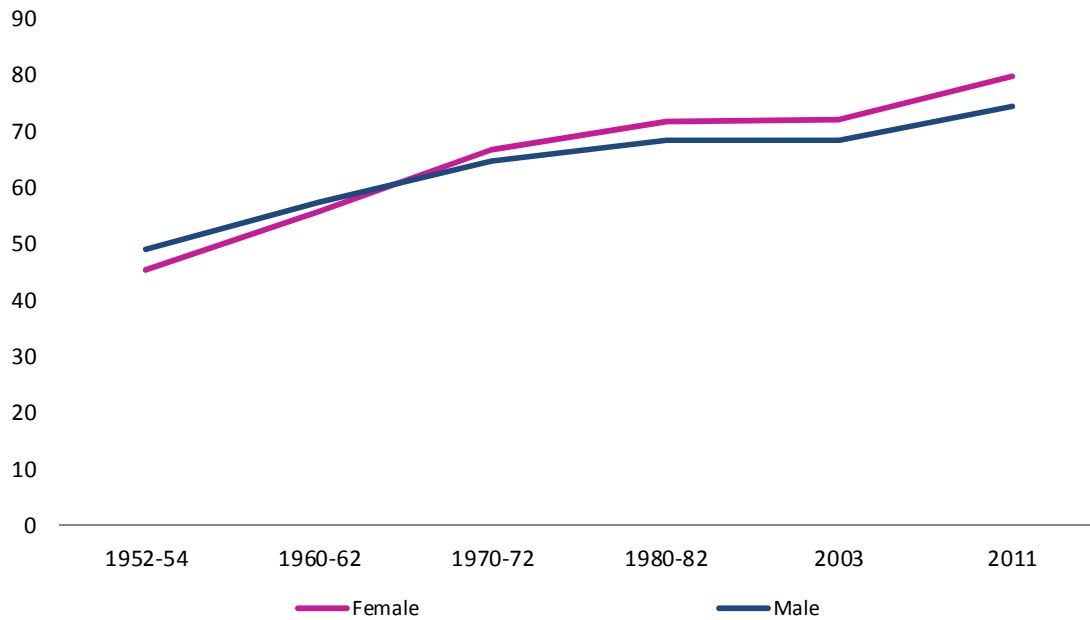


## HEALTH AND WELFARE

## Health Care

- **Life expectancy for women / men** shows the average age of which will reach children born alive (expected to live) in the reference year.
- **Modern contraceptive methods** refers to the use of condoms, pills, spirals intraurinary, local chemical products and diaphragms.
- **Traditional methods of contraception** refers to infertile days and deliberate interruption of sexual act (withdrawing from the sexual act).
- **Main cause of death** defines illness or injury which initiated the chain of direct lethal causes, by causing death, circumstances of the accident or violence which result in fatal injuries.
- **Mortality rate** by cause of death represents the total number of deaths due to specific causes, per 100,000 inhabitants in the reference year.
- **Infant mortality rate** is the number of infant deaths (less than one year) for 1000 live births in the reference year.

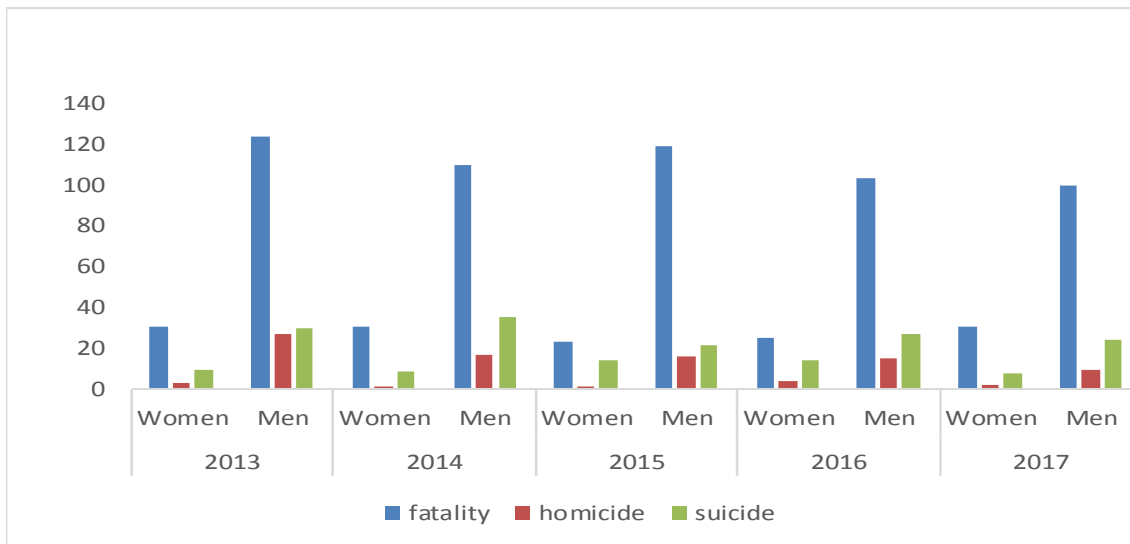
**Graph 15. Life expectancy by year**



Data source: Population Census 2011, KAS

Based on previous years, life expectancy for the population of Kosovo is growing. In 2011 was 74.1 years for men and 79.4 years for women.

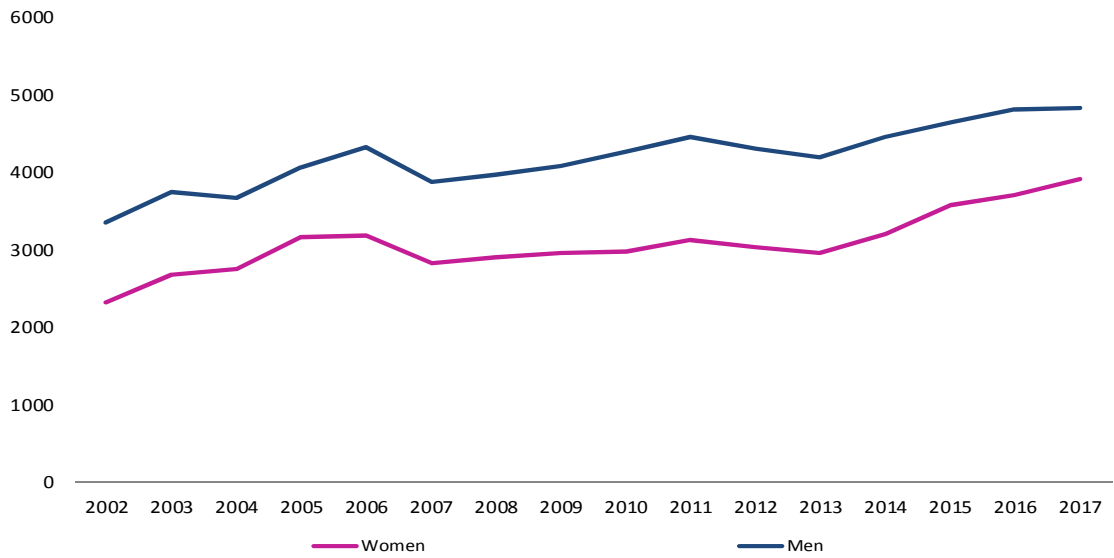
**Graph 16. Deaths in violent manner, 2013-2017**



Data source: Deaths Statistics in Kosovo by year, KAS

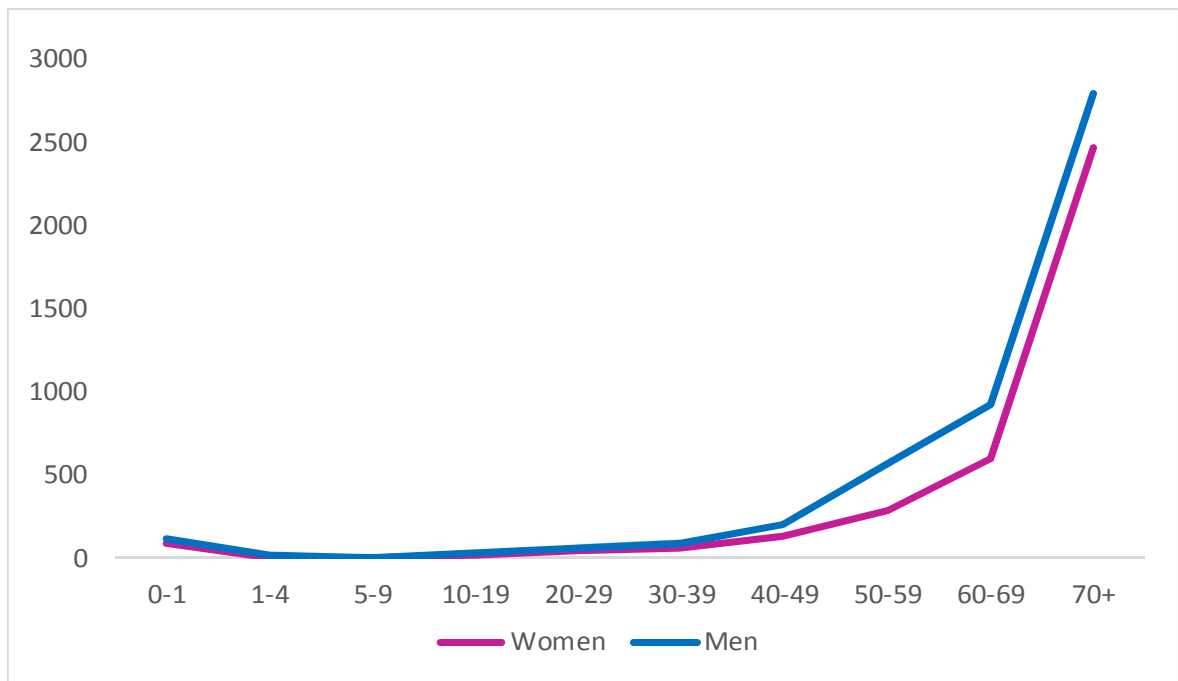
In Kosovo, the largest number of people who die in a violent manner over the years are fatalities.

**Graph 17. Deaths in Kosovo by years 2002-2017**



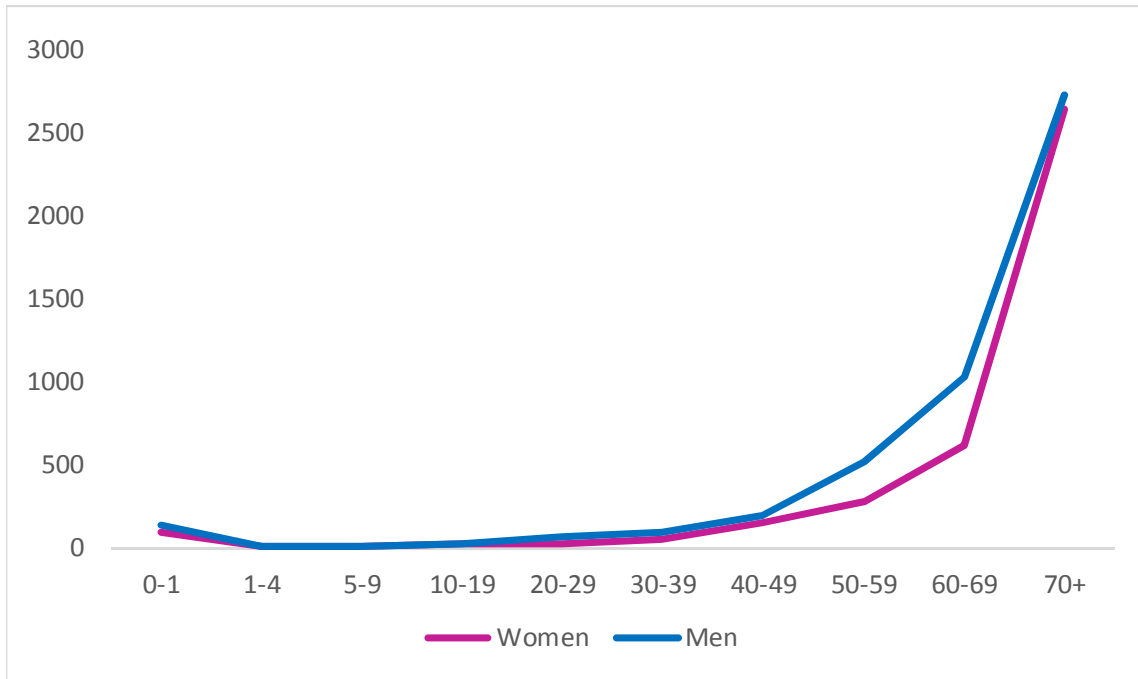
Data source: Deaths Statistics in Kosovo in 2002-2017, KAS

**Graph 18. Deaths by age group, 2016**



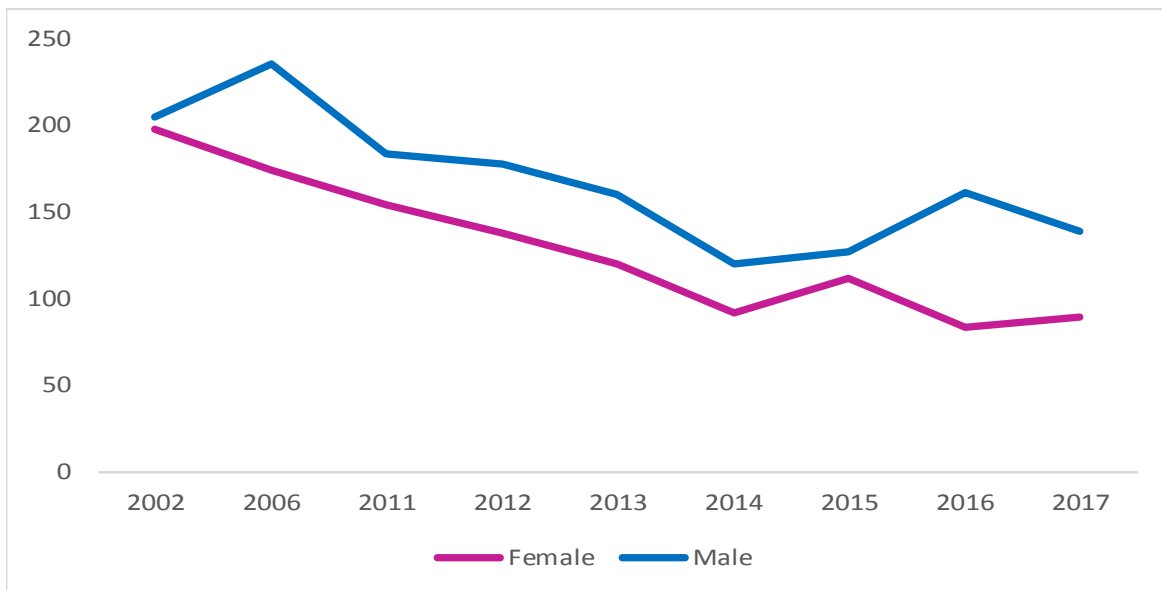
Data source: Deaths Statistics in Kosovo in 2016, KAS

**Graph 19. Deaths by age group, 2017**



Data source: Deaths Statistics in Kosovo in 2017, KAS

**Graph 20. Infant mortality in 2002-2017**



Data source: Deaths Statistics in Kosovo in 2002, 2006, 2011-2017, KAS

\* Infant deaths are all those deaths occur from 0 to 365 days.

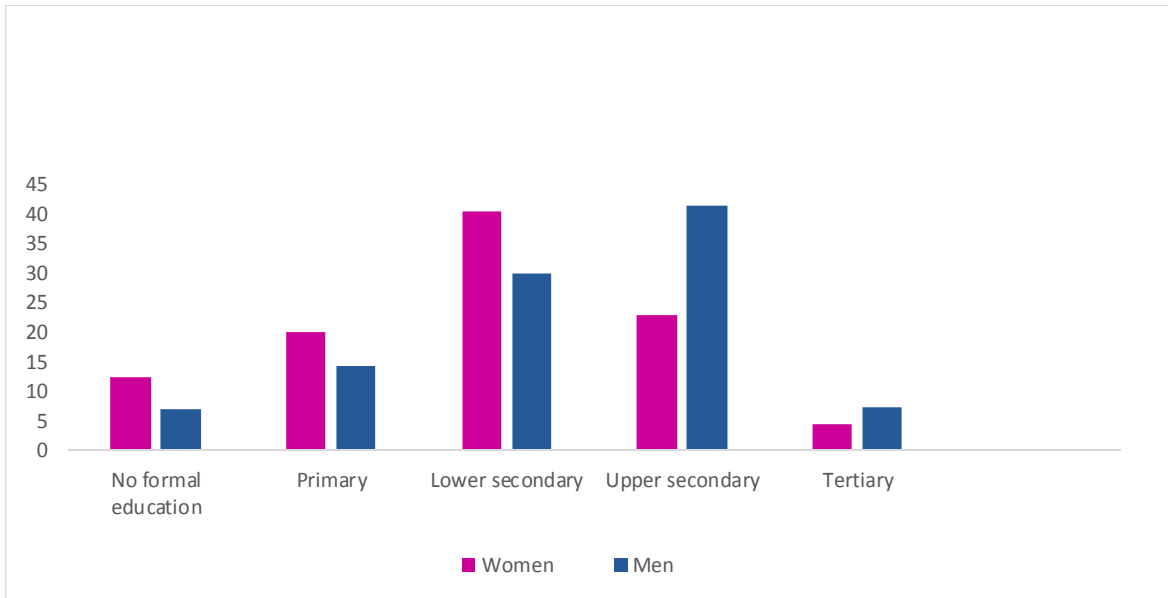
Deaths of infants under one year of age, by years, show to be higher for males. It is thought that boys have lower and not stable immunity compared with girls.

## EDUCATION

## Education

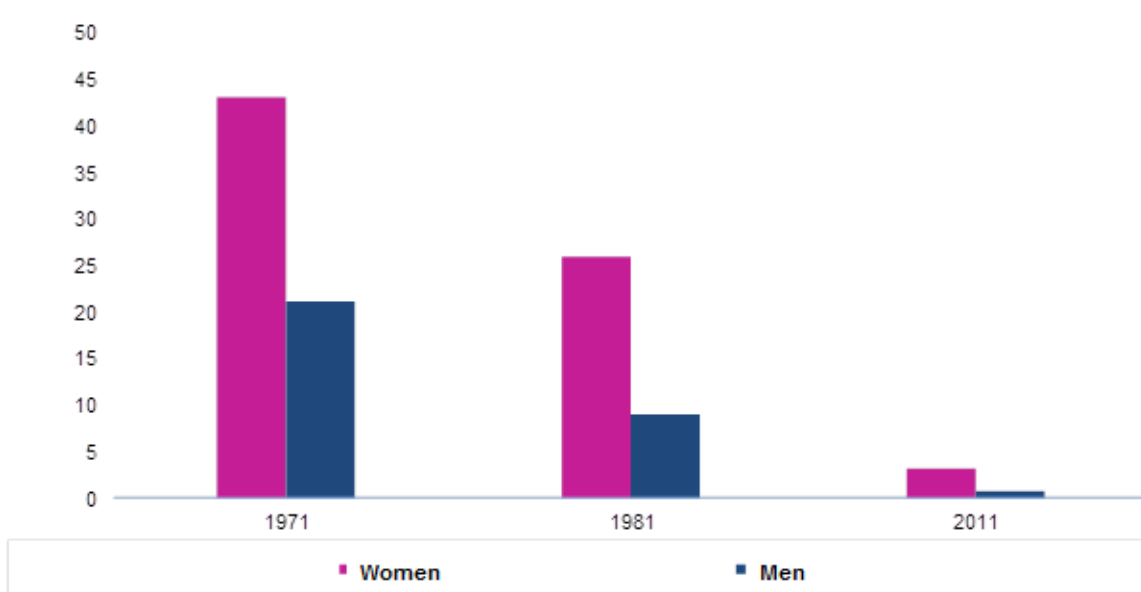
- Primary education includes children aged 6 years, where the number of children aged 6 years enrolled in primary school is a percentage of the total population of children in this age.
- Primary education includes children aged 6-15 years and represents the number of children aged 6-15 years enrolled in primary school as a percentage of the total population of children in this age.
- Secondary education includes children aged 15 years and represents the number of children aged 15 years old enrolled in school as a percentage of the total population of children in this age.
- Secondary education includes children aged 15-18 years; It represents the number of children aged 15-18 enrolled in school as a percentage of the total population of children in this age.
- Graduate in primary and secondary schools are pupils who perform nine years of primary school and the pupils who meet the third or fourth year of secondary school (depending on the duration of the educational profile in which they are enrolled).
- Teachers of primary and secondary school are all teachers employed in elementary and secondary schools, full-time and part-time.
- Students enrolled in tertiary education are persons enrolled in the first year/degree of academic studies, first degree of professional studies, second degree of academic studies (Master), specialist academic studies, specialist professional studies and doctoral academic studies.
- Graduates are persons who have received vocational training, university degree or other academic degree.
- Participation of the population aged 25-64 in education and training represents persons aged 25 to 64 who attend any form of education or training as a percentage of the population of that age.

**Graph 21. Population aged 15-65 by educational level in % in 2011**



Data source: Population and Households Census in Kosovo in 2011, KAS

**Graph 22. Illiterates by Census year (population aged 10+) in % in 2011**



Data source: Population and Households Census in Kosovo in 2011, KAS



**Table 6. Number of pre-schoolers, pupils and students in percentage in public and private education in 2016/2017 and 2017/2018**

Level		Distribution by gender in % 2016-2017		Distribution by gender in % 2017-2018	
		Female	Male	Female	Male
0	Preschool	48,0	52,0	47,6	52,4
1+2	Primary and lower secondary	48,3	51,7	48,4	51,6
3	Upper secondary	47,8	52,2	48,7	51,3
1+2	Primary and lower secondary special	43,3	56,7	42,1	57,9
3	Upper secondary special	33,8	66,2	43,6	56,4
5+6	University	52,1	47,9	53,7	46,3

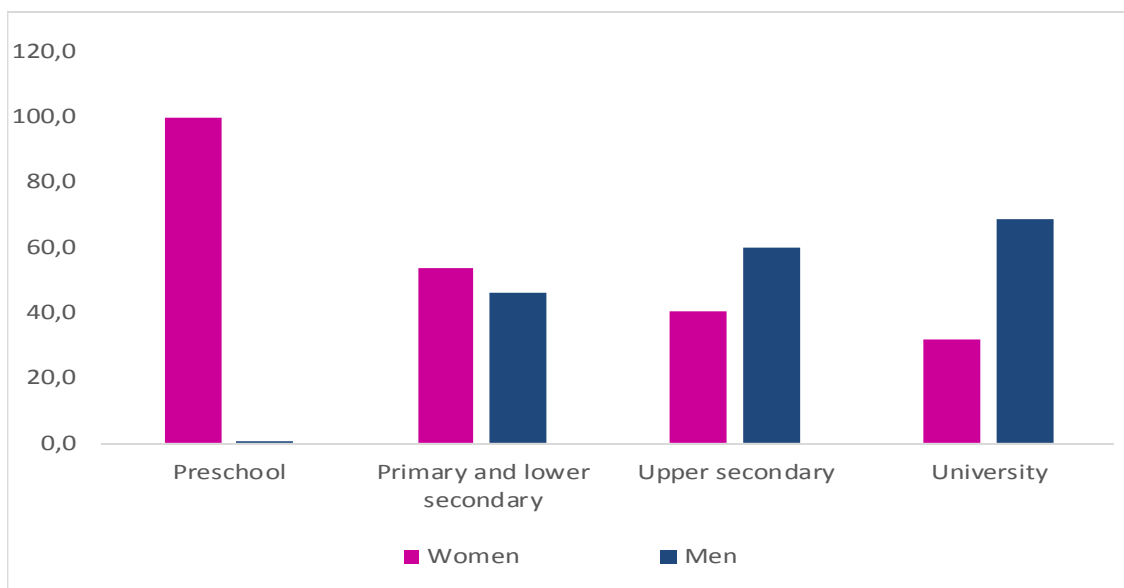
Data source: Education Statistics, 2016/2017 and 2017/2018, KAS

**Table 7. Structure of teachers by level of education (public and private) in the years 2016/2017 and 2017/2018**

Level	Teachers	Distribution by gender in % 2016-2017		Distribution by gender in % 2017-2018	
		Women	Men	Women	Men
0	Preschool	99,5	0,5	99,7	0,3
1+2	Primary and lower secondary	53,7	46,3	56,1	43,9
3	Upper secondary	40,2	59,8	40,6	59,4
5+6	University	31,4	68,7	33,5	66,5

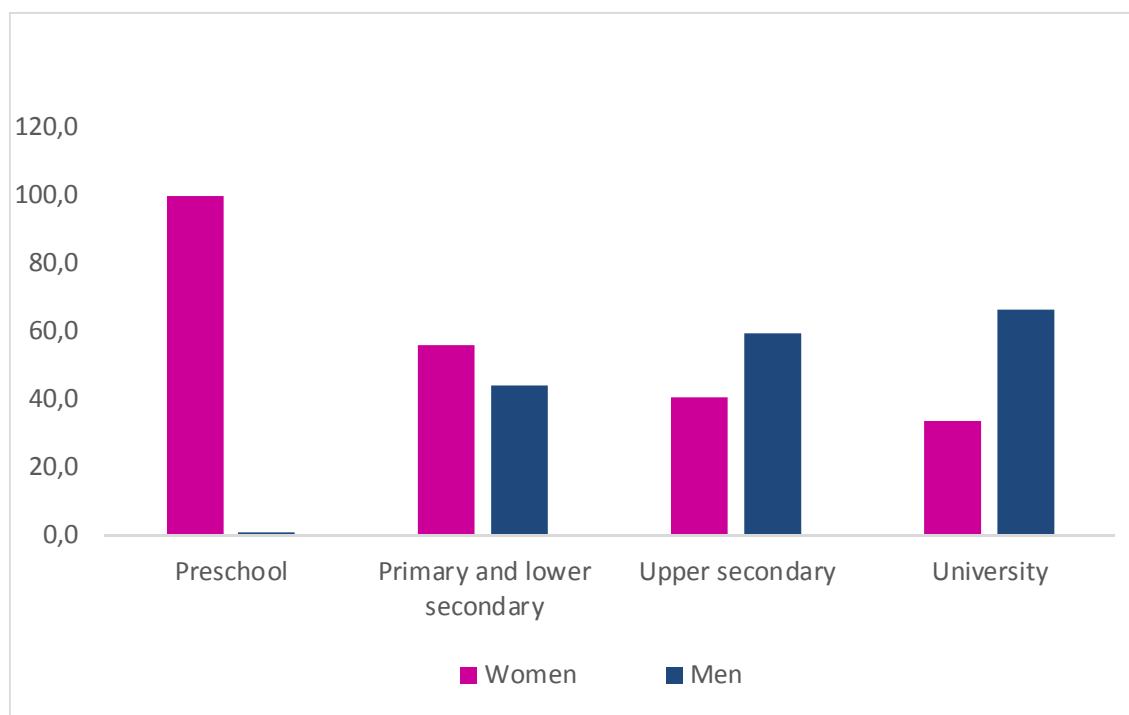
Data source: Education Statistics, 2016/2017 and 2017/2018, KAS

**Graph 23. Structure of teachers by the level of education (public and private education 2016/2017)**



Data source: Education Statistics, 2016/2017, KAS

**Graph 24. Structure of teachers by the level of education (public and private education), 2017-2018**



Data source: Education Statistics, 2017/2018, KAS

**Table 8. Number of educators and children from 2008-2009 up to 2017-2018**

School year	Number of educators		Number of children	
	Female	Male	Female	Male
2008-2009	1.125	43	11.365	12.461
2009-2010	1.179	41	11.158	12.875
2010-2011	1.256	47	11.709	12.946
2011-2012	1.289	44	11.897	13.048
2012-2013	1.402	48	12.545	13.886
2013-2014	1.492	42	12.933	13.835
2014-2015	526	2	12.562	13.366
2015-2016	574	3	12.619	13.535
2016-2017	577	3	12.742	13.711
2017-2018	576	2	14.789	16.279

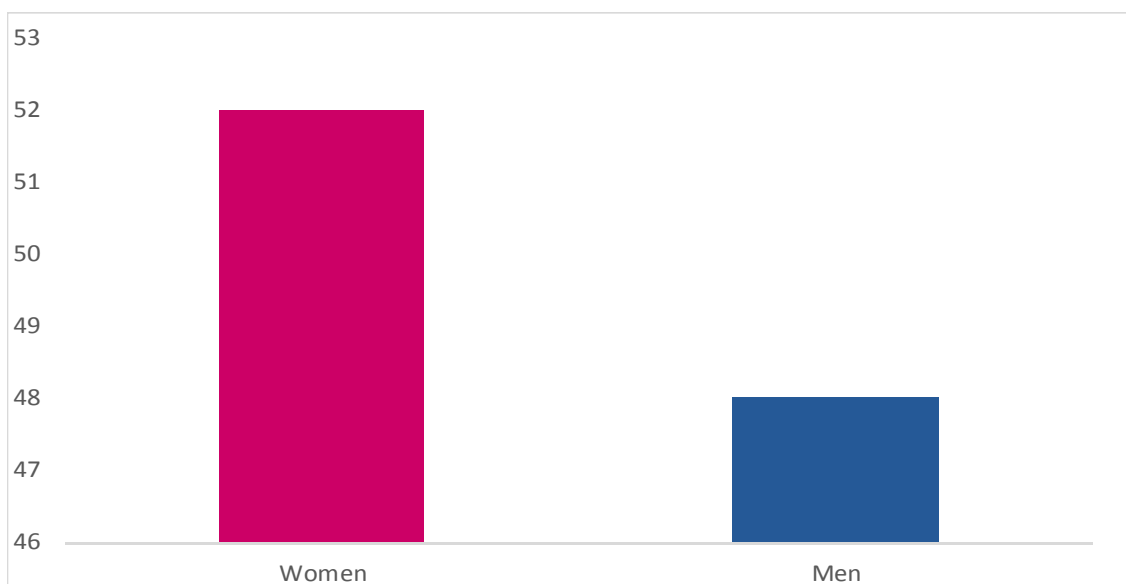
Data source: Education Statistics by years, KAS

**Table 9. Schools, classes, pupils and teachers in lower secondary education by school year from 2008/2009 up to 2017/2018**

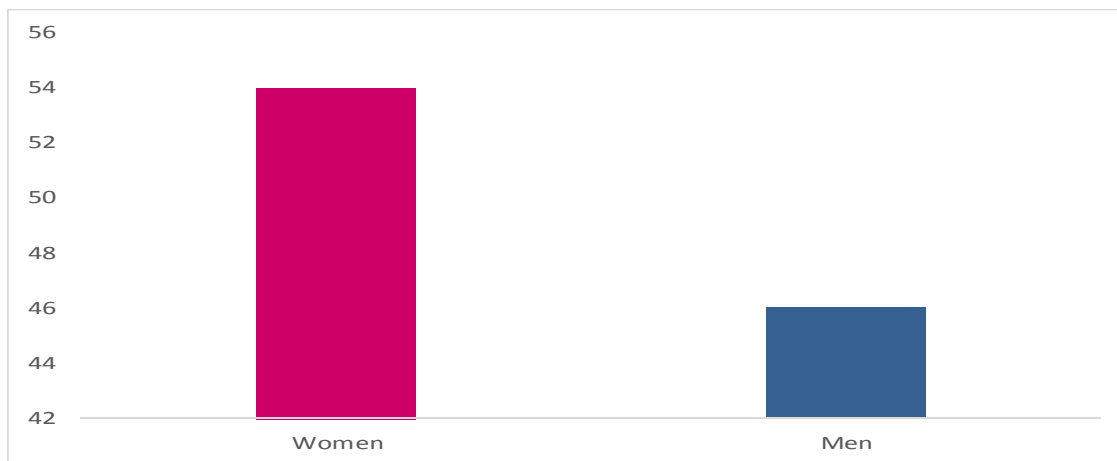
School year	Schools	Classes	Pupils			Teachers			Number of pupils per teacher
			Total	Female	Male	Total	Female	Male	
2008-2009	972	13.374	319.154	153.081	166.073	17.231	7.447	9.784	18
2009-2010	984	12.926	306.299	146.873	159.426	17.227	7.653	9.574	18
2010-2011	1.030	13.192	302.253	145.675	156.578	17.856	8.150	9.706	17
2011-2012	1.029	13.172	294.419	141.872	152.547	17.822	8.376	9.446	17
2012-2013	1.034	12.935	286.677	13.804	272.873	17.663	8.548	9.115	16
2013-2014	1.046	13.033	280.823	135.662	145.161	17.851	8.898	8.953	16
2014-2015	985	:	273.649	132.481	141.168	17.594	9.139	8.455	16
2015-2016	1.012	:	261.136	126.440	134.696	18.235	9.623	8.612	14
2016-2017	995	:	251.986	119.889	130.022	17.982	9.656	8.326	14
2017-2018	990		247.614	119.741	127.873	18.227	10.219	8.008	14

Data source: Education Statistics by years, KAS

**Graph 25. Gender distribution (%) of students (bachelor and master) in public and private universities in Kosovo, 2016/2017**



Data source: Ministry of Education - Education Indicators in Kosovo, 2016/2017

**Graph 26. Gender distribution (%) of students (bachelor and master) in public and private universities in Kosovo, 2017/2018**


Data source: Ministry of Education - Education Indicators in Kosovo, 2017/2018

**Table 10. Schools, classes, pupils and teachers in upper secondary by school year 2008/2009 up to 2017/2018**

School year	Schools	Classes	Pupils			Teachers			Number of pupils per teacher
			Total	Female	Male	Total	Female	Male	
2008-2009	121	3.130	96.765	43.327	53.438	5.157	1.717	3.440	19
2009-2010	125	3.308	104.806	47.242	57.564	5.519	1.923	3.596	19
2010-2011	137	3.483	108.503	49.788	58.715	5.957	2.134	3.823	18
2011-2012	142	3.874	109.513	50.290	59.223	6.095	2.237	3.858	18
2012-2013	140	3.608	107.303	49.518	57.785	6.142	2.316	3.826	17
2013-2014	131	3.472	103.038	47.865	55.173	6.374	2.494	3.880	16
2014-2015	120	:	83.743	39.358	44.385	5.358	2.081	3.277	16
2015-2016	119	:	85.377	40.667	44.710	5.275	2.211	3.413	16
2016-2017	119	:	87.996	42.383	45.613	5.687	2.287	3.400	15
2017-2018	122	:	86.813	42.442	44.371	5.724	2.324	3.400	15

Data source: Education Statistics by years, KAS

**Table 11. Total number of students (bachelor and master) in public and private universities in Kosovo, 2016/2017**

University / College	Female	Male
University of Prishtina	30.760	23.555
University of Prizren	4.349	3.110
University of Peja	3.701	4.772
University of Gjilan	2.267	1.250
University of Gjakova	2.124	651
University of Mitrovica	1.613	1.672
University of Ferizaj	679	740
Private Colleges	22.097	25.184
Total	67.590	60.934

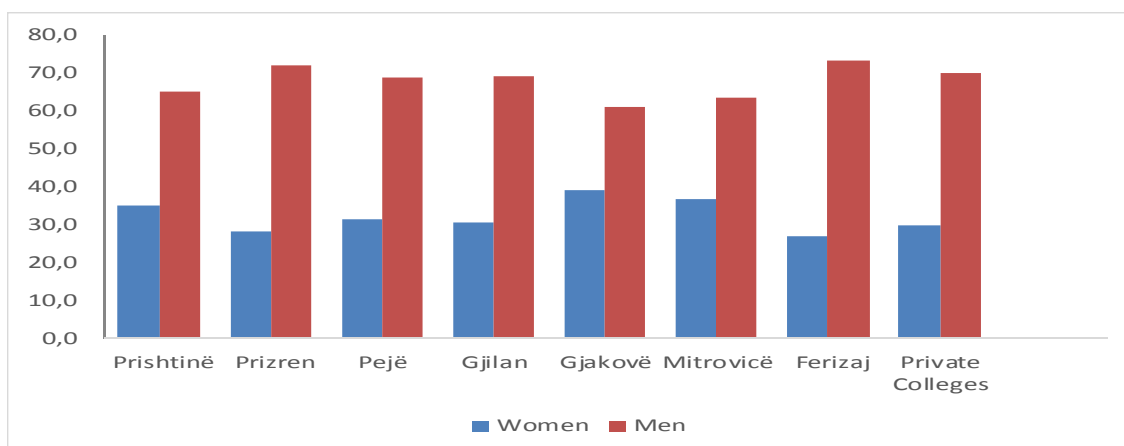
Data source: Ministry of Education - Education Indicators in Kosovo, 2016/2017

**Table 12. Total number of students (bachelor and master) in public and private universities in Kosovo, 2017/2018**

University / College	Female	Male
University of Prishtina	23.725	17.483
University of Prizren	3.694	2.580
University of Peja	5.759	6.934
University of Gjilan	2.155	1.191
University of Gjakova	1.685	688
University of Mitrovica	1.765	1.420
University of Ferizaj	646	627
Private Colleges	19.765	20.060
<b>Total</b>	<b>59.194</b>	<b>50.983</b>

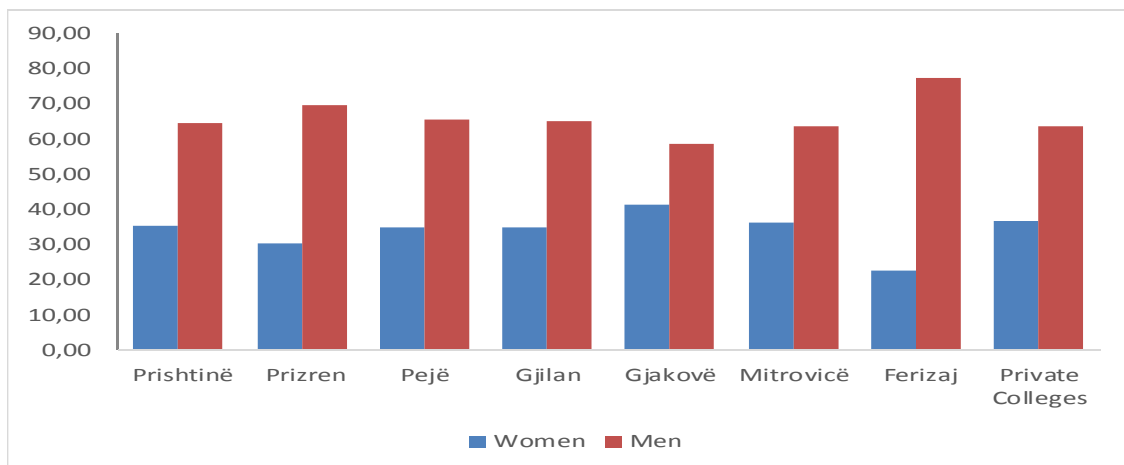
Data source: Ministry of Education - Education Indicators in Kosovo, 2017/2018

**Graph 27. Gender distribution in % of academic staff in public and private universities in Kosovo, 2016/2017**



Data source: Ministry of Education - Education Indicators in Kosovo, 2016/2017

**Graph 28. Gender distribution in % of academic staff in public and private universities in Kosovo, 2017/2018**



Ministry of Education - Education Indicators in Kosovo, 2017/2018

**Table 13. Gross Enrolment Rate (GER) by level of education from 2015-2016 and 2016-2017**

Gross Enrollment Rate (GER) by levels of education	Gender distribution in % 2014/2015		Gender distribution in % 2015/2016	
	Female	Male	Female	Male
	Preschool and pre-primary education	15,6	15,7	16,2
Primary education (Grades 1-5)	96,5	96,2	99,7	98,2
Lower secondary education (Grades 6-9)	99,6	99,4	96,1	95,8
Upper secondary education (Grades 9-12)	81,9	86,9	83,4	86,3

*Data source: Ministry of Education - Education Indicators in Kosovo, 2015/2016, 2016/2017*

**Table 14. Gross rate of inclusion of children with special needs in educational levels, 2016/2017**

Primary and lower secondary level	Female	Male
Inclusion of children with special needs in primary and lower secondary education (Grades 1-9)	44,0	56,0
Upper secondary level	Female	Male
Inclusion of children with special needs in upper secondary education (Grades 10 - 12)	33,8	66,2

*Data source: Ministry of Education - Education Indicators in Kosovo*

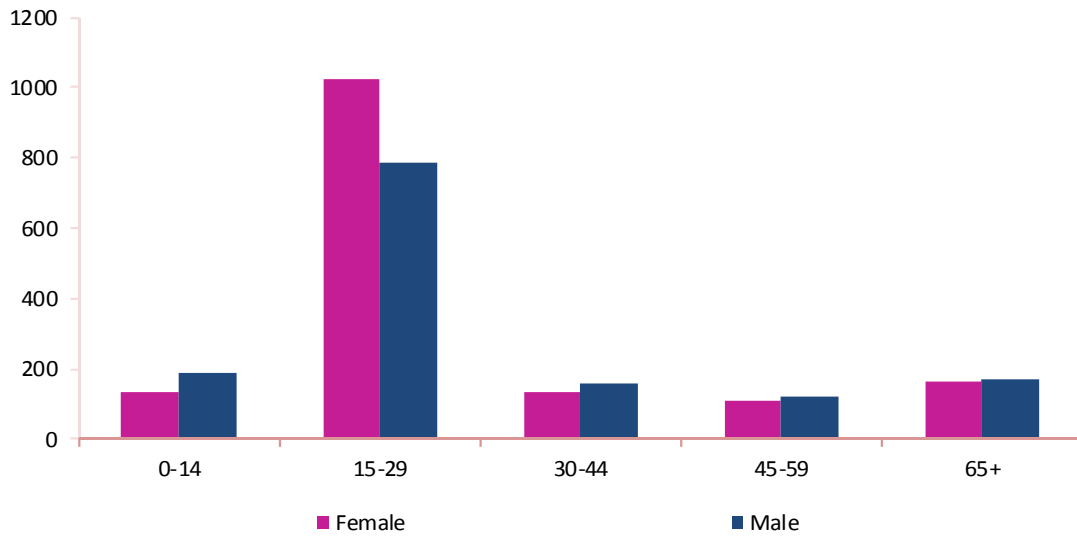
## SOCIAL WELFARE

## Social Welfare

- Social protection consists of organized social activities carried out in the public interest to empower citizens to make an independent and productive life in the community, by preventing rapid social exclusion and elimination of their consequences.
- Beneficiaries of institutional accommodations of social protection are persons who can not be accommodated in their biological families or in another family, or obtain municipal services, for which such placement would not be in their best interest.
- Institutions for social protection for the accommodation of beneficiaries include institutions for accommodation of children without parental care, support centres for care, correctional institutions for children and youth, homes for the elderly and pensioners, and institutions for accommodation of persons with special needs in development.
- The pension is a monthly cash benefit to which an individual is entitled to the achievement of old age, disability, death and physical debit. There are three categories of pension, old age, disability and family pension.

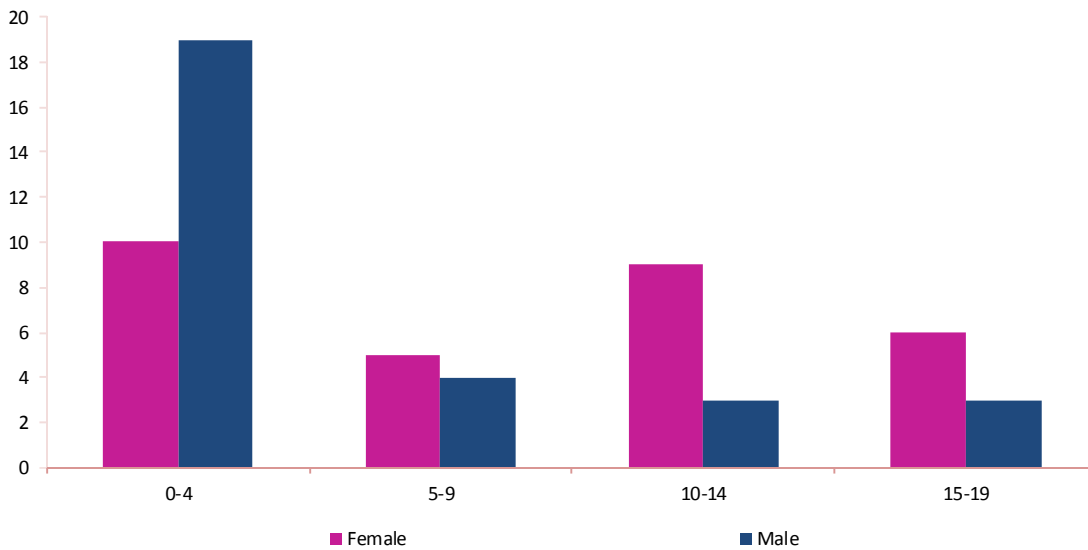


**Graph 29. Persons temporarily present in collective residential quarters by age**



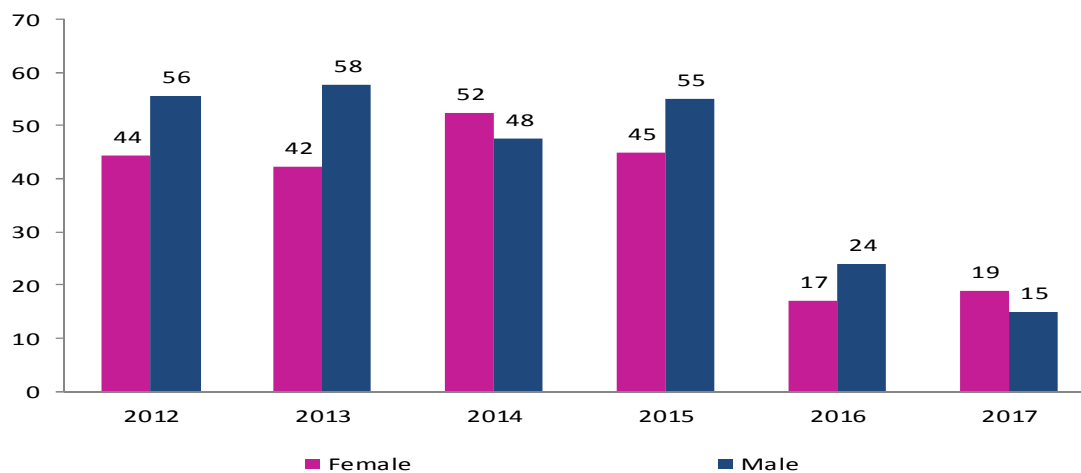
*Data source: Kosovo Population and Housing Census 2011, KAS*

**Graph 30. Children placed in shelters by age group**



*Data source: Kosovo Population and Housing Census 2011, KAS*

**Graph 31. Children abandoned, by gender in 2012-2017**



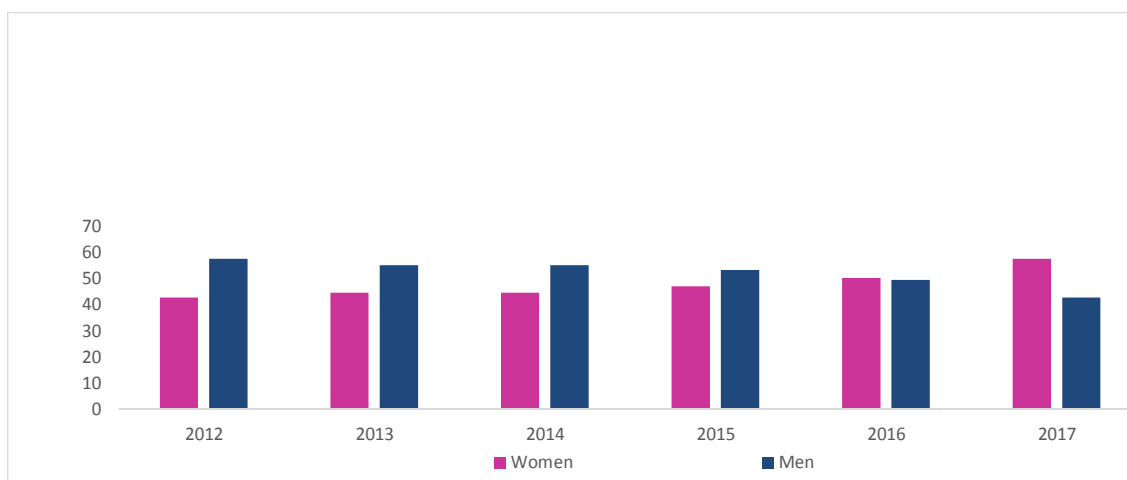
Data source: Statistics of Social Welfare, 2012-2017, KAS

**Table 15. Persons without family care placed in elderly homes by gender, 2012-2017**

Year	Women	Men	Total
2012	55	74	129
2013	55	68	123
2014	52	64	116
2015	53	60	113
2016	54	53	107
2017	61	45	106

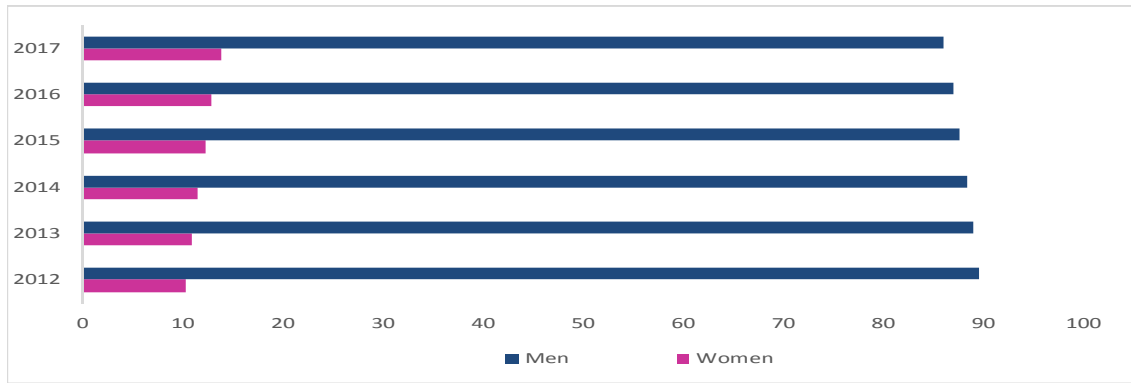
Data source: Statistics of Social Welfare, 2012, 2013, 2014, 2015, 2016, 2017, KAS

**Graph 32. Gender distribution of persons placed in homes for the elderly, 2012-2017**



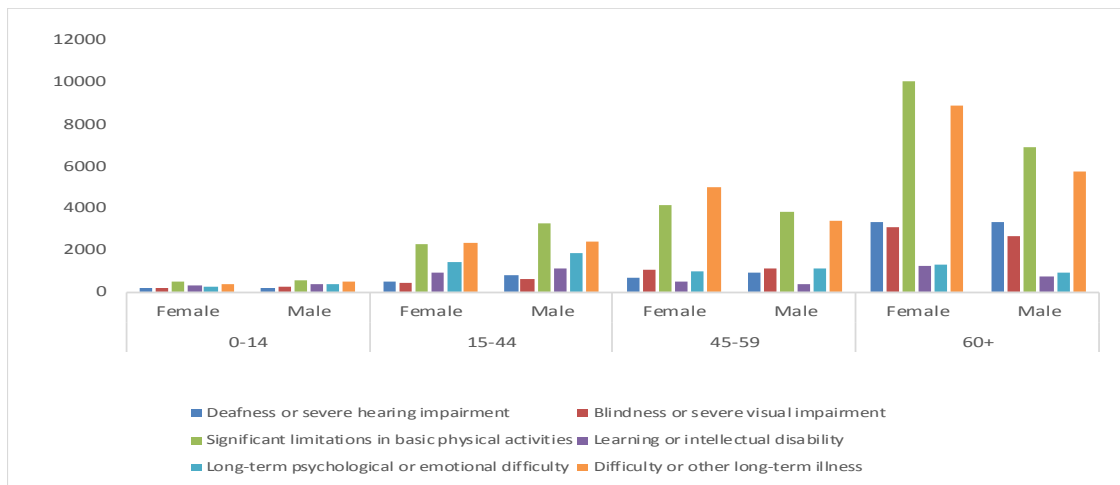
Data source: Statistics of Social Welfare, 2012-2017, KAS

**Graph 33. Pension contributions in %, 2012-2017**



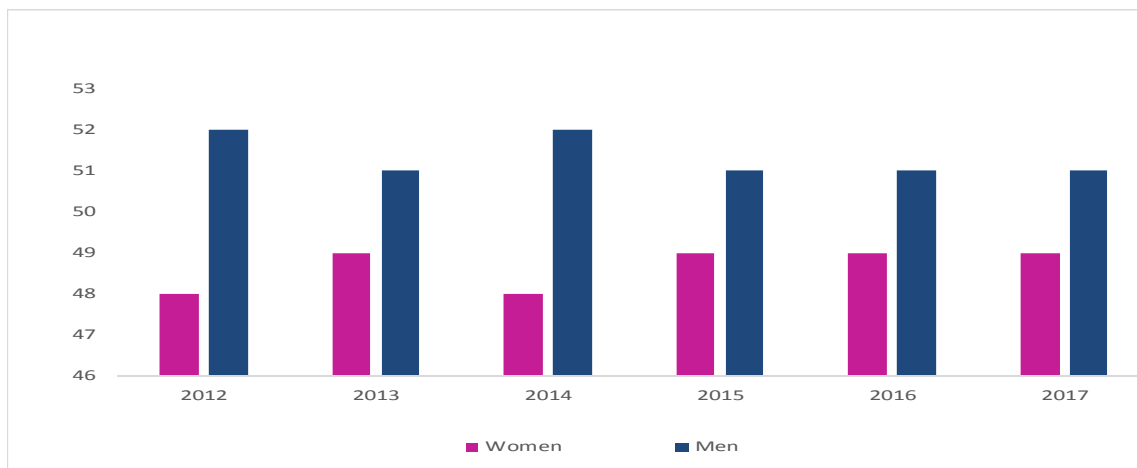
Data source: Statistics of Social Welfare, 2012-2017, KAS

**Graph 34. Resident population by disability, 2011**



Data source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

**Graph 35. Gender distribution of pensions for persons with disabilities, 2012-2017**



Data source: Statistics of Social Welfare, 2012-2017, KAS

**Table 16. Pensions of persons with disabilities, 2012-2017**

Year	Women	Men	Total	Women (%)	Men (%)
2012	8351	9180	17531	48	52
2013	5976	6264	12240	49	51
2014	8777	9541	18318	48	52
2015	9312	9743	19055	49	51
2016	9815	10018	19833	49	51
2017	9.630	9.851	19.481	49	51

Data source: Statistics of Social Welfare, 2012-2017, KAS

**Table 17. Percentage of smokers in the population aged 16 and over, 2016-2017**

Number of cigarettes	Men (%)		Women (%)		All (%)	
	2016	2017	2016	2017	2016	2017
1 up to 10	2	2	2	2	2	2
11 up to 20	18	20	4	5	11	12
21+	3	3	0	0	1	2
Percent of smokers	23	25	6	7	14	16

Data source: Household Budget Survey 2016, 2017, KAS

Smokers in 2017 observed an increase by 1% of total tobacco consumption to women. Percentage of smokers who consume 11 to 20 cigarettes per day have changed during 2016-2017 only to women by 1%.

**Table 18. Gender structure of employees in health institutions, 2016**

Health institutions	Women	Men	%		Total	Gender distribution (%)	
			Women	Men		Women	Men
Clinical and University Hospital Service of Kosovo	4.371	2.349	52	42	6720	65	35
Family Medicine Centers in Kosovo	3.048	2.419	36	43	5467	56	44
MoH with departments	654	504	8	9	1158	56	44
Public health program	166	220	2	4	386	43	57
Mental health services	147	101	2	2	248	59	41
Regulation of the pharmaceutical market	40	29	0	1	69	58	42
Total	8.426	5.622	100	100	14.048	60	40

Data source: Health Statistics in 2016, KAS

**Table 19. Gender structure of employees in health institutions, 2017**

Health institutions	Women	Men	%		Total	Gender distribution (%)	
			Women	Men		Women	Men
Clinical and University Hospital Service of Kosovo	4.350	2.383	52	42	6733	65	35
Family Medicine Centers in Kosovo	3.048	2.419	36	43	5467	56	44
MoH with departments	654	504	8	9	1158	56	44
Public health program	166	220	2	4	386	43	57
Mental health services	147	107	2	2	254	58	42
Regulation of the pharmaceutical market	40	29	0	1	69	58	42
Total	8.405	5.662	100	101	14.067	60	40

Data source: Health Statistics in 2017, KAS

## JURISPRUDENCE

## **Jurisprudence**

- The convict is a person who is found guilty and punished for the offense in question by the general judiciary in the respective year.
- Convicted Minor is a person aged 14 to 18 at the time of the crime, which has become a criminal offense and sentenced to imprisonment for minors or educational measure.
- Convicted Adult is a person, convicted and sentenced perpetrator. Adult perpetrators of criminal acts at the time the crime was committed were aged over 18 years.

**Table 20. Judges in the Republic of Kosovo, 2012-2017**

Year	Women	Men	Distribution by gender (%)	
			Women	Men
2012	96	252	28	72
2013	90	240	27	73
2014	89	234	28	72
2015	101	245	29	71
2016	96	234	41	59
2017	123	271	45	55

*Data source: Kosovo Judicial Council, 2012-2017, KAS*

As observed from the table, number of female judges compared with male, by years, is generally lower.

**Table 21. Adult persons convicted in Basic Courts by years 2013-2017**

Year	Basic Courts			
	Women	Men	Distribution by gender (%)	
			Women	Men
2013	573	14473	4	96
2014	743	16747	4	96
2015	769	15575	5	95
2016	848	17011	5	95
2017	971	17782	5	95

*Data source: Statistics of Jurisprudence for Adult Persons, 2013-2017, KAS*

Referring to the statistical data on persons convicted by years, women are in a much smaller percentage compared with the convicted men.

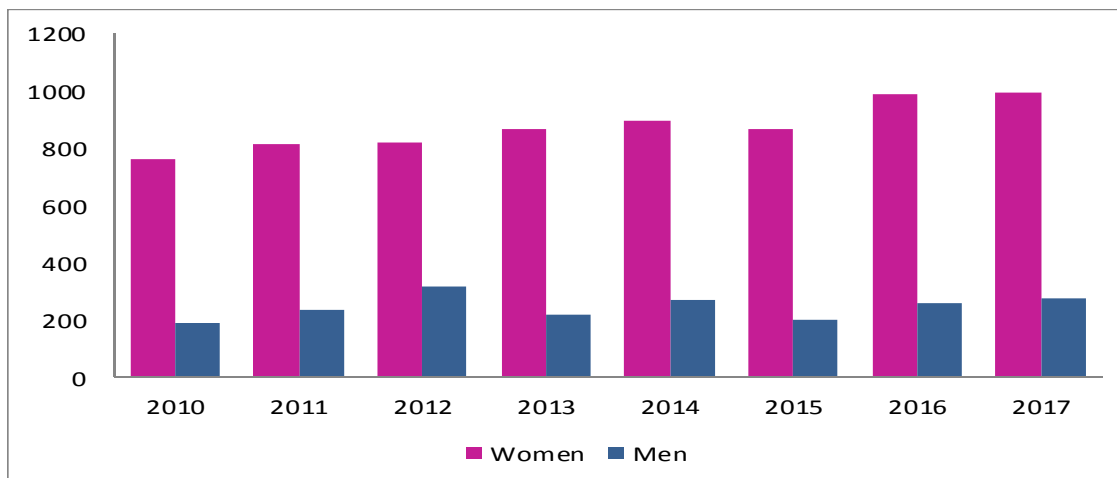
**Table 22. Juveniles convicted in Basic Courts by years 2013-2017**

Year	Basic Courts				
	Total	Female	Male	Female %	Male %
2013	786	17	769	2,2	97,8
2014	840	14	826	1,7	98,3
2015	563	15	548	2,7	97,3
2016	692	26	666	3,9	96,0
2017	766	40	726	5,5	94,5

*Data source: Statistics of Jurisprudence for Juveniles, 2013-2017, KAS*

Referring to the statistical data of juveniles by years, girls are in a much smaller percentage compared with convicted boys.

**Graph 36. Victims of domestic violence by years 2010-2017**



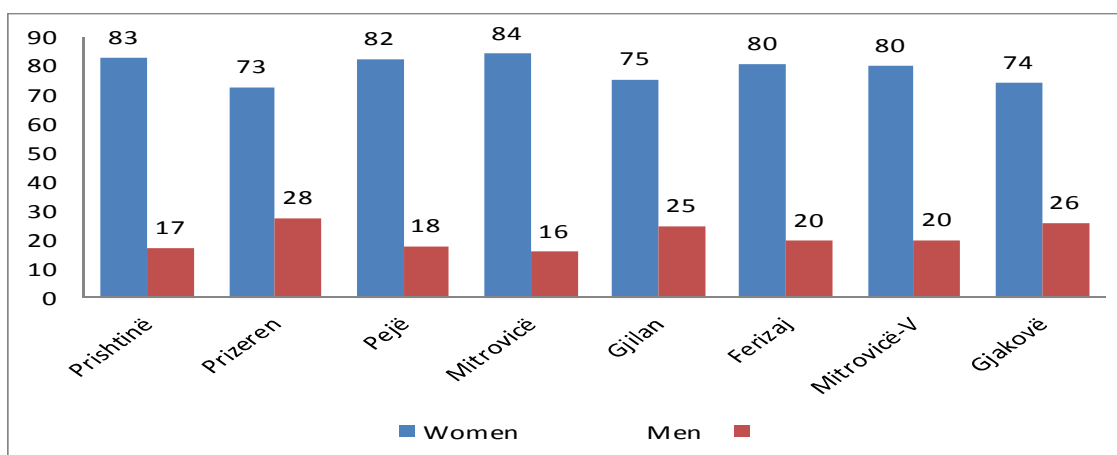
Data source: Department for serious crimes, 2010-2017, KP

**Table 23. Domestic violence reported by region by years 2013-2017**

Region	2013		2014		2015		2016		2017	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Prishtinë	213	38	221	47	210	18	265	55	242	37
Prizeren	158	36	164	60	147	46	145	55	180	63
Pejë	180	31	190	42	84	8	158	34	168	43
Mitrovicë	128	40	117	24	100	17	74	14	66	11
Gjilan	88	36	112	63	90	44	110	36	127	43
Ferizaj	102	39	93	36	114	51	115	28	96	43
Mitrovicë-V			36	10	55	4	48	12	31	6
Gjakovë					69	14	72	25	85	30

Data source: Department for serious crimes, 2013-2017, KP

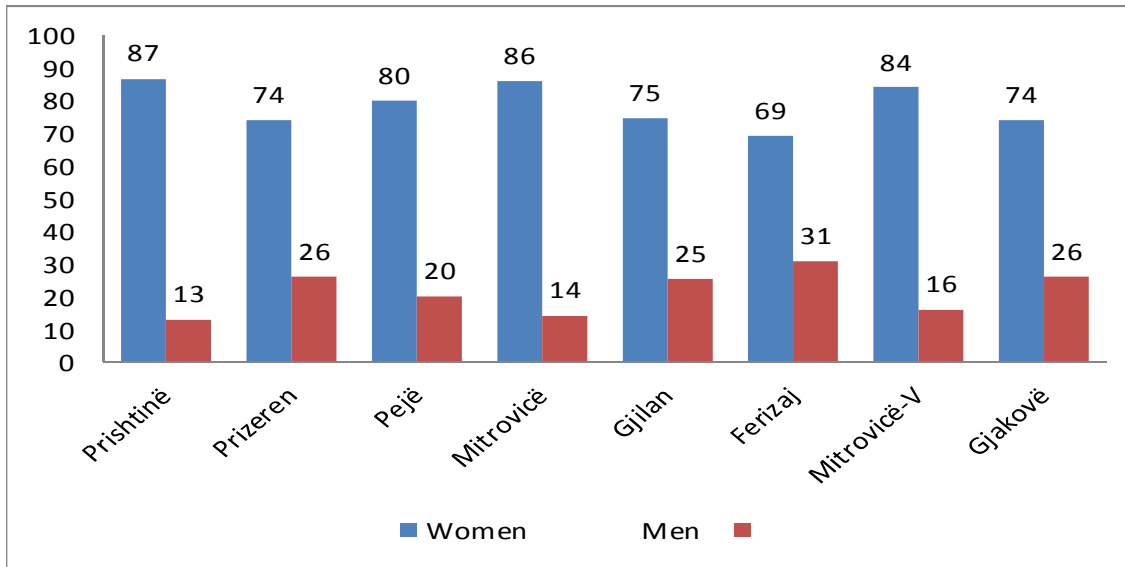
**Graph 37. Victims of domestic violence reported by region in 2016 in %**



Data source: Department for serious crimes, 2016



**Graph 38. Victims of domestic violence reported by region in 2017 in %**



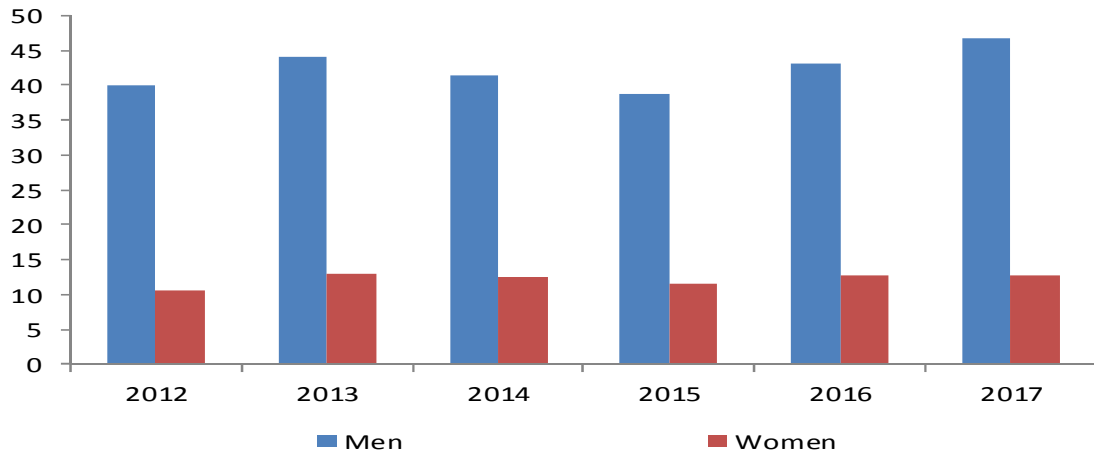
Data source: Department for serious crimes, 2017

## LABOUR MARKET

## Employment

- **Active population (labour force)** comprises all persons employed and unemployed aged 15 and older.
- Inactive population represents the population aged 15+ who do not fall into the active population.
- Officially employed persons who are employed by the employer (enterprise, institution or enterprise cooperative or any other) on the basis of written employment contract for a fixed period or indefinite time and who have social and legal protection. These include employees in legal entities, companies, person employed by the employer and persons exercising independently their occupation.
- Term employment in the Labour Force Survey means persons who during the week concerned (referred) have done paid work (in cash or in kind) for at least an hour and persons employed are those which had been absent from work during the reference week.
- The term employed in legal entities includes employees in companies, enterprises, institutions, cooperative and other organizations in the formal sector.
- Term unemployed in the Labour Force Survey means the person, who during the corresponding week (the reference), made no work and who has not missed any work where and to which would return after the break. But this refers to the following points:  
During the last four weeks, these people have taken active steps to find work and if he is offered a job, they will start working within two weeks;  
In the last four weeks, these people have not taken active steps to find work since they have already found a job and work is expected to begin sometime after the reference week at the latest within three months.
- The registered unemployed are people aged 15 to 65 who are able and willing to work, but who are unemployed or otherwise are those who have earned the right to work, and who are registered as unemployed at the national employment Service and are actively looking for work.
- The rate of active population represents the percentage of the active population in the total population aged 15 and older.
- Inactive population rate is the percentage of the inactive population in the total population aged 15 and older.
- Employment rate is the percentage of employees in the total population aged 15 and older.
- Unemployment rate is the percentage of unemployed in the total number of active population.
- Long-term unemployment rate represents the percentage of the unemployed for a year or longer in total active population.
- Informal employment presents the percentage of persons who do informal work (unreported) out of total number of employees. Unreported work includes employees in registered enterprise, but without any formal employment contract and without paying social security and pension and family members who contribute free.

**Graph 39. Employment rate by years 2012-2017**



Data source: Labour Force Survey, 2012-2017, KAS

The employment rate in the Labour Force Survey (LFS) in 2017 is 29.8%. The employment rate was higher for men than for women: 46.6% of working age men were employed compared to 12.7% of working age women. Compared to 2016, there is an increase in employment rate by 1.8%, where this increase in men was 3.6% while in women is unchanged.

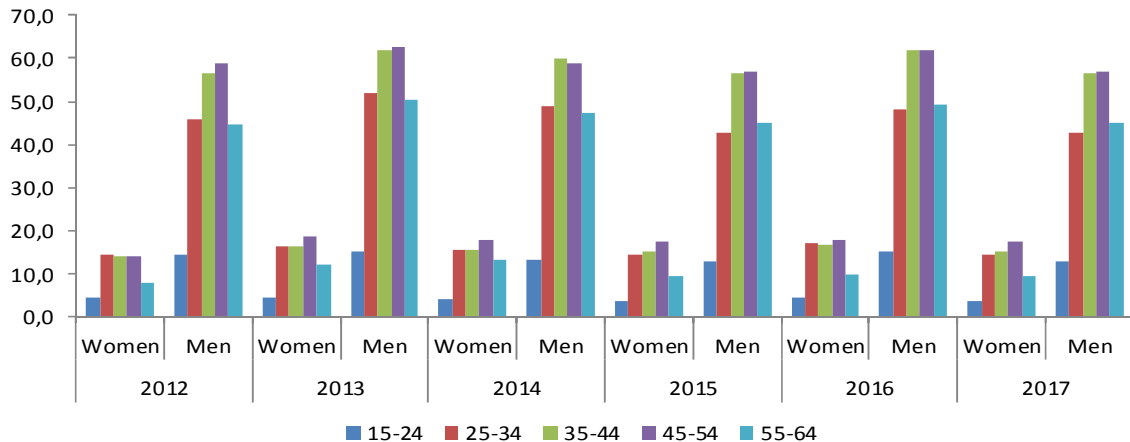
**Table 24. Employment to population ratio by age group (%) by years 2012-2017**

Age group	2012		2013		2014		2015		2016		2017	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
15-24	4,6	14,4	4,6	15,1	4,2	13,4	3,7	12,9	4,4	15,2	3,7	12,9
25-34	14,3	45,8	16,4	52,1	15,5	48,8	14,4	42,6	17,0	48,3	14,4	42,6
35-44	14,0	56,4	16,2	61,8	15,7	60,0	15,1	56,6	16,9	61,8	15,1	56,6
45-54	14,2	59,0	18,7	62,7	18,0	58,7	17,5	56,8	17,7	61,7	17,5	56,8
55-64	7,9	44,5	12,2	50,4	13,4	47,2	9,6	45,2	10,0	49,4	9,6	45,2

Data source: Labour Force Survey, 2012-2017, KAS

Employment rate of women is higher in the age group 45-54.

**Graph 40. Employment to population ratio by age group (%) by years 2012-2017**



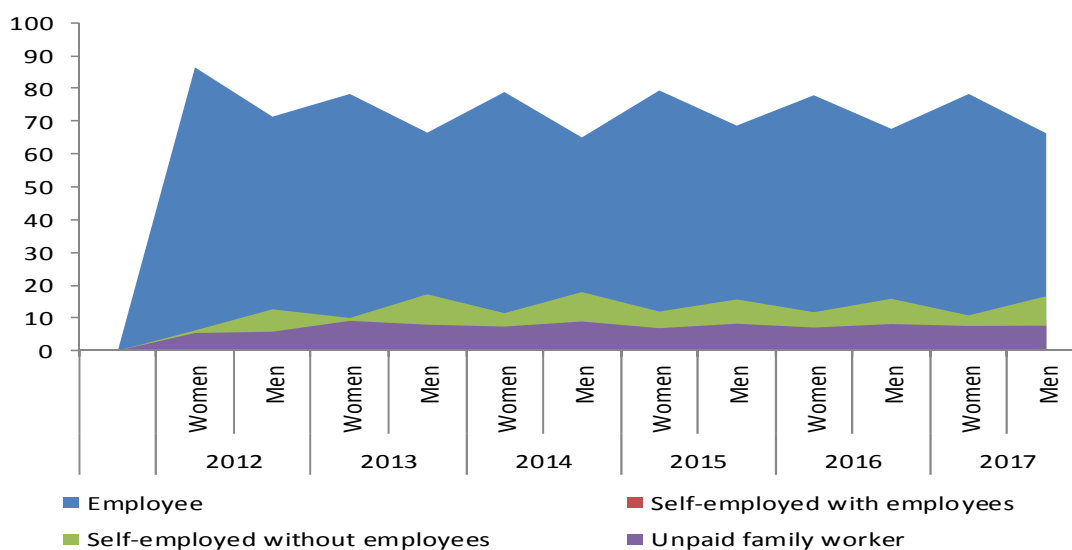
Data source: Labour Force Survey, 2012-2017, KAS

**Table 25. Employees by employment status by years 2012-2017**

Employment status	2012		2013		2014		2015		2016		2017	
	Gra	Burra	Gra	Burra	Gra	Burra	Gra	Burra	Gra	Burra	Gra	Burra
Employee	86,4	71,4	78,3	66,5	78,9	65,0	79,3	68,6	77,9	67,7	78,3	66,3
Self-employed with employees	2,1	10,1	2,6	8,3	2,1	8,2	1,9	7,5	3,2	8,3	3,3	9,4
Self-employed without employees	6,2	12,6	10,0	17,2	11,5	17,9	11,9	15,7	11,8	15,9	10,8	16,6
Unpaid family worker	5,4	5,8	9,1	7,9	7,4	8,9	6,8	8,2	7,1	8,1	7,6	7,7

Data source: Labour Force Survey, 2012-2017, KAS

Most of employed women had the status of employed, followed by the self-employed without employees, unpaid family worker and self-employed with employee.

**Graph 41. Employees by employment status by years 2012-2017**


Data source: Labour Force Survey, 2012-2017, KAS

**Table 26. Employees by occupation (%), in 2016**

Employed by occupation	Women	Men	%		Distribution by gender	
			Women	Men	Women	Men
Lawmakers, senior officials and managers	3462	22072	4,6	8,5	13,6	86,4
Professionals	21041	25147	28,1	9,7	45,6	54,4
Technical and related occupations	8790	15887	11,8	6,1	35,6	64,4
Clerk	6747	11643	9,0	4,5	36,7	63,3
Service and sellers	13576	46786	18,1	18,0	22,5	77,5
Skilled workers in agriculture and fishing	334	7058	0,4	2,7	4,5	95,5
Craft and trade workers	9098	45762	12,2	17,6	16,6	83,4
Factory and machinery operators and assemblers	838	22368	1,1	8,6	3,6	96,4
Elementary occupation	10914	62634	14,6	24,1	14,8	85,2

Data source: Labour Force Survey, 2016, KAS

Nearly most of women employed in 2016 were professional 28.1%, sales and service workers in stores and markets 18.1%, in elementary occupations 14.6%, and so on.

**Table 27. Employees by occupations (%) in 2017**

Employed by occupation	Women	Men	%		Distribution by gender	
			Women	Men	Women	Men
Lawmakers, senior officials and managers	3901	21492	5,1	7,6	15,4	84,6
Professionals	21785	27995	28,6	9,9	43,8	56,2
Technical and related occupations	9576	17360	12,6	6,1	35,6	64,4
Clerk	7946	12536	10,4	4,4	38,8	61,2
Service and sellers	12120	53271	15,9	18,8	18,5	81,5
Skilled workers in agriculture and fishing	466	10617	0,6	3,7	4,2	95,8
Craft and trade workers	8099	46006	10,7	16,2	15,0	85,0
Factory and machinery operators and assemblers	804	20118	1,1	7,1	3,8	96,2
Elementary occupation	11349	74703	14,9	26,3	13,2	86,8

*Data source: Labour Force Survey, 2017, KAS*

Nearly most of women employed in 2017 were professional 28.6%, sales and service workers in stores and markets 15.9%, in elementary occupations 14.9%, and so on.

**Table 28. Employees by activity (%), in 2016**

Activity	Distribution by %			Distribution by gender	
	Women	Men	Total	Women	Men
Agriculture, forestry and fishing	2,3	4,8	4,2	11,9	88,1
Mining and quarrying	0,0	1,4	1,1	0,0	100,0
Manufacturing	5,8	15,4	13,2	9,8	90,2
Electricity, gas, steam and air conditioning supply	0,2	2,1	1,6	3,0	97,0
Water supply, sewerage, waste management	0,9	2,3	2,0	9,8	90,2
Construction	0,5	14,7	11,5	1,0	99,0
Wholesale and retail trade; repair of motor vehicles and motorcycles	17,1	14,2	14,8	25,8	74,2
Transport and storage	1,1	3,8	3,2	7,6	92,4
Accommodation and food service activities	3,8	7,1	6,4	13,2	86,8
Information and communication	2,5	2,1	2,2	25,2	74,8
Financial and insurance activities	2,9	1,7	1,9	33,2	66,8
Real estate activities	0,0	0,1	0,1	8,0	92,0
Professional, scientific and technical activities	2,2	1,9	2,0	25,2	74,8
Administrative and support service activities	2,4	3,5	3,3	16,2	83,8
Public administration and defense; compulsory social security	7,3	7,4	7,4	22,1	77,9
Education	20,5	7,7	10,6	43,3	56,7
Activities of human health and social work	13,8	3,3	5,6	54,9	45,1
Art, Entertainment and Recreation	2,4	1,5	1,7	32,1	67,9
Other service activities	4,3	3,4	3,6	26,8	73,2
* Household improvement activities	8,8	0,8	2,6	77,0	23,0
Activities of the institutions and extra-territorial organizations	1,3	0,8	0,9	31,8	68,2

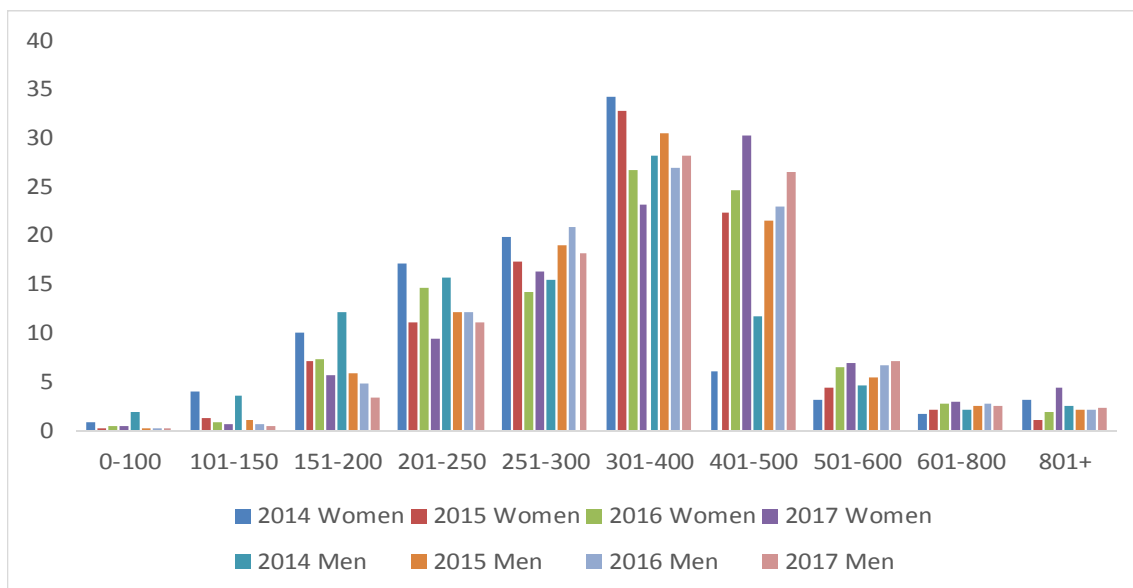
*Data source: Labour Force Survey, 2016, KAS*

**Table 29. Employees by activity (%), in 2017**

Activity	Distribution by %			Distribution by gender	
	Women	Men	Total	Women	Men
Agriculture, forestry and fishing	3,3	4,7	4,4	15,8	84,2
Mining and quarrying	0,2	1,4	1,2	3,9	96,1
Manufacturing	7,0	14,8	13,2	11,2	88,8
Electricity, gas, steam and air conditioning supply	0,6	2,2	1,8	6,5	93,5
Water supply, sewerage, waste management	0,6	1,4	1,2	9,9	90,1
Construction	0,6	16,2	12,9	1,0	99,0
Wholesale and retail trade; repair of motor vehicles and motorcycles	14,0	14,8	14,7	20,1	79,9
Transport and storage	0,8	3,2	2,7	5,9	94,1
Accommodation and food service activities	3,8	7,3	6,6	12,3	87,7
Information and communication	2,9	2,6	2,6	23,3	76,7
Financial and insurance activities	2,7	1,5	1,7	32,5	67,5
Real estate activities	0,1	0,0	0,1	37,4	62,6
Professional, scientific and technical activities	2,3	2,2	2,2	22,6	77,4
Administrative and support service activities	2,6	4,2	3,8	14,3	85,7
Public administration and defense; compulsory social security	7,3	5,8	6,1	25,2	74,8
Education	18,4	7,1	9,5	41,1	58,9
Activities of human health and social work	16,0	3,9	6,5	52,0	48,0
Art, Entertainment and Recreation	1,5	1,3	1,4	22,6	77,4
Other service activities	5,9	4,0	4,4	28,6	71,4
* Household improvement activities	7,0	0,7	2,1	71,7	28,3
Activities of the institutions and extra-territorial organizations	2,5	0,6	1,0	51,6	48,4

Data source: Labour Force Survey, 2017, KAS

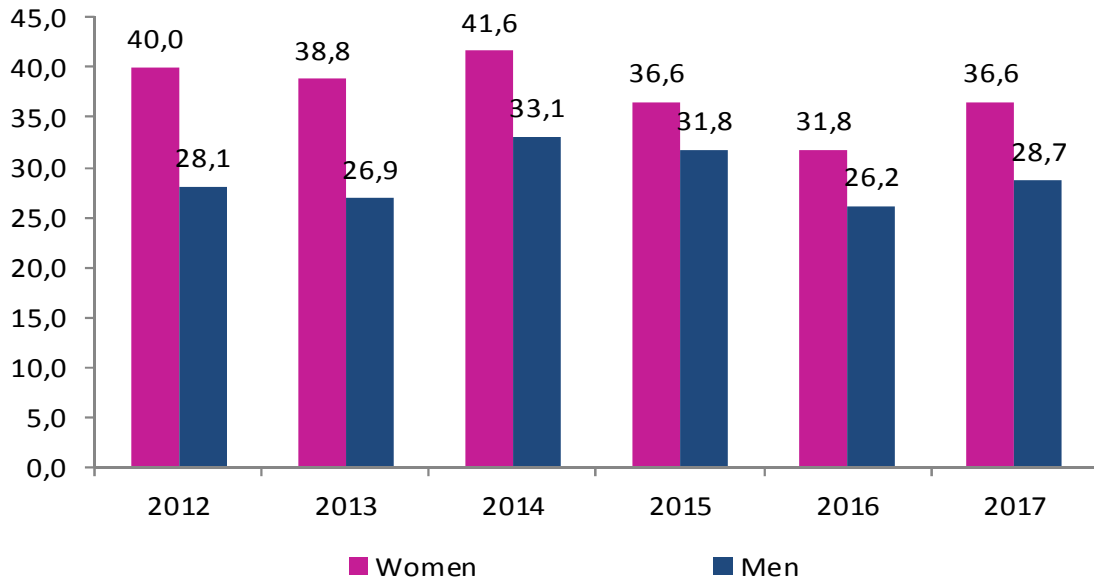
Education and health care were the main sectors for employment for women. Construction, manufacturing, and trade are the most common sectors of employment for men.

**Graph 42. Net monthly wage for employees (%) by years 2014-2017**


Data source: Labour Force Survey, 2014-2017, KAS

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

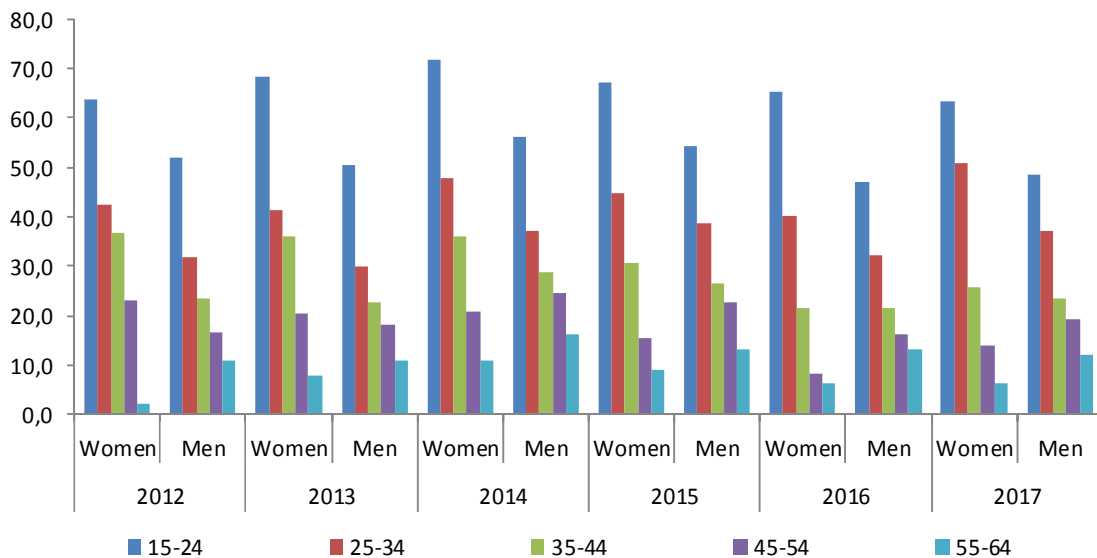
**Graph 43. Unemployment rate by age group 15-64 (%) by years 2012-2017**



Data source: Labour Force Survey, 2012-2017, KAS

Unemployment rate was higher for women than for men.

**Graph 44. Unemployment rate by age group by years 2012-2017**



Data source: Labour Force Survey, 2012-2017, KAS

About 60% of the young people were unemployed in Kosovo. The lowest unemployment rate was found among those aged 55-64 years. Regarding the distribution of the unemployed, as for both women to men, belong to age between 15 and 34 years.



**Table 30. Active enterprises by ownership and economic activity by years 2014-2017**

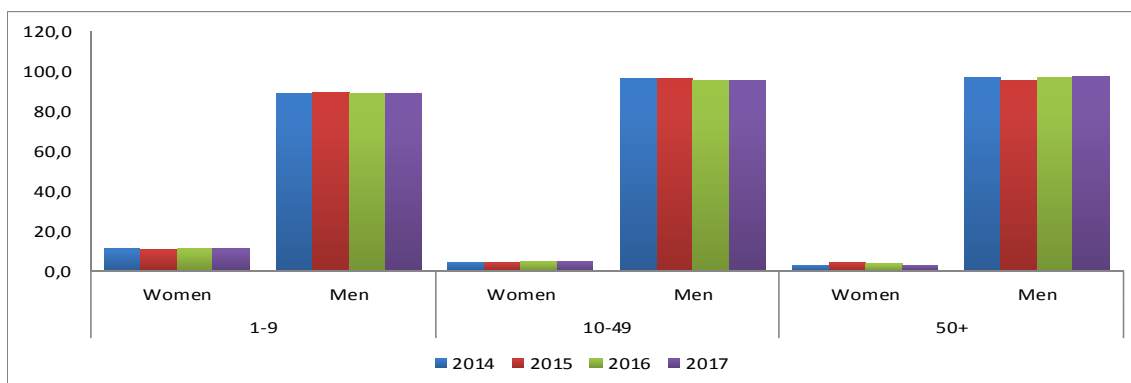
Economic activity	2014		2015		2016		2017	
	Women	Men	Women	Men	Women	Men	Women	Men
Agriculture, forestry and fishing	7,3	92,7	11,1	88,9	15,6	84,4	19,8	80,2
Mining and quarrying	3,8	96,2	5,1	94,9	5,3	94,7	4,3	95,7
Mmanufacturing	8,0	92,0	8,5	91,5	8,9	91,1	9,3	90,7
Electricity, gas, steam and air conditioning supply	0,0	100,0	0,0	100,0	2,9	97,1	2,3	97,7
Water supply, sewerage, waste management	4,0	96,0	4,2	95,8	6,1	93,9	5,9	94,1
Construction	4,2	95,8	4,0	96,0	4,1	95,9	4,2	95,8
Wholesale and retail trade, repair of motor vehicles and motorcycles	11,6	88,4	11,4	88,6	11,6	88,4	11,7	88,3
Transportation and storage	4,2	95,8	4,9	95,1	4,6	95,4	4,1	95,9
Accommodation and food service activities	7,7	92,3	7,1	92,9	7,5	92,5	7,6	92,4
Information and communication	8,0	92,0	8,5	91,5	8,4	91,6	7,2	92,8
Financial and insurance activities	14,8	85,2	15,2	84,8	16,2	83,8	13,1	86,9
Real estate activities	5,3	94,7	4,2	95,8	8,0	92,0	7,8	92,2
Professional, scientific and technical activities	10,0	90,0	8,7	91,3	8,5	91,5	8,8	91,2
Administrative and support service activities	8,9	91,1	8,6	91,4	9,8	90,2	9,9	90,1
Public and defense administration, compulsory social security	10,9	89,1	11,7	88,3	14,1	85,9	16,3	83,8
Education	25,8	74,2	26,2	73,8	26,7	73,3	28,4	71,6
Activities of human health and social work	17,9	82,1	18,0	82,0	17,8	82,2	17,6	82,4
Arts, entertainment and recreation	6,7	93,3	8,8	91,3	8,1	91,9	9,2	90,8
Other service activities	25,6	74,4	26,0	74,0	26,0	74,0	27,9	72,1

Data source: Statistical Business Register 2014/2017, KAS

**Table 31. Structure of active enterprises by groups of employees and owners by years 2014-2015**

Category of number of employees	1-9		10-49		50+	
	Women	Men	Women	Men	Women	Men
2014	11,1	88,9	4,2	95,8	3,1	96,9
2015	10,9	89,1	4,3	95,7	4,4	95,6
2016	11,3	88,7	4,5	95,5	3,5	96,5
2017	11,6	88,4	4,7	95,3	2,9	97,1

Data source: Statistical Business Register 2014/2017, KAS

**Graph 45. Graphical presentation of active enterprises by gender of owners by years 2014-2017**


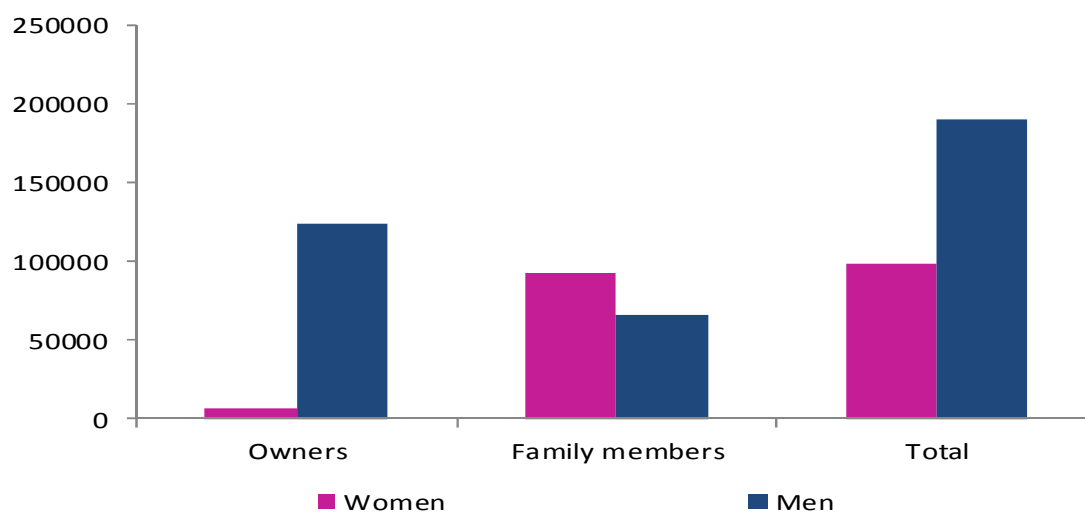
Data source: Statistical Business Register 2014/2017, KAS

**Table 32. Owners of agricultural land and family members, 2014**

Agriculture holdings	Women	Men
Owners	6388	124048
Family members	92630	66471
<b>Total</b>	<b>99018</b>	<b>190519</b>

Data source: Agriculture Census, final results, 2014, KAS

**Graph 46. Agricultural holdings, 2014**



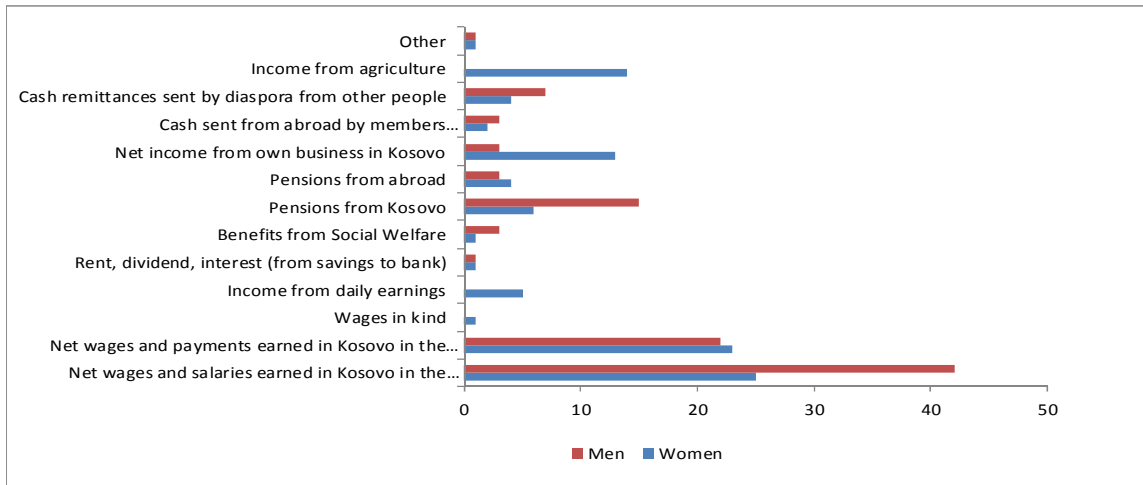
Data source: Agriculture Census, final results, 2014, KAS

## INCOME

## Income

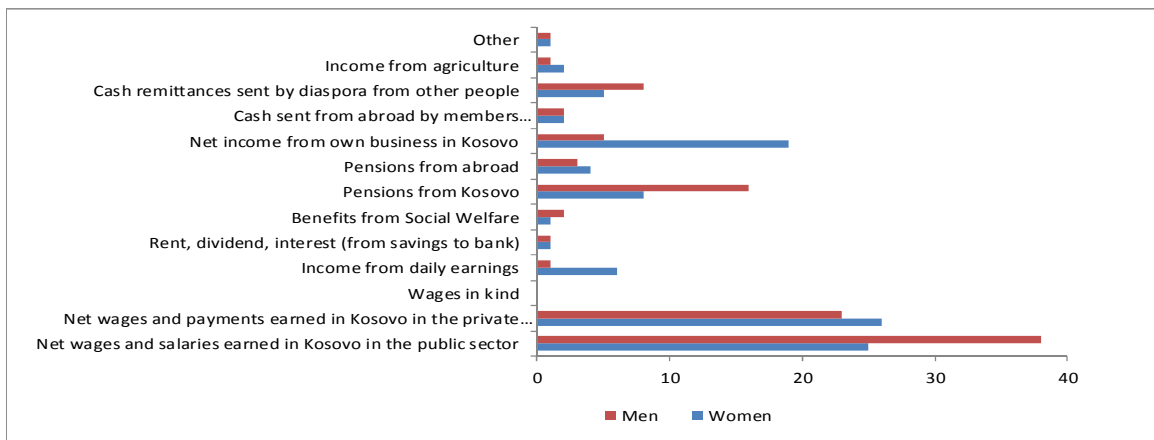
- According to the Code for the Law on Labour, the income of an employee must include: income after taxes and contributions paid by the employee's wages for work performed and time spent at work; Revenues from promotions; compensation income and other income (except for: financial support for personal, private and public transport, the time spent on trips at home and abroad, pension compensation, assistance from the union, premium jubilee, compensation in case of death and compensation for injury received at work or occupational disease). KAS accounts average income of the amount of income paid in the reporting month, divided with the number of employees (formally) by personnel records on legal entities and entrepreneurs who provide the data.
- The average income of employees in legal entities distinct from the average income in general because they do not include money of those employed by entrepreneurs. Average salaries for formal employees can be presented by gender only to employees in legal units because their salaries are identified through statistical surveys. Salaries of employees of entrepreneurs are obtained in the database records of the Tax Administration, which does not provide data disaggregated by gender.
- Gender pay gap is the difference in average gross income earned by male employees and average gross income earned by women's employment, as a percentage of average gross income of males. The difference in average earnings presented in this chapter are not comparable with the differences provided by the definition of Eurostat gender gap payments (unregulated) because they do not include the income of workers employed by entrepreneurs and are not based in earnings per hour.
- Level of education (qualification) to perform certain tasks and duties is the certain level of education required for a position (by general decree, or decree / document for classification of duty).

**Graph 47. Main sources of living, 2016**



Data source: Household Budget Survey 2016, KAS

**Graph 48. Main sources of living, 2017**



Data source: Household Budget Survey 2017, KAS

The main source of income for women are wages and salaries earned in Kosovo in the public sector, pensions from Kosovo as well as cash from the diaspora. While for men, the main source of income is their own business income, income from wages and salaries and payments earned in Kosovo in the private sector.

**Table 33. Ownership in % by years 2014-2017**

Homeowners	2014	2015	2016	2017
Women	9	5	11	12
Men	91	95	89	88

Data source: Household Budget Survey, 2014-2017, KAS

According to property data, the tradition continues to be that the man is the owner of the house or apartment.

## DECISIONMAKING

**Table 34. Managerial positions in ministries, executive agencies and local administration level, 2017**

Central and local level	High leading level		Leading level	
	Women	Men	Women	Men
Ministri	6	70	391	1031
Komuna	0	0	159	675

*Data source: MPA - DCSA, 2017*

**Table 35. Employees in decision-making positions by the Ministry, 2017**

Ministries	High leading level				Leading level			
	Gender		Distribution by gender		Gender		Distribution by gender	
	Women	Men	Women	Men	Women	Men	Women	Men
Office of the Prime Minister	1	8	11	89	38	84	31	69
Ministry of Trade and Industry	1	6	14	86	15	32	32	68
Ministry of Health	1	4	20	80	36	41	47	53
Ministry of Culture, Youth and Sports	0	2	0	100	20	41	33	67
Ministry of Transport	0	1	0	100	4	35	10	90
Ministry of Labor and Social Welfare	0	4	0	100	15	73	28	72
Ministry of Public Administration	1	2	33	67	10	25	29	71
Ministry of Education, Science and Technology	2	9	18	82	28	52	35	65
Ministry of Economy and Finance	0	4	0	100	52	175	23	77
Ministry of Agriculture, Forestry and Rural Development	0	3	0	100	13	52	20	80
Ministry of Economic Development	0	2	0	100	9	24	27	73
Ministry of Local Government Administration	0	1	0	100	8	13	38	62
Ministry of Environment and Spatial Planning	0	3	0	100	22	37	37	63
Ministry of Foreign Affairs	0	3	0	100	4	20	17	83
Ministry of Justice	0	5	0	100	21	80	21	79
Ministry of the Kosovo Security Force	0	1	0	100	9	27	25	75
Ministry of Internal Affairs	0	4	0	100	39	135	22	78
Ministry of Diaspora	0	1	0	100	4	14	22	78
Ministry of European Integration	0	2	0	100	8	15	35	65
Ministry of Communities and Returns	0	1	0	100	3	11	21	79
Assembly of Kosovo	0	3	0	100	19	28	40	60
The Presidency	0	1	0	100	14	17	45	55

*Data source: MPA, December 2017*

**Table 36. Employees in municipal administration, 2016**

Municipality	Total number of employees	Gender structure		%		Gender structure	
		Women	Men	Women	Men	Women	Men
Deçan	138	30	108	1,5	2,3	22	78
Dragash	138	13	125	0,6	2,6	9	91
Ferizaj	249	88	161	4,3	3,4	35	65
Fushë Kosovë	145	52	93	2,6	1,9	36	64
Glllogovc	168	52	116	2,6	2,4	31	69
Gjakovë	223	78	145	3,8	3,0	35	65
Gjilan	362	100	262	4,9	5,5	28	72
Istog	158	53	105	2,6	2,2	34	66
Kaçanik	119	22	97	1,1	2,0	18	82
Kamenicë	189	30	159	1,5	3,3	16	84
Klinë	133	27	106	1,3	2,2	20	80
Lipjan	170	54	116	2,7	2,4	32	68
Malishevë	194	29	165	1,4	3,4	15	85
Mitrovicë	366	145	221	7,1	4,6	40	60
Mitrovicë e Veriut	58	32	26	1,6	0,5	55	45
Novobërdë	85	13	72	0,6	1,5	15	85
Obiliq	133	59	74	2,9	1,5	44	56
Pejë	343	139	204	6,8	4,3	41	59
Podujevë	447	80	367	3,9	7,7	18	82
Prishtinë	629	269	360	13,2	7,5	43	57
Prizren	414	122	292	6,0	6,1	29	71
Rahovec	181	27	154	1,3	3,2	15	85
Skënderaj	192	53	139	2,6	2,9	28	72
Suharekë	206	51	155	2,5	3,2	25	75
Shtërpcë	107	24	83	1,2	1,7	22	78
Shtime	111	28	83	1,4	1,7	25	75
Viti	167	31	136	1,5	2,8	19	81
Vushtrri	247	62	185	3,0	3,9	25	75
Hani i Elezit	38	4	34	0,2	0,7	11	89
Mamushë	55	11	44	0,5	0,9	20	80
Junik	47	9	38	0,4	0,8	19	81
Kllokot	50	12	38	0,6	0,8	24	76
Partesh	37	8	29	0,4	0,6	22	78
Ranillug	57	14	43	0,7	0,9	25	75
Graçanicë	60	28	32	1,4	0,7	47	53
Leposaviq	127	48	79	2,4	1,6	38	62
Zubin Potok	226	108	118	5,3	2,5	48	52
Zveçan	57	28	29	1,4	0,6	49	51

Data source: MPA, June 2016



**Table 37. Employees in municipal administration, 2017**

Municipality	Total number of employees	Gender structure		%		Gender structure	
		Women	Men	Women	Men	Women	Men
Deçan	136	30	106	1,5	2,6	22	78
Dragash	100	12	88	0,6	2,2	12	88
Ferizaj	301	107	194	5,3	4,8	36	64
Fushë Kosovë	115	50	65	2,5	1,6	43	57
Gllgovc	132	47	85	2,3	2,1	36	64
Gjakovë	213	77	136	3,8	3,3	36	64
Gjilan	344	101	243	5,0	6,0	29	71
Istog	157	52	105	2,6	2,6	33	67
Kaçanik	120	24	96	1,2	2,4	20	80
Kamenicë	186	32	154	1,6	3,8	17	83
Klinë	134	31	103	1,5	2,5	23	77
Lipjan	165	54	111	2,7	2,7	33	67
Malishevë	178	30	148	1,5	3,6	17	83
Mitrovicë	349	144	205	7,1	5,0	41	59
Mitrovicë e Veriut	54	31	23	1,5	0,6	57	43
Novobërdë	54	19	35	0,9	0,9	35	65
Obiliq	116	51	65	2,5	1,6	44	56
Pejë	348	154	194	7,6	4,8	44	56
Podujevë	250	71	179	3,5	4,4	28	72
Prishtinë	510	247	263	12,2	6,4	48	52
Prizren	347	113	234	5,6	5,7	33	67
Rahovec	139	21	118	1,0	2,9	15	85
Skënderaj	168	44	124	2,2	3,0	26	74
Suharekë	207	54	153	2,7	3,7	26	74
Shtërpcë	69	25	44	1,2	1,1	36	64
Shtime	92	37	55	1,8	1,3	40	60
Viti	136	21	115	1,0	2,8	15	85
Vushtrri	259	65	194	3,2	4,8	25	75
Hani i Elezit	45	3	42	0,1	1,0	7	93
Mamushë	31	9	22	0,4	0,5	29	71
Junik	47	10	37	0,5	0,9	21	79
Kllokot	41	13	28	0,6	0,7	32	68
Partesh	37	8	29	0,4	0,7	22	78
Ranillug	42	12	30	0,6	0,7	29	71
Graçanicë	71	39	32	1,9	0,8	55	45
Leposaviq	127	48	79	2,4	1,9	38	62
Zubin Potok	226	108	118	5,3	2,9	48	52
Zveqan	57	28	29	1,4	0,7	49	51

Data source: MPA, 2017

**Table38. Employees in diplomatic missions by positions, 2014-2017**

Positions	2014				2015				2016				2017			
	Total		%		Total		%		Total		%		Total		%	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Ambassadors	5	20	20	80	7	15	32	68	7	16	30	70	5	16	24	76
Minister Counsellor / Consuls General	3	16	16	84	2	16	11	89	5	24	17	83	5	20	20	80
Advisers	6	12	33	67	6	16	27	73	7	18	28	72	7	14	33	67
Consular / First Secretary	8	29	22	78	6	21	22	78	12	18	40	60	17	26	40	60
Vise Consuls / Second Secretary	2	16	11	89	6	13	32	68	9	13	41	59	8	15	35	65
Third Secretary	3	2	60	40	0	2	0	100	0	2	0	100	0	1	0	100

Data source: Ministry of Foreign Affairs, 2014- 2017

**Table 39. Structure of employees in Kosovo Police, 2014-2017**

RANK	2014			2015			2016			2017		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Colonel	2	16	18	2	16	18	2	16	18	2	16	18
Lieutenant-colonel	3	39	42	3	38	41	3	37	0	4	53	57
Major	5	46	51	4	48	52	4	46	50	6	54	60
Captain	12	128	140	11	126	137	9	127	136	5	103	108
Lieutenant	27	315	342	33	324	357	36	328	364	36	325	361
Sergeant	80	867	947	91	871	962	113	1030	1143	113	1019	1132
Police officer	717	5426	6143	747	5565	6312	718	5314	6032	714	5209	5923
Civil Staff	370	764	1134	366	731	1097	362	719	1081	363	710	1073
Total (Uniform + Civil Staff)	1216	7601	8817	1257	7719	8976	1247	7617	8824	1243	7489	8732

Data source: Ministry of Internal Affairs, 2014-2017

**Table 40. Structure of uniformed staff employees in the Kosovo Police by positions, 2014-2017**

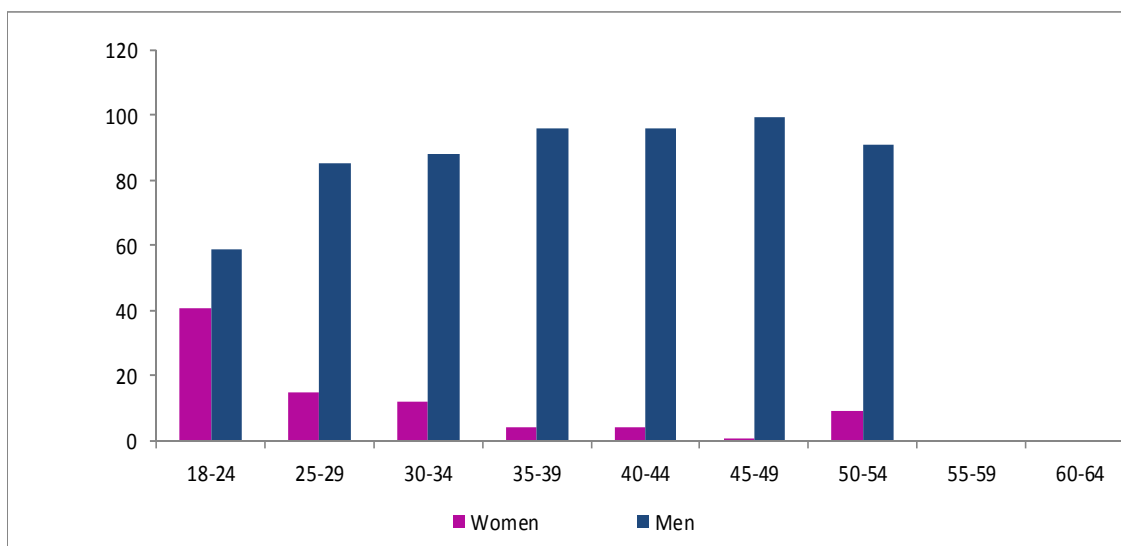
Decision-making positions (Uniform)	Women	Men	Total
Year 2014	129	1411	1540
Year 2015	144	1423	1567
Year 2016	167	1584	1751
Year 2017	166	1570	1736

Data source: Ministry of Internal Affairs, 2014-2017

**Table 41. Military staff employees by age group in the MKSF / KSF, 2017**

Age group	2017			%	
	Women	Men	Total	Women	Men
18-24	12	147	159	41	59
25-29	87	476	563	15	85
30-34	69	492	561	12	88
35-39	8	203	211	4	96
40-44	15	371	386	4	96
45-49	3	249	252	1	99
50-54	5	48	53	9	91
55-59	0	0	0	0	0
60-64	0	0	0	0	0
Total	199	1986	2185	9	91

Data source: Ministry of KSF, 2017

**Graph 49. Military staff employees by age group in the MKSF / KSF, 2017**


Data source: Ministry of KSF, 2017

**Table 42. Military staff employees in decision-making positions by age group in MKSF/KSF, 2017**

Age group	2017			%	
	Women	Men	Total	Women	Men
18-24	0	0	0	0	0
25-29	0	1	1	0	100
30-34	1	2	3	33	67
35-39	0	9	9	0	100
40-44	1	17	18	6	94
45-49	0	28	28	0	100
50-54	2	17	19	11	89
55-59	0	0	0	0	0
60-64	0	0	0	0	0
Total	4	74	78	5	95

Data source: Ministry of KSF, 2017

**Table 43. Political, civil and support staff employees by age group in MSF / KSF, 2017**

Age group	2017			%	
	Women	Men	Total	Women	Men
18-24	0	1	1	0	0
25-29	7	8	15	3	4
30-34	11	22	33	5	10
35-39	11	43	54	5	19
40-44	9	29	38	4	13
45-49	5	23	28	2	10
50-54	8	25	33	4	11
55-59	2	17	19	1	8
60-64	0	3	3	0	1
Total	53	171	224	24	76

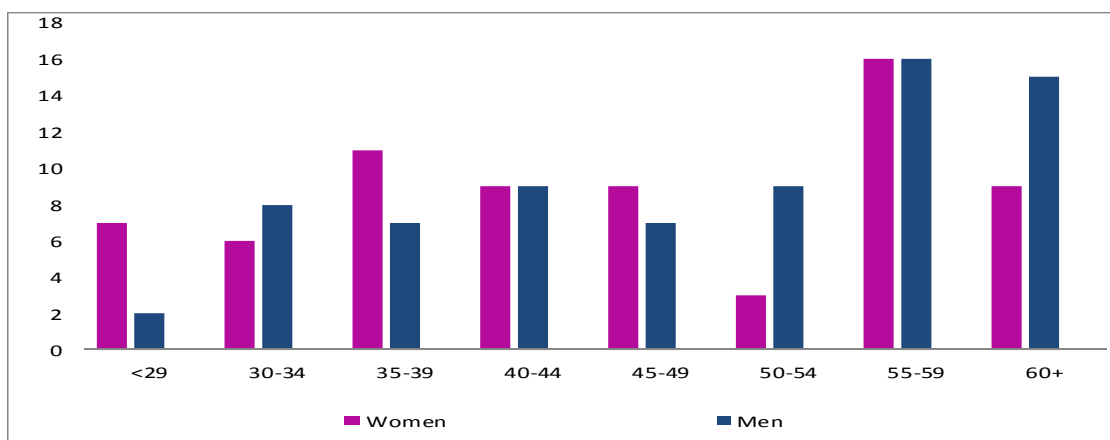
Data source: Ministry of KSF, 2017

**Table 44. Political, civil and support staff employed in KSF by age group in decision-making positions in MSF/KSF, 2017**

Age group	2017			%	
	Women	Men	Total	Women	Men
18-24	0	0	0	0	0
25-29	0	0	0	0	0
30-34	1	1	2	3	3
35-39	1	4	5	3	11
40-44	0	6	6	0	17
45-49	2	5	7	6	14
50-54	4	7	11	11	20
55-59	0	3	3	0	9
60-64	0	1	1	0	3
Total	8	27	35	23	77

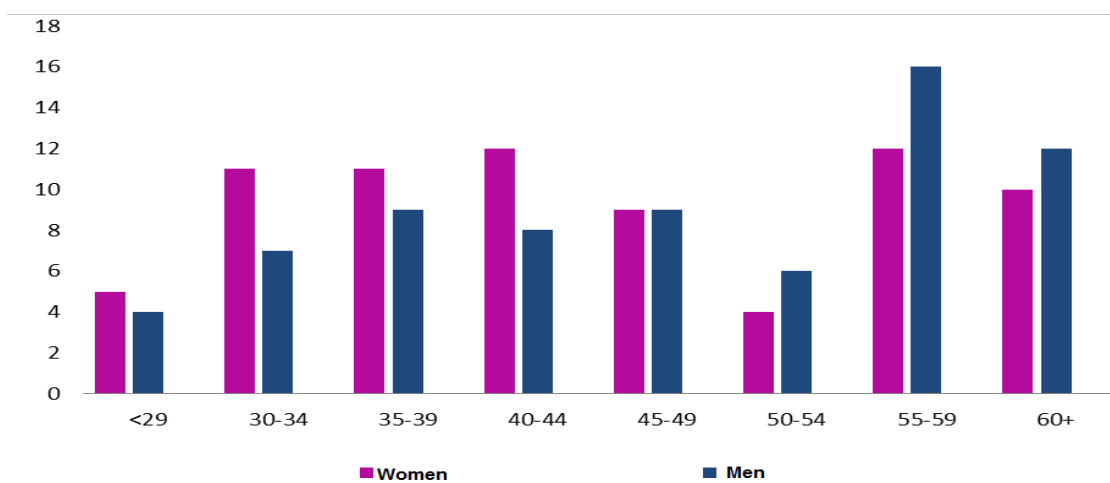
Data source: Ministry of KSF, 2017

**Graph 50. Employees in the Kosovo Agency of Statistics by age group, 2016**



Data source: Kosovo Agency of Statistics, 2016

**Graph 51. Employees in the Kosovo Agency of Statistics by age group, 2017**



Data source: Kosovo Agency of Statistics, 2017

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# Kosovo Agency of Statistics

## *short description*

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

On 2 August 1999, the Agency has resumed his professional work (after nine years of interruption of all statistical series detrimental to the interest of Kosovo), as an independent institution under the Ministry of Public Administration. Since 12.12.2011 the Agency operates in the frames of the Prime Minister's Office. Office is funded by the Kosovo Consolidated Budget, but also by donors for specific projects and for technical professional support.

**Kosovo Agency of Statistics** acts according to the Law No. 04/L-036 which entered into force on 12.12.2011. Programme of Official Statistics 2018/2022 is in implementation for the development of statistical system in correlation with the European Union statistics (EUROSTAT).

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

In KAS are employed in total 155 workers, of whom 100 (68,0 %) at the headquarters of the Agency, while in the Regional Offices, 47 (32,0%). Agency's educational qualifying structure is as follows: 75,5% with university education, 12,3% with non-tertiary education, and 12,3% with secondary education.

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

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

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

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

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