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

# WOMEN AND MEN IN KOSOVO

# WOMEN AND MEN IN KOSOVO 2018-2019

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## 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 2019 was 1.782.115 inhabitants.
- Household size in 2019 was 4.98 persons.
- The population density in 2019 was 163.42 inhabitants per km<sup>2</sup>.
- The average age of the population is 30.2 years.
- Life expectancy at birth in 2019 was 76.7 years, for men 74.1 and 79.4 years for women.
- Average age of marriage in 2019 was 29 years, 28 for women and 31 years for men.
- Fertility data have declined compared to previous years to 2 children per woman in 2009.
- Coefficient of masculinity is 110.6 males per 100 females - higher than the general of the gender ratio of population.
- Illiteracy rate of the population of the age 10 and more was 3.85% (according to REKOS 2011).
- Percentage of the population without formal education (have not completed the level of literacy education) 5, 7% (according to REKOS 2011).
- Participation rate in the labour force in 2018 was 40.9%, while in 2019 it was 40.5%
- Inactivity rate in 2018 was 59.1% while in 2019 was 59.5%.
- Total unemployment rate in 2018 was 29.6% while in 2019 it was 25.7%.
- Unemployment rate for women in 2018 was 33.4% versus 28.5% for men while for women in 2019 was 34.4% versus 22.6% of men.
- The youth unemployment rate (age 15-24) for 2018 was 55.4%. while in 2019 it was 49.4%.
- According to the results of the Agriculture Census in Kosovo in 2014, only 4.9% of women were owners of agricultural land.
- Despite the improvements, women continue to be under-represented in decision-making processes at all levels.
- Women in 2019 own 11% 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).

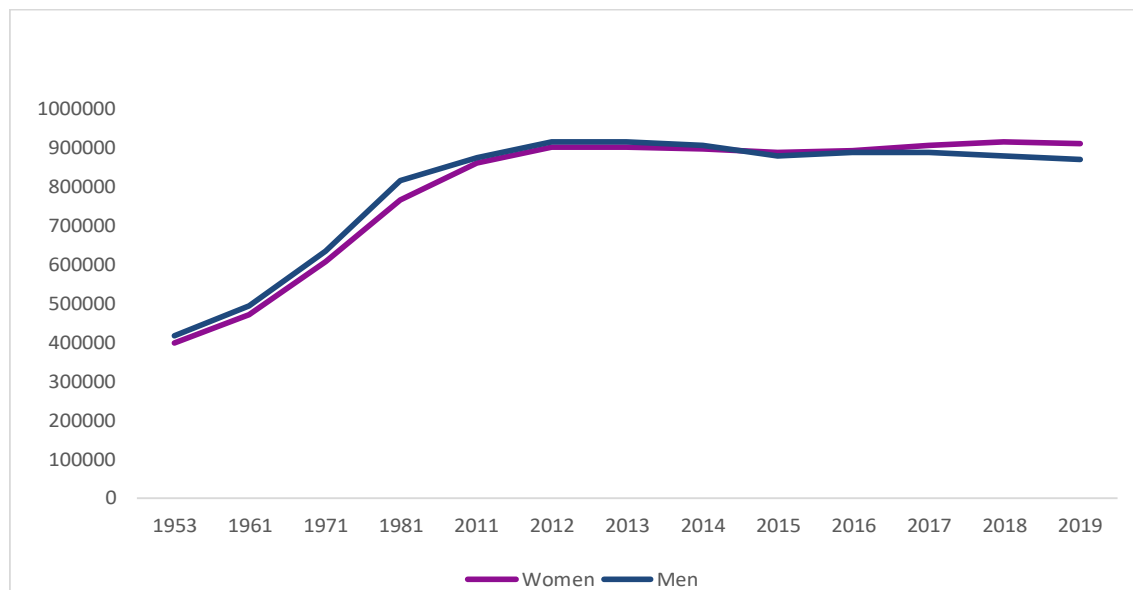
Also, the Population Projections that KAS has recently implemented represent the estimated number of residents for the reference years. The recommended data are those of the secondary variant.

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 1953-2019**



*Data source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012-2019 from the Population Estimation, 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, 1953-2019**

Year	Population		Live births		Deaths	
	Women	Men	Females	Males	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
2018	915789	879876	10887	11874	4039	4959
2019	912315	869800	10346	11452	4325	5105

Data source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012-2019 from the Population Estimation, KAS

The sex ratio at birth for 2019 or the coefficient of masculinity is 110.6 males per 100 females while the gender ratio of the population for 2019 is per 100 males are 95.3 females.

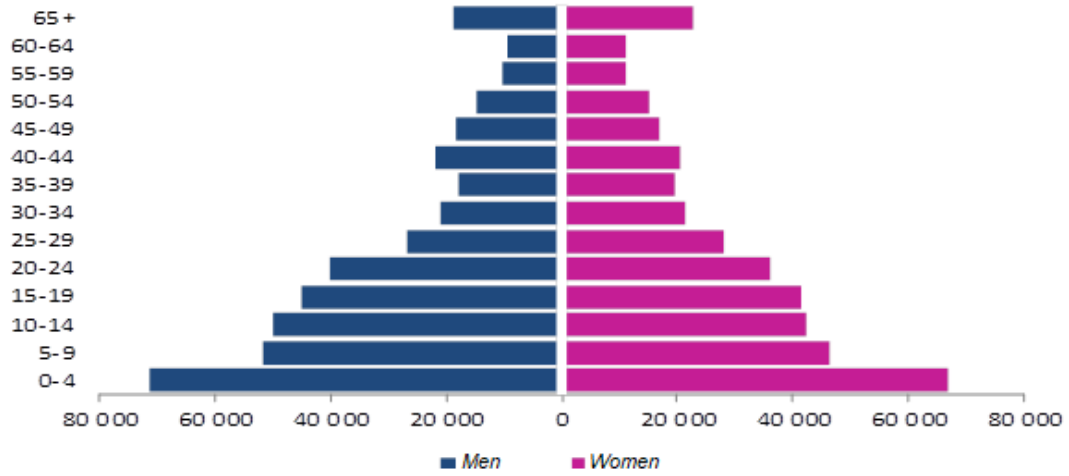
If we compare the recent years the gender structure of the population tends to change taking into account the large emigration of young people with special emphasis on men who affect the birth rate as well as population changes by age, and as a result, in the coming years the signs of an aging population will be noticed.

**Table 2. Natural movement of population per 1000 inhabitants (%), 1953-2019**

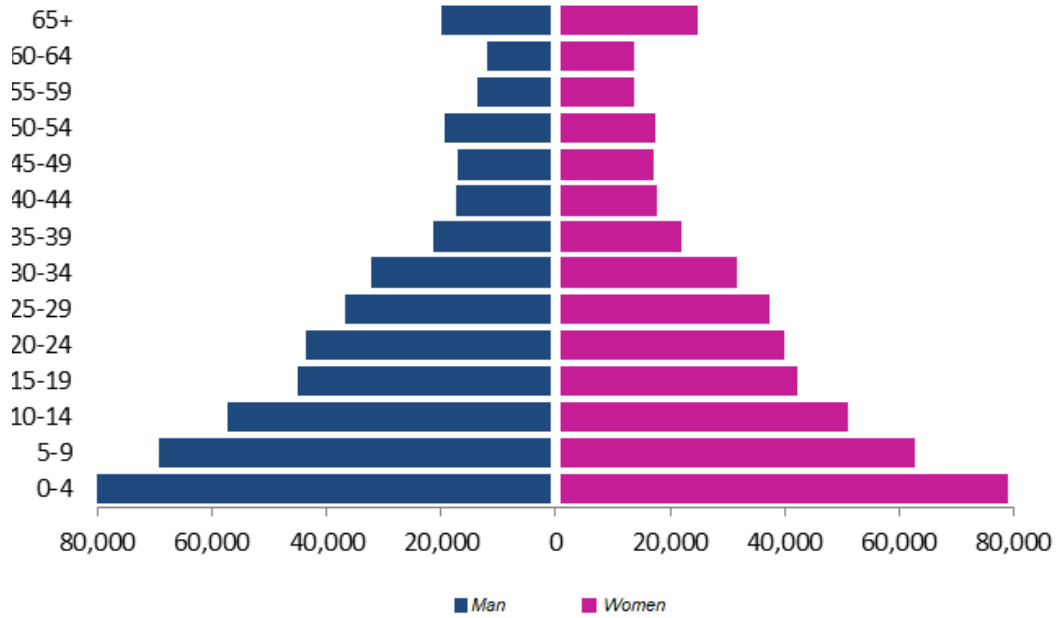
Year	Population		Live births		Deaths	
	Women	Men	Females	Males	Women	Men
1953	489	511	20	22	11	10
1961	489	511	20	22	6	6
1971	488	512	18	20	4	4
1981	483	517	14	16	3	3
2011	497	503	8	8	2	2
2012	497	503	7	8	2	2
2013	497	503	8	9	2	2
2014	497	503	7	8	2	2
2015	502	498	7	7	2	3
2016	502	498	6	7	2	3
2017	505	495	6	7	2	3
2018	510	490	6	7	2	3
2019	512	488	6	6	2	3

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

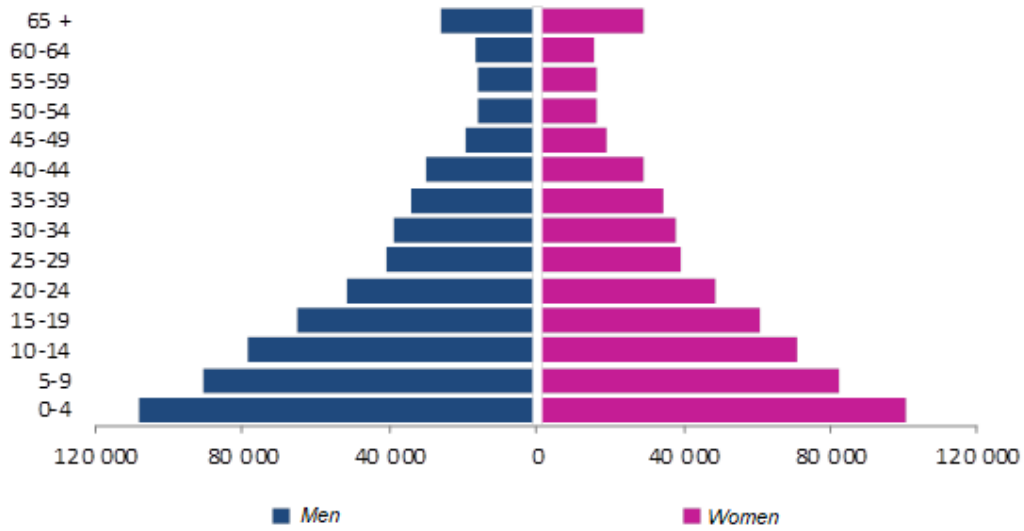
**Graph 2. Population Pyramid, 1953**



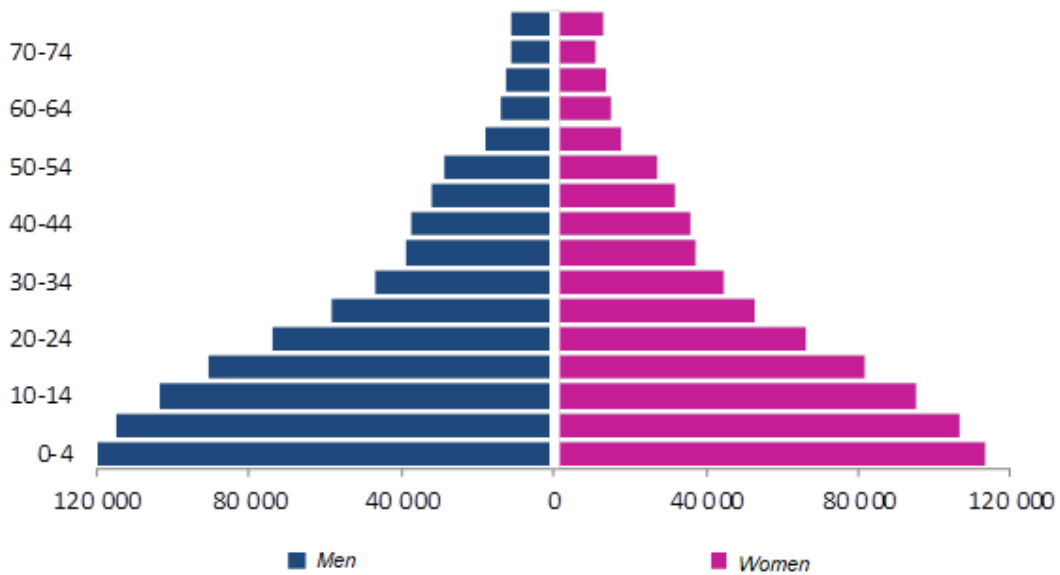
**Graph 3. Population Pyramid, 1961**



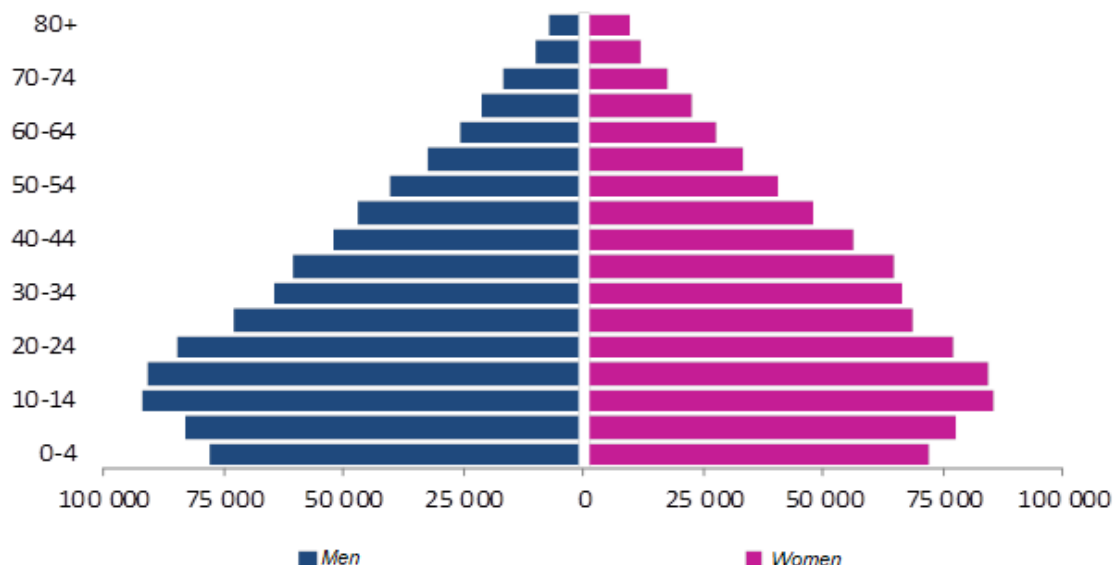
**Graph 4. Population Pyramid, 1971**



**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, 1953-2019**

*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, 1953-2019 (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



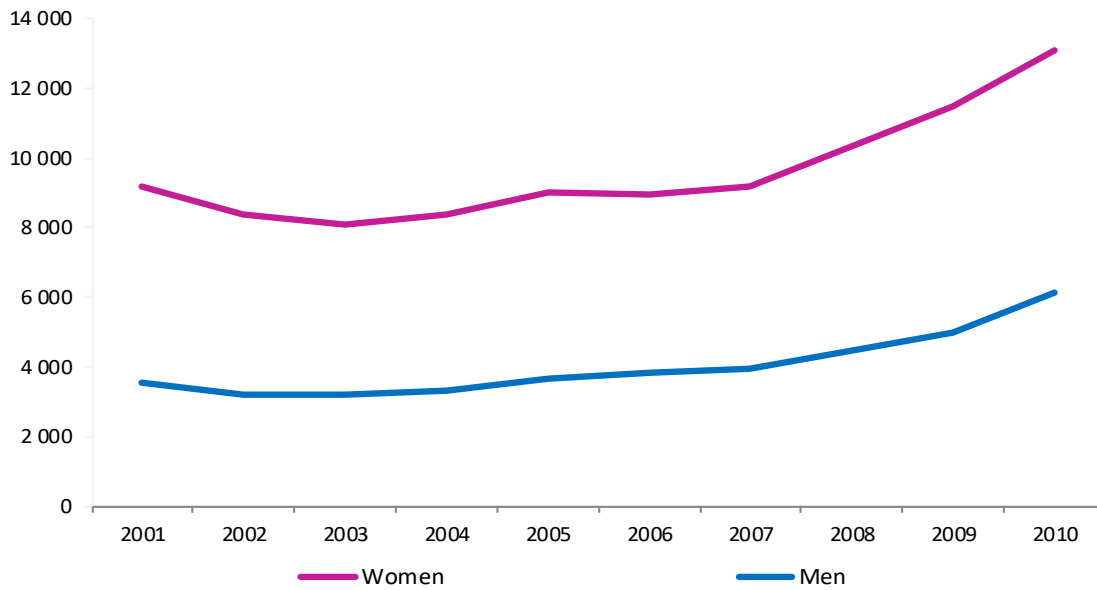
**Table 3. Population by age group and year, 1953-2019 (Continued)**

In thousand ('000)

Age	2018		2019	
	Women	Men	Women	Men
0-14	211806	229950	210086	228563
15-59	576419	556049	577402	556865
60+	116829	99847	120908	103619

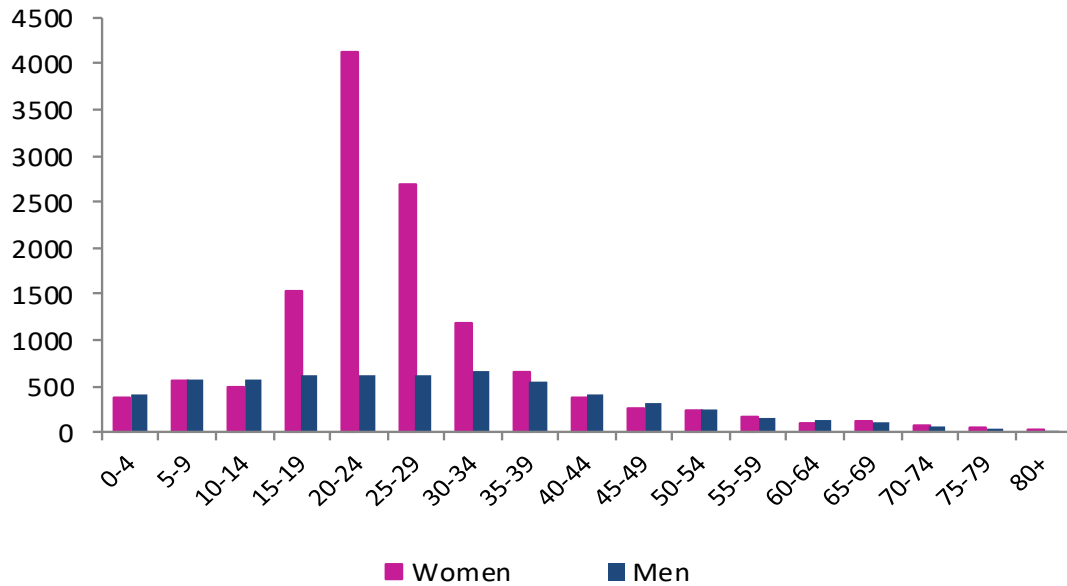
Data source: Population Censuses in Kosovo in 1953, 1961, 1971, 1981, 2011, while data for 2012, 2013, 2014, 2015, 2016 and 2017 by Population Estimation, 2018 and 2019 by Population Projections 2017-2061, KAS

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



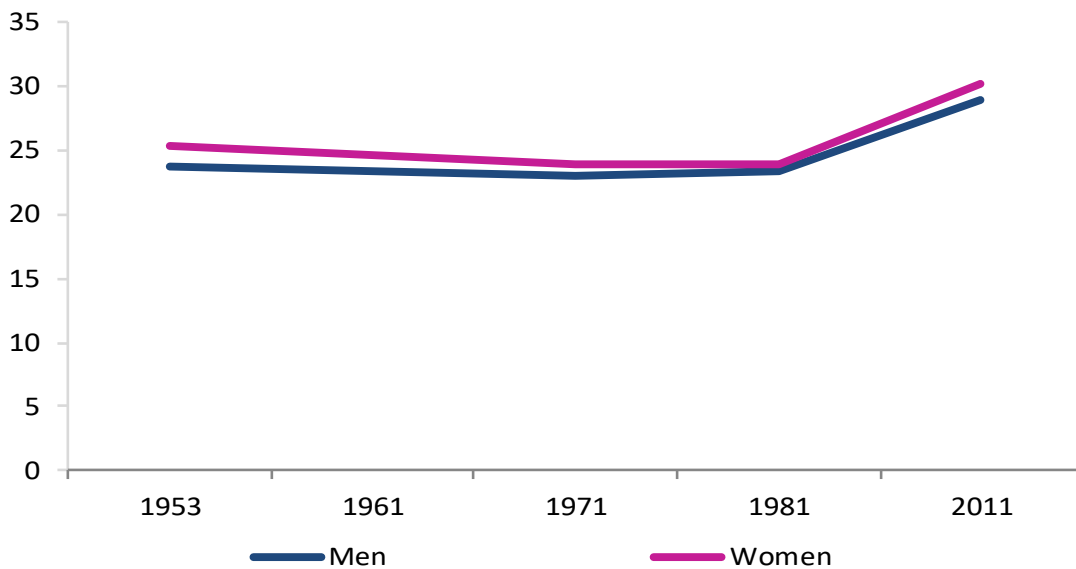
Data source: Population Census in Kosovo 2011, KAS

**Graph 8. Migrant population (internal) by age group**



Data source: Population Census in Kosovo 2011, KAS

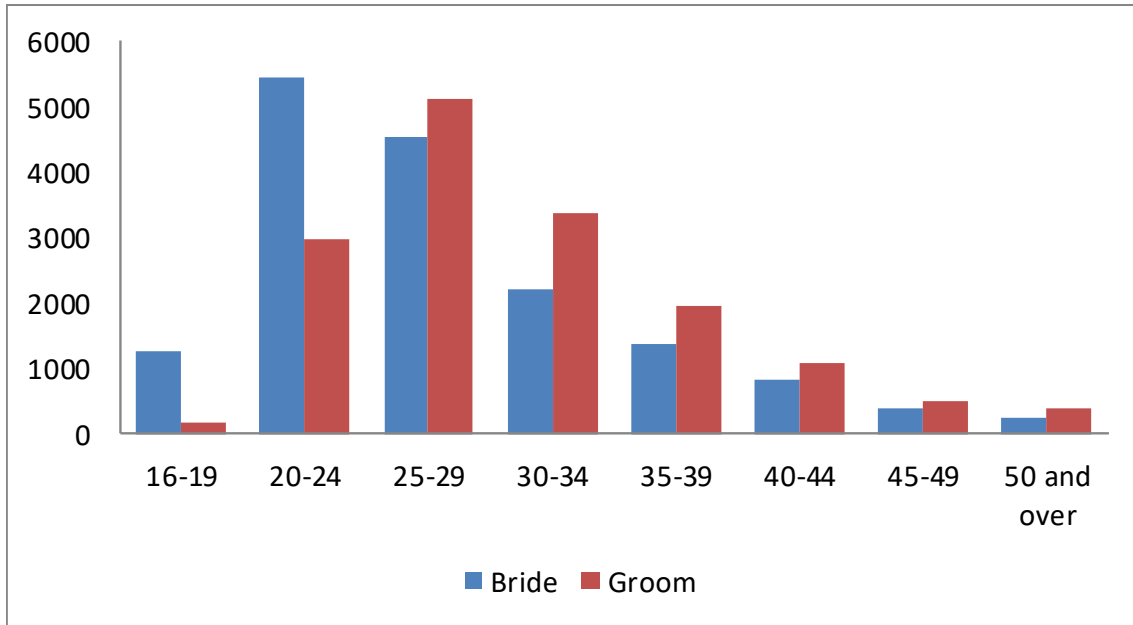
**Graph 9. Average age of the population by year of the Census, 1953-2011**



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

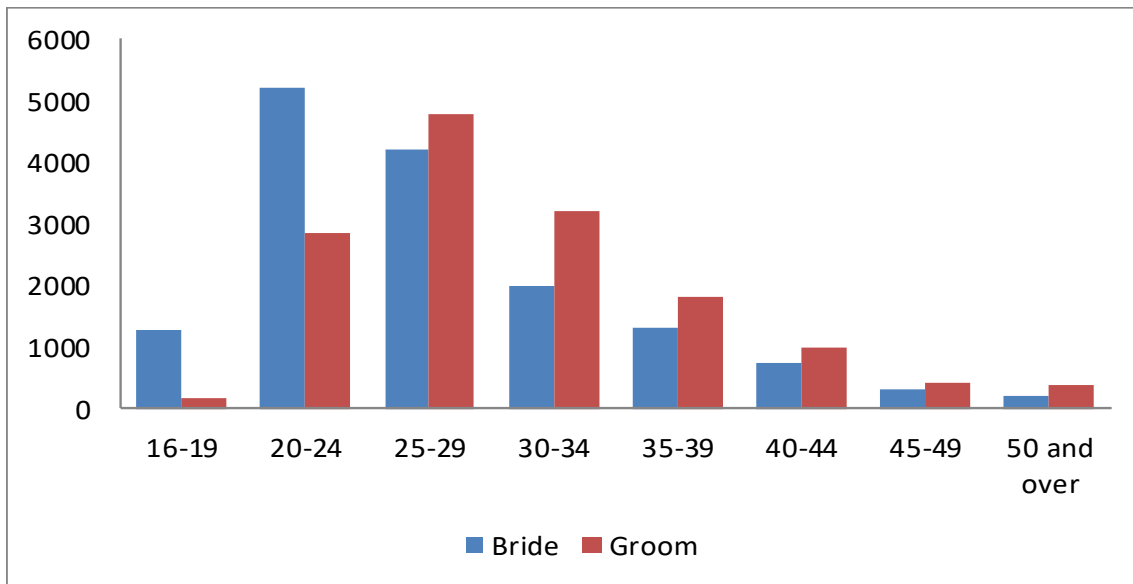
The average age of the population of Kosovo has minimal differences according to gender structure.

**Graph 10. First marriages (first marriage) by age, 2018**



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

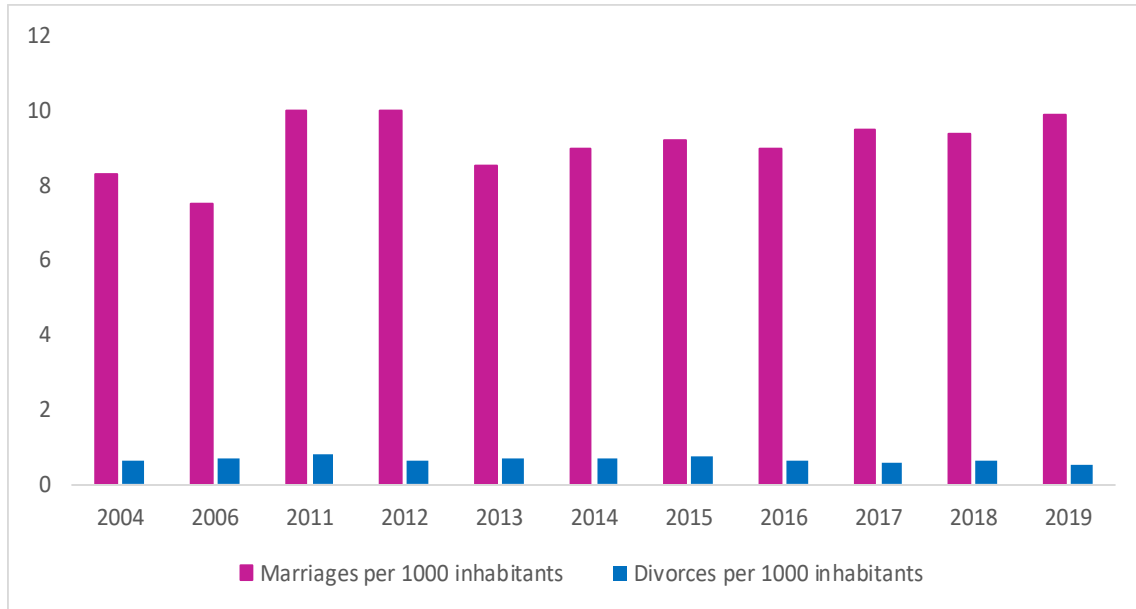
**Graph 11. First marriages (first marriage) by age, 2019**



Data source: *Marriages in Kosovo in 2019, 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 2018 was 30 years. Of them, the average age of men was 32, while the average age of women was 28 years. While for 2019, the average age of married couples was 29 years old. Of them, the average age of men was 31 years old, while the average age of women was 28 years old.

**Graph 12. Marriages and divorces per 1000 inhabitants by years 2004, 2006, 2011-2019**



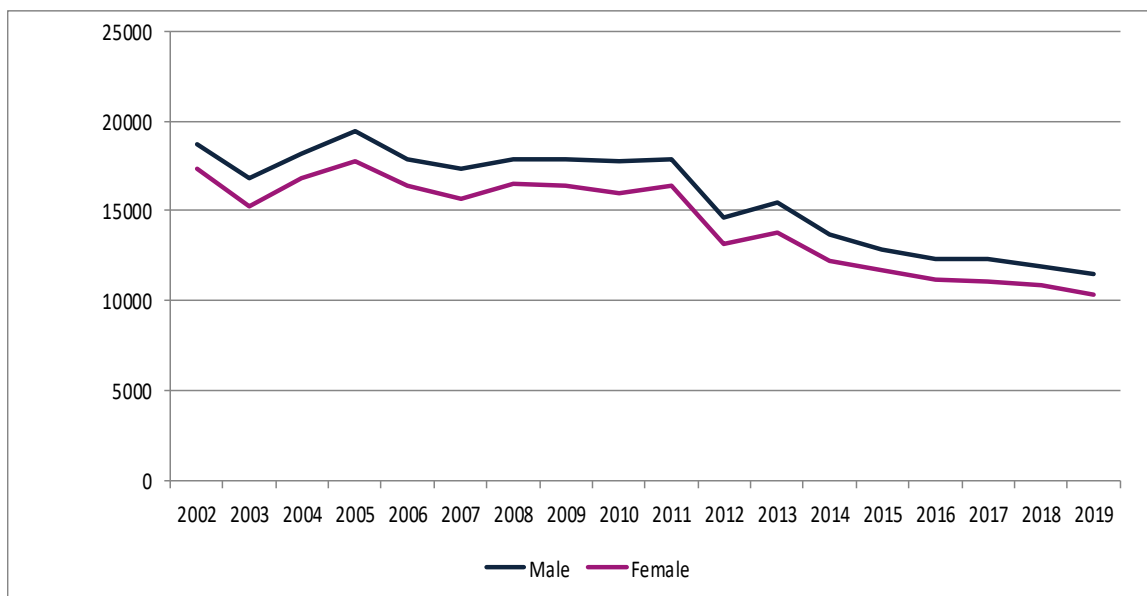
Data source: *Marriages and Divorces in Kosovo, 2004, 2006, 2011-2019, KAS*

**Table 4. Key indicators on marriages and divorces, 2004-2019**

	2004	2006	2011	2012	2013	2014	2015	2016	2017	2018	2019
Marriages per 1000 inhabitants (‰)	8,3	7,5	10	10	8,5	9,0	9,2	9,0	9,5	9,4	9,9
Divorces per 1000 inhabitants (‰)	0,6	0,7	0,8	0,6	0,7	0,7	0,7	0,6	0,6	0,6	0,5
Divorces per 1000 marriages (‰)	76.1	93.5	84.7	73,1	67,4	76,5	77,9	69,2	62,6	59,2	46,4
Average length of marriage (years)	5-9	5-9	5-9	5-9	5-9	5-9	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	27,2	27,7	28,1	28	28	28
Average age of men in marriage	30.3	30.3	32.0	31,1	30,8	30,7	31,2	31,6	32	31	31

Data source: *Marriages and Divorces in Kosovo, 2004, 2006-2019, KAS*

**Graph 13. Live births by years 2002-2019**



Data source: Birth Statistics in Kosovo in 2002-2019, KAS

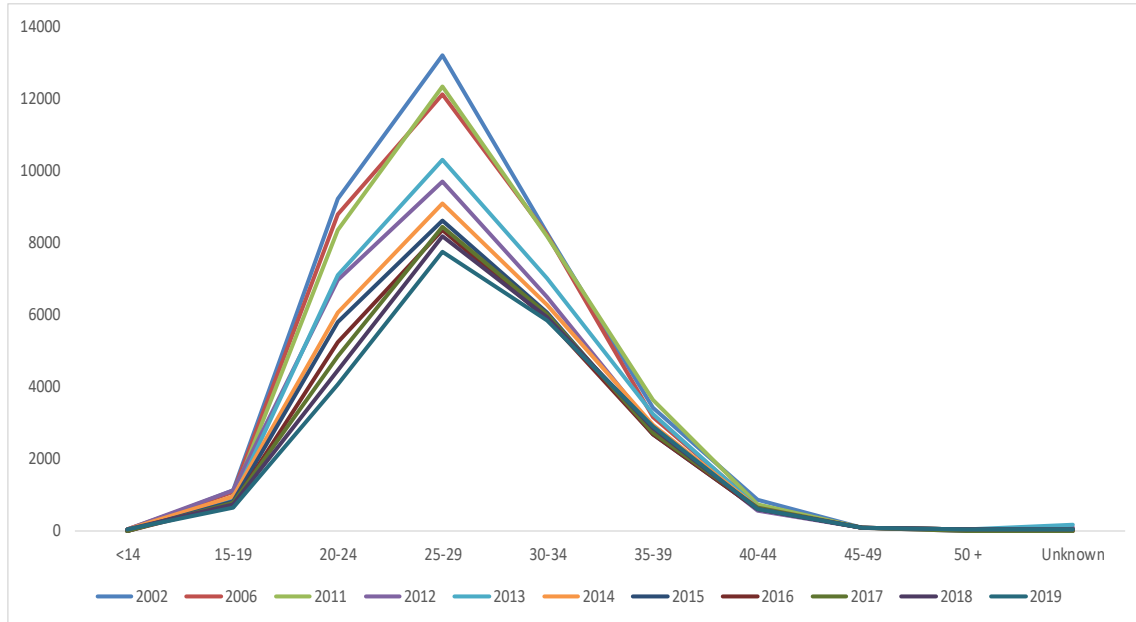
Statistical data show that the live birth rate has decreased over the years. Our country had previously been characterized by a young population and a large number of births. In recent years these indicators have changed to take into account the large emigration of young people who influence gender differences 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, 2006, 2011-2019**

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
2018	13 670	8 814	270	4	29
2019	13 726	7 750	318	4	29

Data source: Birth Statistics in Kosovo, 2002, 2006, 2011-2019, KAS

**Graph 14. Live births by age group of mother and year, 2011-2019**



Data source: Birth Statistics in Kosovo in 2011-2019, KA

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

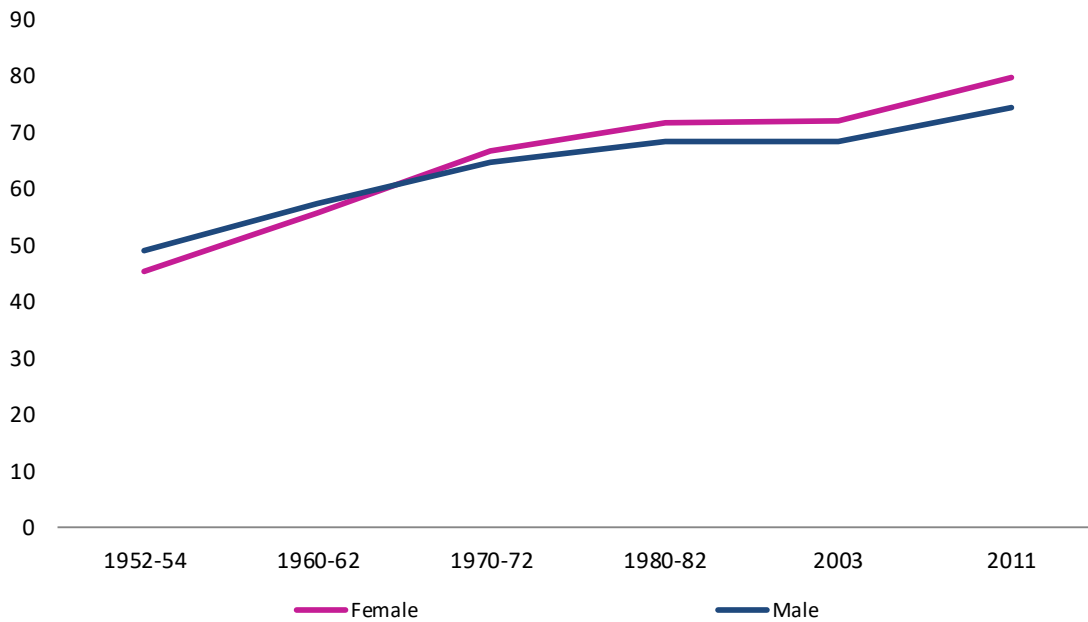
## HEALTH AND WELFARE

## 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** refer to the use of condoms, pills, spirals intraurinary, local chemical products and diaphragms.
- **Traditional methods of contraception** refer 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.



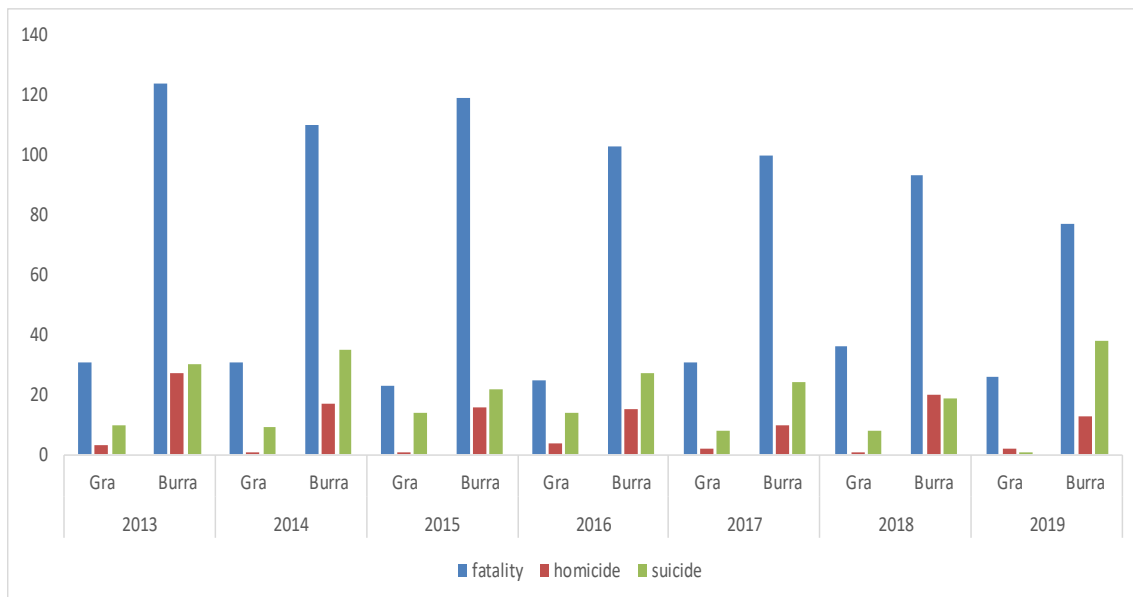
**Graph 1. Life expectancy by year**



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 2. Deaths in violent manner, 2013-2019**



Data source: Deaths Statistics in Kosovo by years, KAS

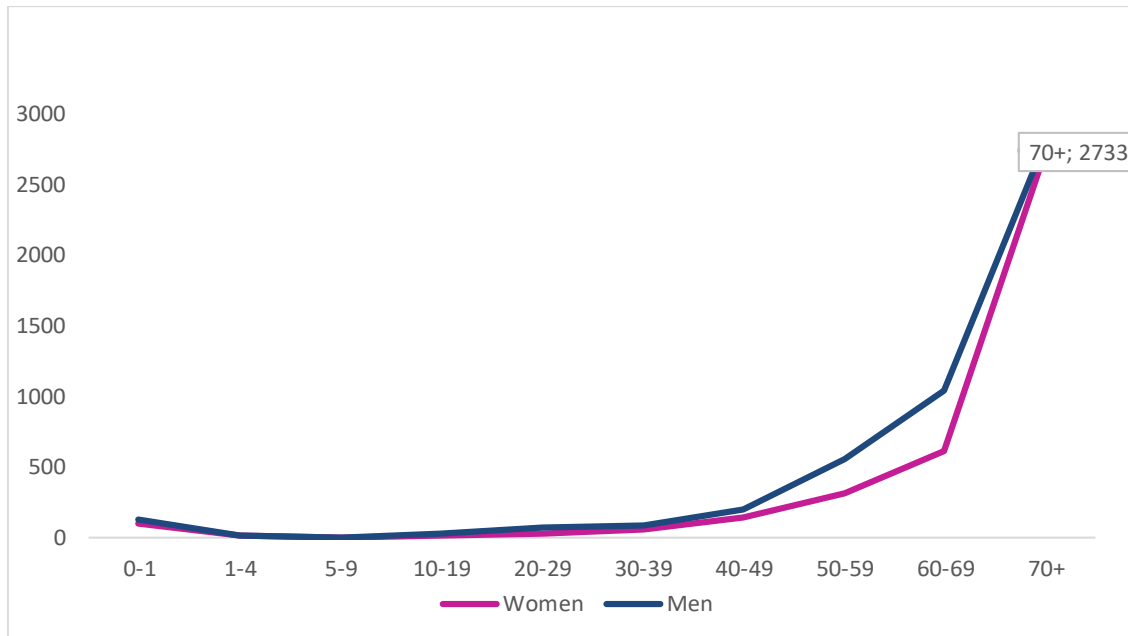
In Kosovo, the largest number of people who die in a violent manner over the years are fatalities.

**Graph 3. Deaths in Kosovo by years, 2002-2019**



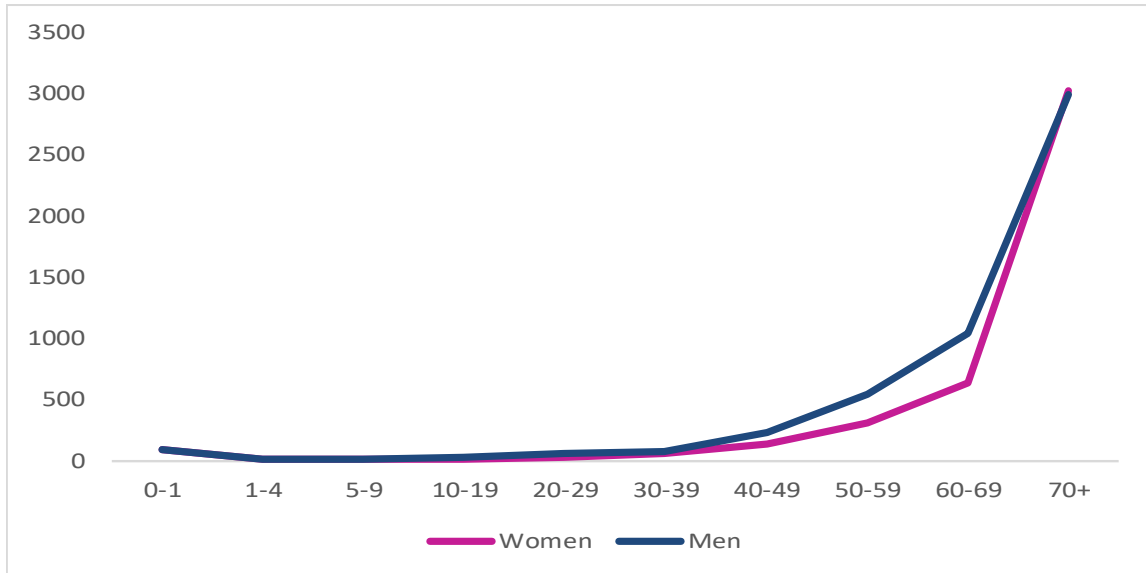
Data source: Deaths Statistics in Kosovo in 2002-2019, KAS

**Graph 4. Deaths by age group, 2018**



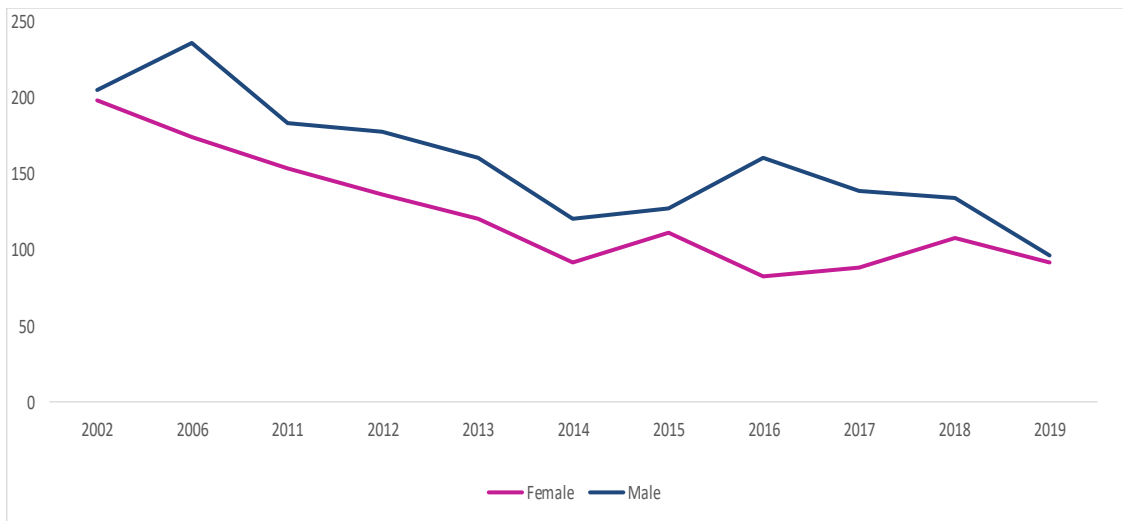
Data source: Deaths Statistics in Kosovo by years, KAS

**Graph 5. Deaths by age group, 2019**



Data source: Deaths Statistics in Kosovo by years, KAS

**Graph 6. Infant mortality in 2002-2019**



Data source: Deaths Statistics in Kosovo in 2002, 2006, 2011-2019, KAS

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

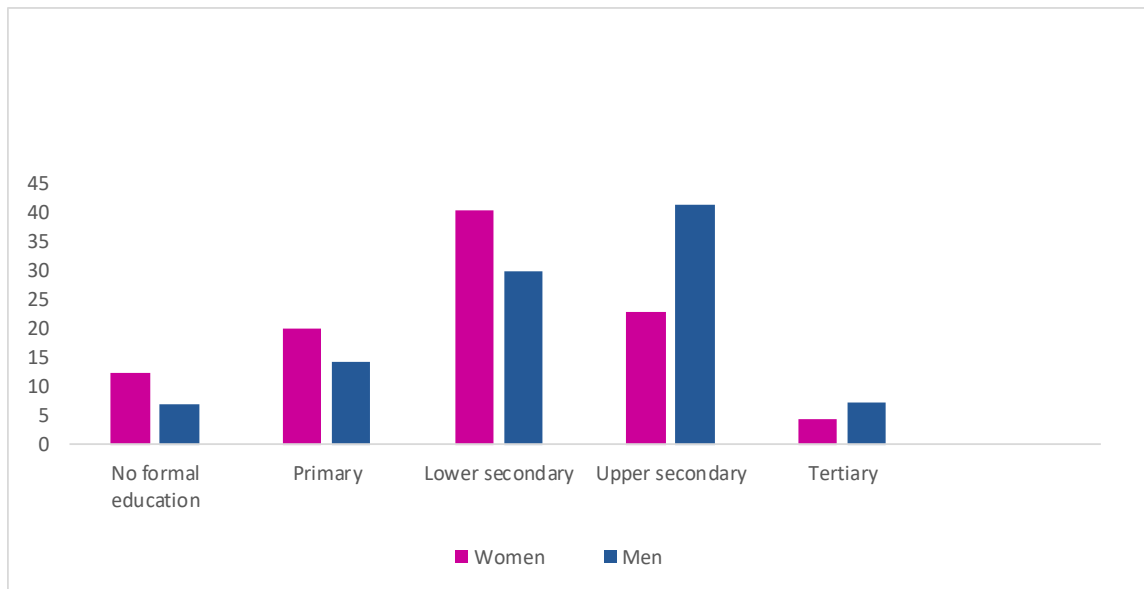
Deaths of infants under one year of age, by years, show to be higher for males. It is thought that boys have lower and not stable immunity compared to girls.

## 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 1. Population aged 15-65 by educational level in % in 2011**



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

**Graph 2. Illiterates by Census year (population aged 10+) in % in 2011**



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

**Table 1. Number of pre-schoolers, pupils and students in percentage in public and private education in 2018/2019**

Level		Distribution by gender in % 2018-2019	
		Female	Male
0	Preschool	47,8	52,2
1+2	Primary and lower secondary	48,5	51,5
3	Upper secondary	49,0	51,0
1+2+3	Special education	41,1	58,9
5+6	University	56,8	43,2

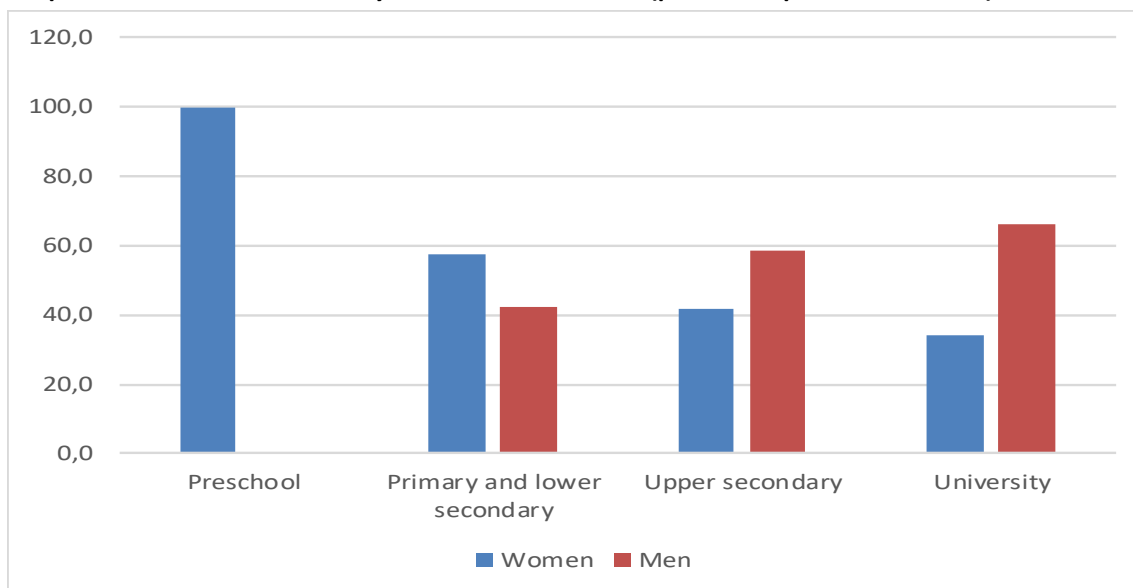
Data source: Education Statistics, 2018/2019, KAS

**Table 2. Structure of teachers by level of education (public and private) in the years 2018/2019**

Level	Teachers	Distribution by gender in % 2018-2019	
		Women	Men
0	Preschool	100,0	0,0
1+2	Primary and lower secondary	57,5	42,5
3	Upper secondary	41,5	58,5
5+6	University	34,1	65,9

Data source: Education Statistics, 2018/2019, KAS

**Graph 3. Structure of teachers by the level of education (public and private education), 2018/2019**



Data source: Education Statistics, 2018/2019, KAS

**Table 3. Number of educators and children from 2008-2009 up to 2018-2019**

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
2018-2019	580	-	15,548	16,978

Data source: Education Statistics by years, KAS

**Table 4. Schools, classes, pupils and teachers in primary and lower secondary education by school year from 2008/2009 up to 2018/2019**

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
2018-2019	948	:	243 177	117 909	125 268	18 255	10 475	7 780	13

Data source: Education Statistics by years, KAS



**Table 5. Schools, classes, pupils and teachers in primary and lower secondary education by school year from 2008/2009 up to 2018/2019**

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	:	91 345	44 518	46 825	5 724	2 324	3 400	16
2018-2019	125	:	85 789	42 013	43 776	5 787	2 394	3 393	15

Data source: Education Statistics by years, KAS

**Table 6. Total number of students (bachelor and master) in public and private universities in Kosovo, 2017/2018**

University / College	Female	Male	Total
University of Prishtina	23 725	17 483	41 208
University of Prizren	3 694	2 580	6 274
University of Peja	5 759	6 934	12 693
University of Gjilan	2 155	1 191	3 346
University of Gjakova	1 685	688	2 373
University of Mitrovica	1 765	1 420	3 185
University of Ferizaj	646	627	1 273
Private Colleges	19 765	20 060	39 825

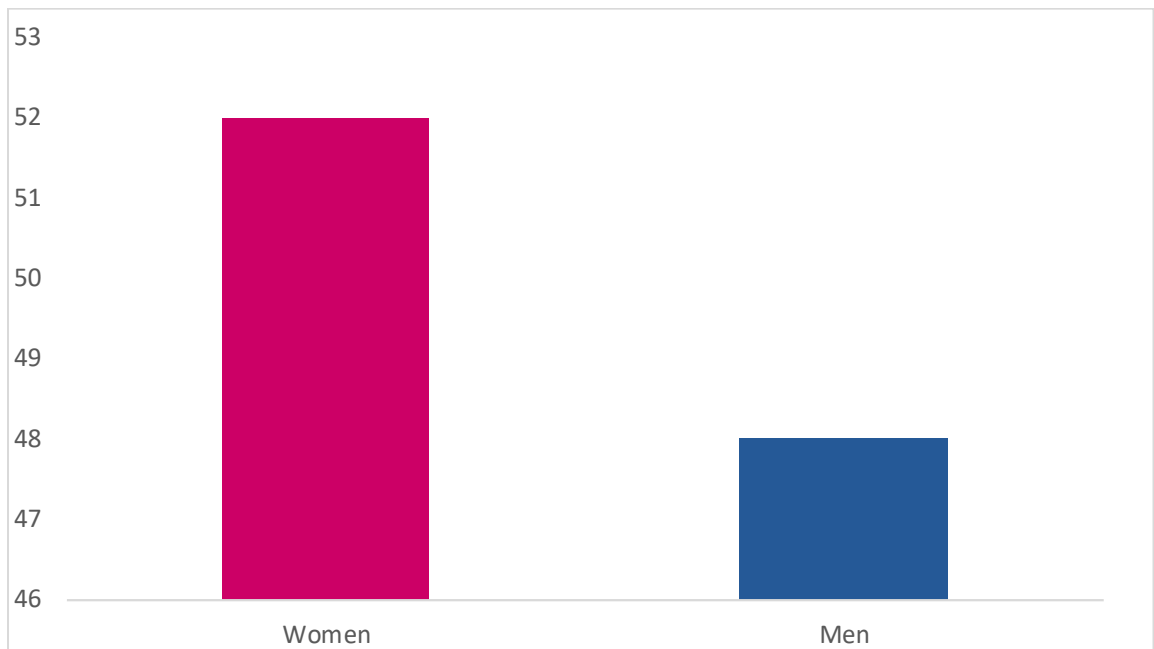
Data source: Education Statistics 2017/2018, KAS

**Table 7. Total number of students (bachelor and master) in public and private universities in Kosovo, 2018/2019**

University / College	Female	Male	Total
University of Prishtina	23 165	16 535	39 700
University of Prizren	3 829	1 809	5 638
University of Peja	5 667	7 310	12 977
University of Gjakova	1 854	565	2 419
University of Gjilan	1 966	1 022	2 988
University of Mitrovica	1 704	1 184	2 888
University of Applied Sciences, Ferizaj	720	636	1 356
Islamic Sciences	118	210	328
Kosovo Academy for Public Safety	20	210	230
Private Colleges	20 300	15 689	35 989

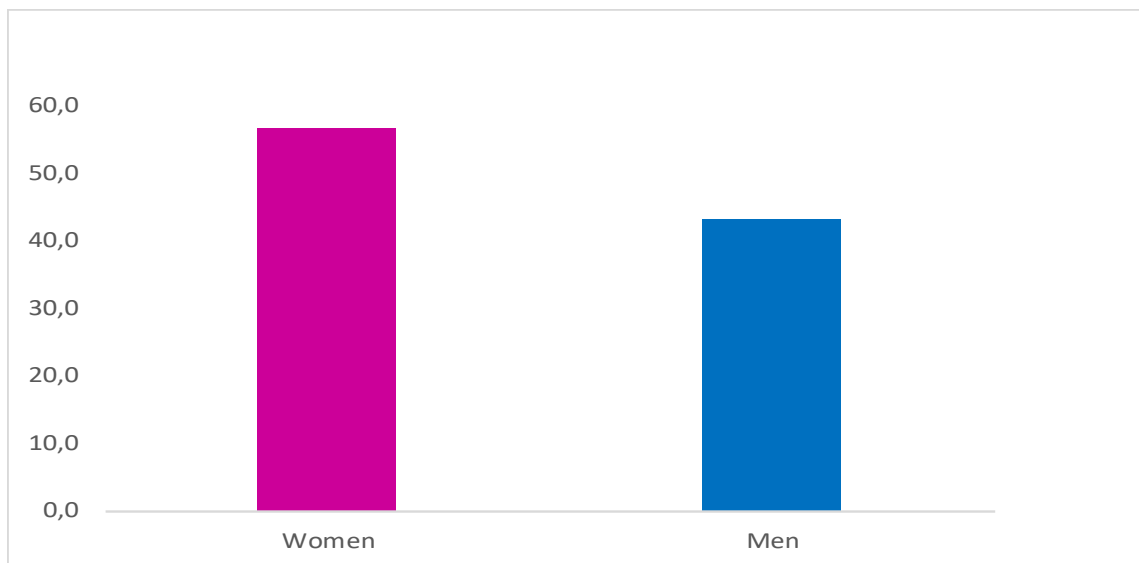
Data source: Education Statistics 2018/2019, KAS

**Graph 4. Gender distribution (%) of students (bachelor and master) in public and private universities in Kosovo, 2017/2018**



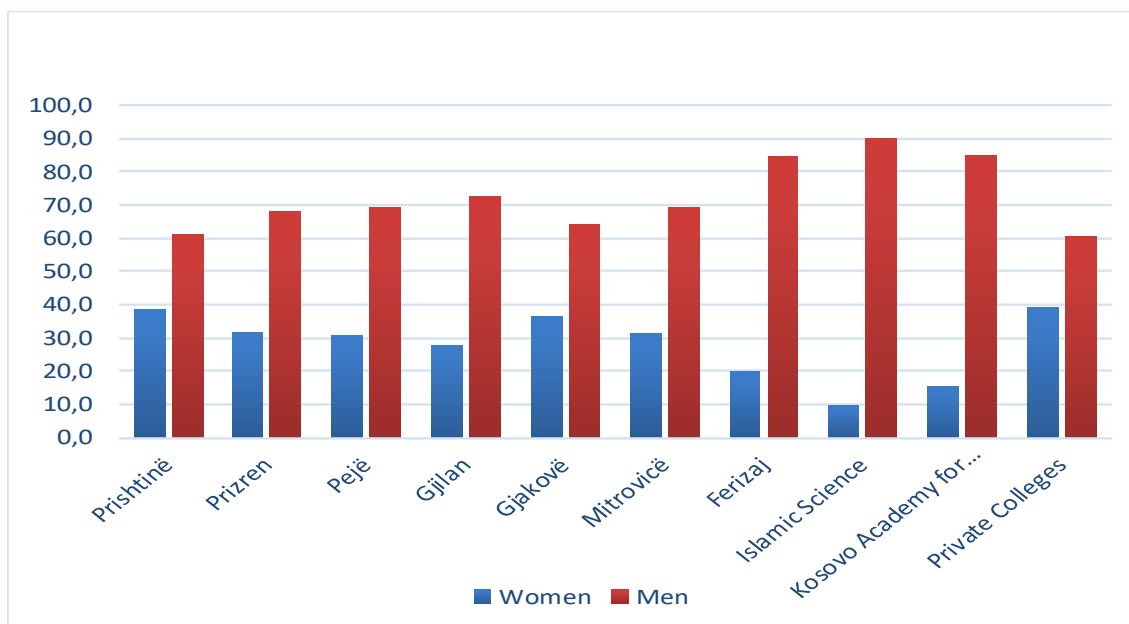
Data source: Education Statistics 2017/2018

**Graph 5. Gender distribution (%) of students (bachelor and master) in public and private universities in Kosovo, 2018/2019**



Data source: Education Statistics 2018/2019

**Graph 6. Gender distribution in % of academic staff in public and private universities in Kosovo, 2018/2019**



Data source: Education Statistics 2018/2019

**Table 8. Gross Enrolment Rate (GER) by level of education from 2017-2018 and 2018-2019**

Gross Enrollment Rate (GER) by levels of education	Gender distribution in % 2017/2018		Gender distribution in % 2018/2019	
	Female	Male	Female	Male
Preschool and pre-primary education	17,7	18,3	19,5	20,5
Primary education (grades 1-5)	96,4	96,1	101,3	99,5
Lower secondary education (grades 6-9)	93,3	93,2	90,5	90,4
Upper secondary education (grades 9-12)	87,5	88,6	87,8	85,9

*Data source: Ministry of Education - Education Indicators in Kosovo 2017/2018, 2018/2019*

**Table 9. Inclusion of children with special needs in education levels, 2018/2019**

Primary and lower secondary level	Female	Male
Inclusion of children with special needs in primary and lower secondary levels (grades 1-9)	41,4	58,6
Upper secondary level	Female	Male
Inclusion of children with special needs in upper secondary education (grades 10 - 12)	41,5	58,5

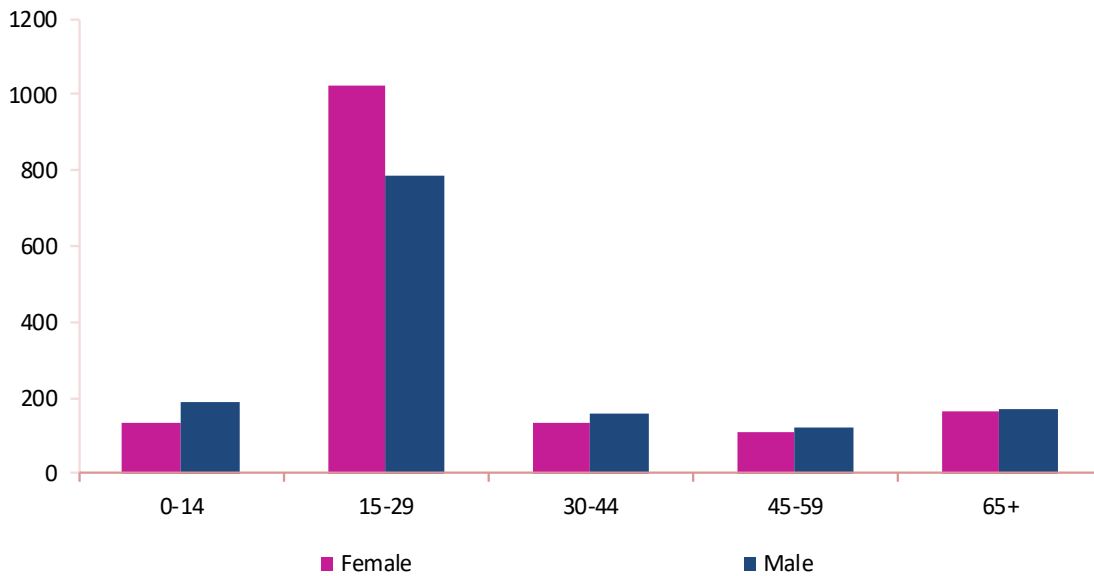
*Data source: Education Statistics 2018/2019*

## SOCIAL WELFARE

## Social Welfare

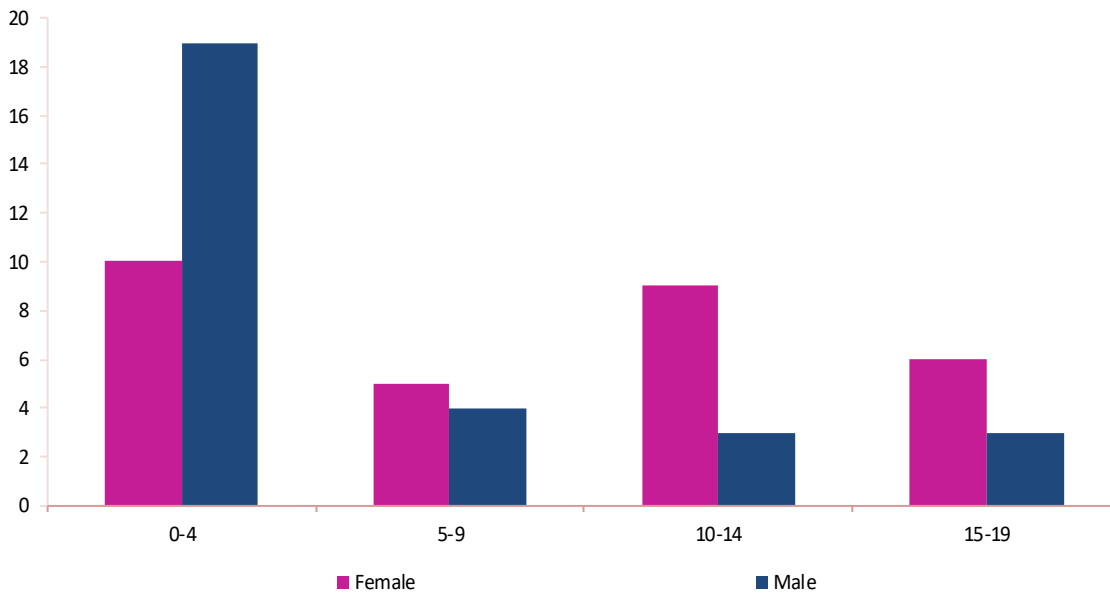
- Social protection consists of organized social activities carried out in the public interest to empower citizens to make an independent and productive life in the community, by preventing rapid social exclusion and elimination of their consequences.
- Beneficiaries of institutional accommodations of 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 1. Persons temporarily present in collective residential quarters by age**



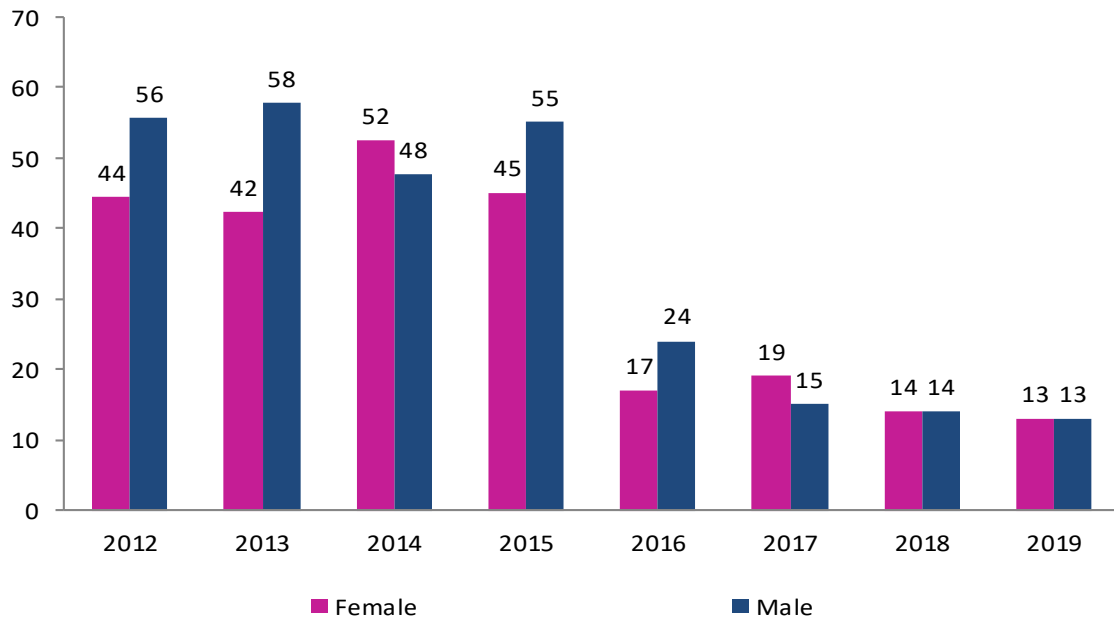
Data source: Population, Households and Dwellings Census in Kosovo 2011, KAS

**Graph 2. Children placed in shelters by age group**



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

**Graph 3. Children abandoned, by gender in 2012-2019**



Data source: Statistics of Social Welfare, 2012-2019, KAS

**Table 1. Persons without family care placed in elderly homes by gender, 2012-2019**

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
2018	53	52	105
2019	67	54	121

Data source: Statistics of Social Welfare, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, KAS

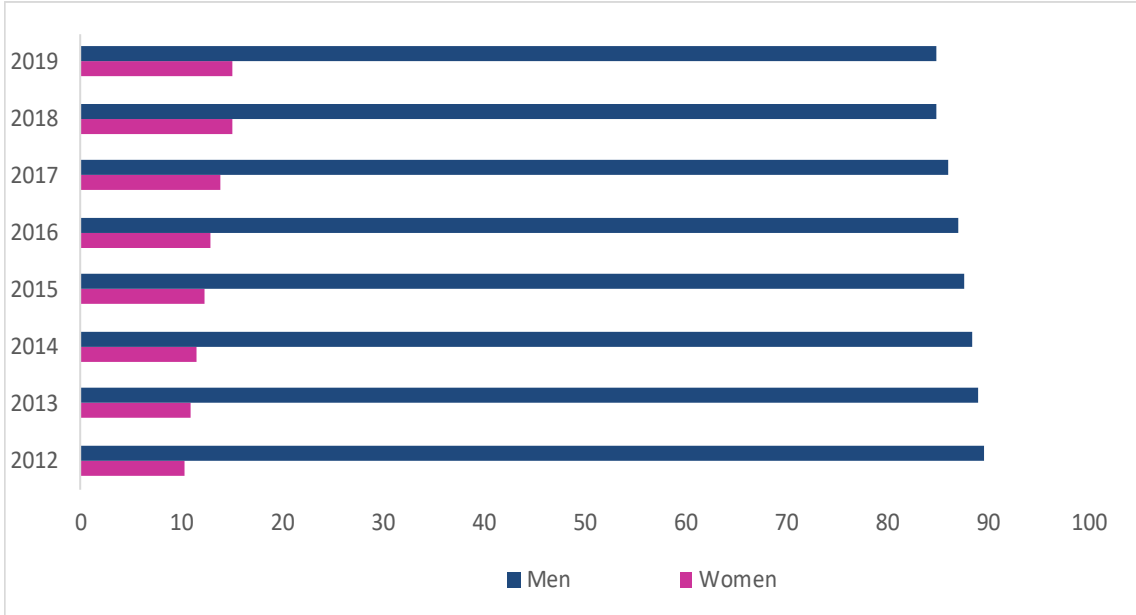


**Graph 4. Gender distribution of persons placed in homes for the elderly, 2012-2019**



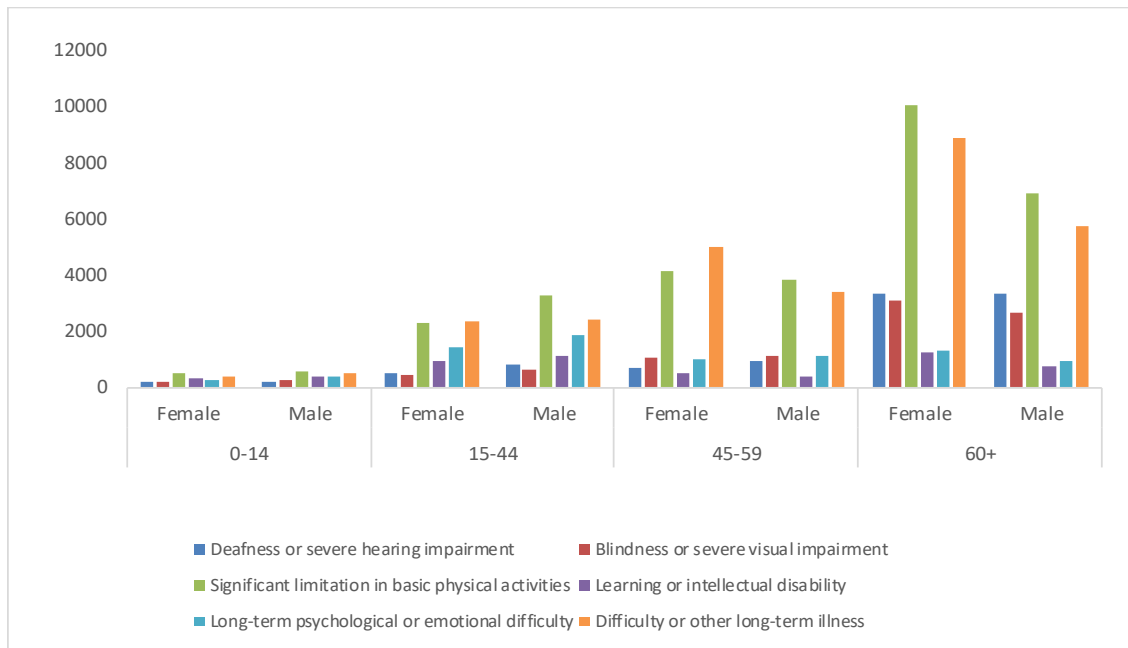
Data source: Statistics of Social Welfare, 2012-2019, KAS

**Graph 5. Pension contributions in 2012-2019**



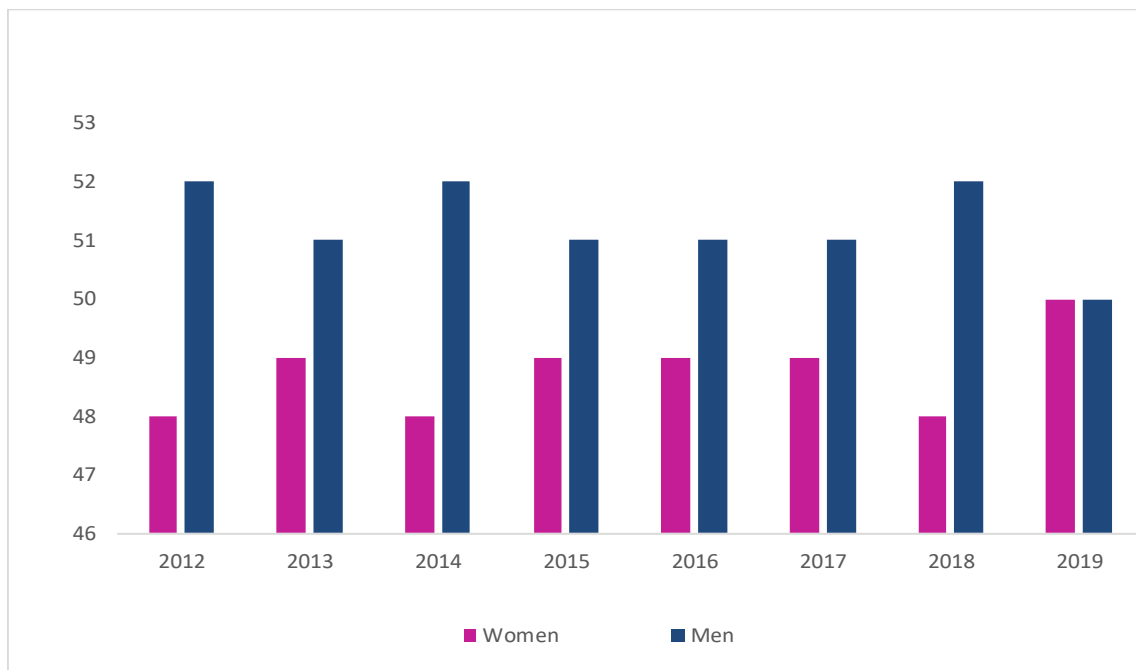
Data source: Statistics of Social Welfare, 2012-2019, KAS

**Graph 6. Resident population by special need, 2011**



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

**Graph 7. Gender distribution of pensions for persons with special needs, 2012-2019**



Data source: Statistics of Social Welfare, 2012-2019, KAS

**Table 2. Pensions of persons with special needs, 2012-2019**

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
2018	9 032	9 966	18 998	48	52
2019	8 928	8 863	17 791	50	50

Data source: Statistics of Social Welfare, 2012-2019, KAS

**Table 3. Gender structure of employees in health institutions, 2018**

Health institutions	Women	Men	%		Total	Gender distribution (%)	
			Women	Men		Women	Men
Clinical and University Hospital Service of Kosovo	4 599	2 477	55	44	7 076	65	35
Family Medicine Centers in Kosovo	3 080	2 431	37	43	5 511	56	44
Mental Health Services	147	107	2	2	254	58	42
Dental Clinical Center	97	80	1	1	177	55	45
Ministry of Health	94	68	1	1	162	58	42
Total	8 017	5 163	95	92	13 180	61	39

Data source: Health Statistics in 2018, KAS

**Table 4. Gender structure of employees in health institutions, 2019**

Health institutions	Women	Men	%		Total	Gender distribution (%)	
			Women	Men		Women	Men
Clinical and University Hospital Service of Kosovo	4 743	2 554	56	45	7 297	65	35
Family Medicine Centers in Kosovo	3 080	2 431	37	43	5 511	56	44
Mental Health Services	141	107	2	2	248	57	43
Dental Clinical Center	97	80	1	1	177	55	45
Ministry of Health	94	68	1	1	162	58	42
Total	8 155	5 240	97	93	13 395	61	39

Data source: Health Statistics in 2019, 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 1. Judges in the Republic of Kosovo, 2012-2018**

Year	Women	Men	Gender distribution (%)	
			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
2018	123	271	45	55

*Data source: Kosovo Judicial Council, 2012-2018, KAS*

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

**Table 2. Adult persons convicted in Basic Courts by years 2013-2019**

Year	Basic Courts			
	Women	Men	Gender distribution (%)	
			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
2018	1011	18710	5	95
2019	902	16413	5	95

*Data source: Statistics of Jurisprudence for Adult Persons, 2013-2019, KAS*

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

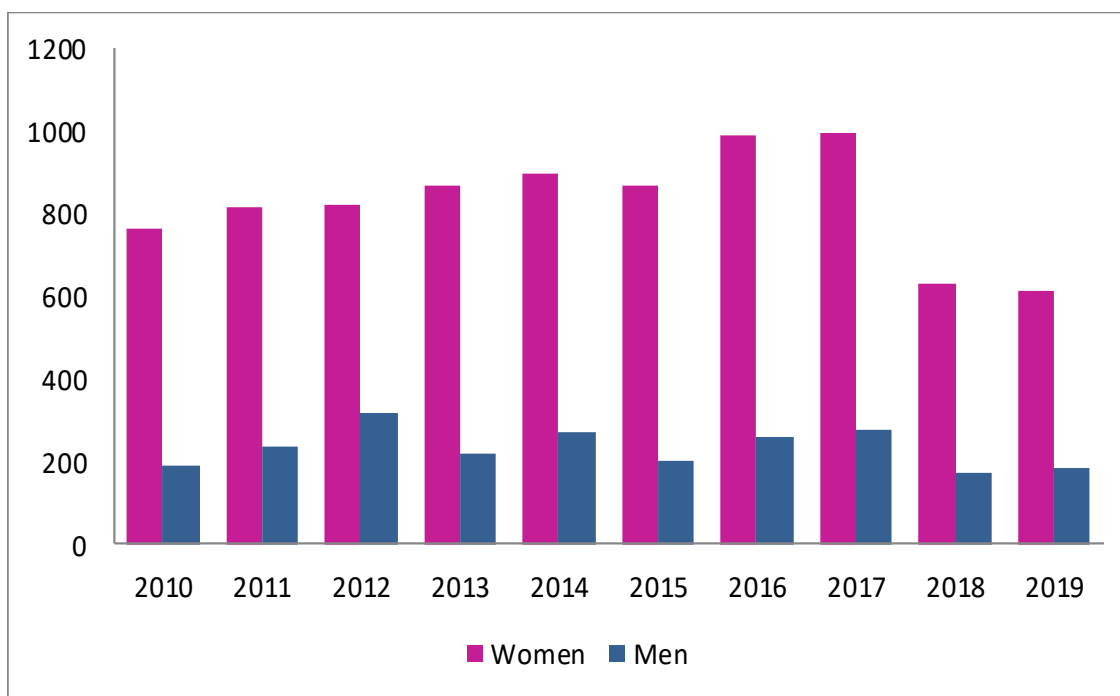
**Table 3. Juveniles convicted in Basic Courts by years 2013-2019**

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
2018	713	33	680	4,6	95,4
2019	686	39	647	5,7	94,3

*Data source: Statistics of Jurisprudence for Juveniles, 2013-2019, KAS*

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

**Graph 1. Victims of domestic violence by years 2010-2019**



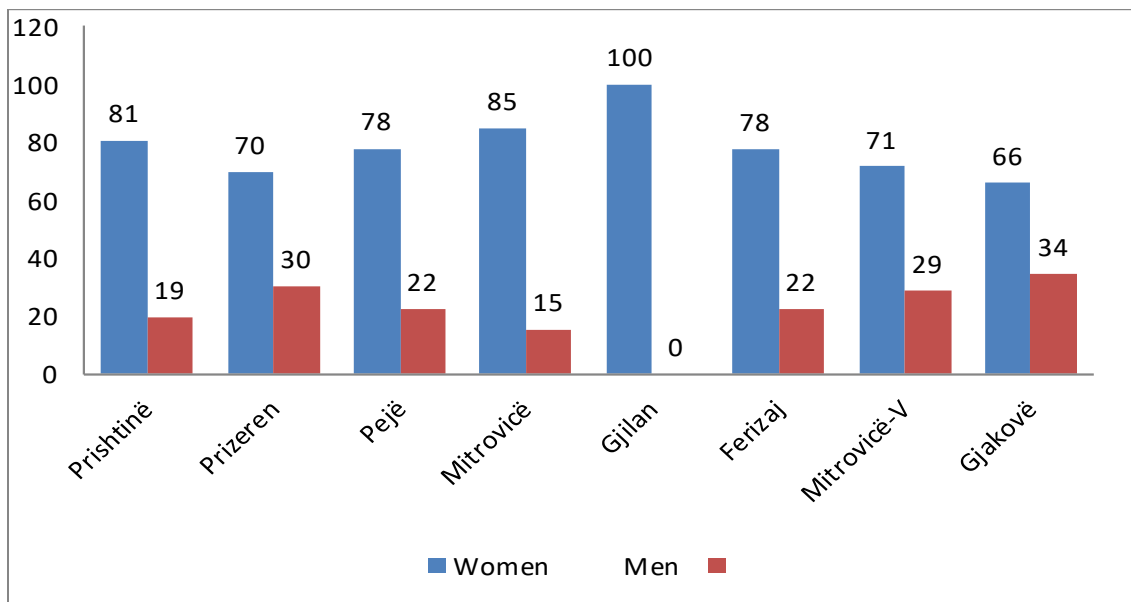
*Data source: Department for serious crimes, 2010-2019, KP*

**Table 4. Domestic violence reported by region by years 2013-2019**

Region	2013		2014		2015		2016		2017		2018		2019	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Prishtinë	213	38	221	47	210	18	265	55	242	37	116	28	280	47
Prizeren	158	36	164	60	147	46	145	55	180	63	23	10	109	28
Pejë	180	31	190	42	84	8	158	34	168	43	161	46	181	70
Mitrovicë	128	40	117	24	100	17	74	14	66	11	44	8	66	11
Gjilan	88	36	112	63	90	44	110	36	127	43	2	0	31	12
Ferizaj	102	39	93	36	114	51	115	28	96	43	66	19	100	30
Mitrovicë-V			36	10	55	4	48	12	31	6	5	2	7	4
Gjakovë					69	14	72	25	85	30	75	39	156	44

Data source: Department for serious crimes, 2013-2019, KP

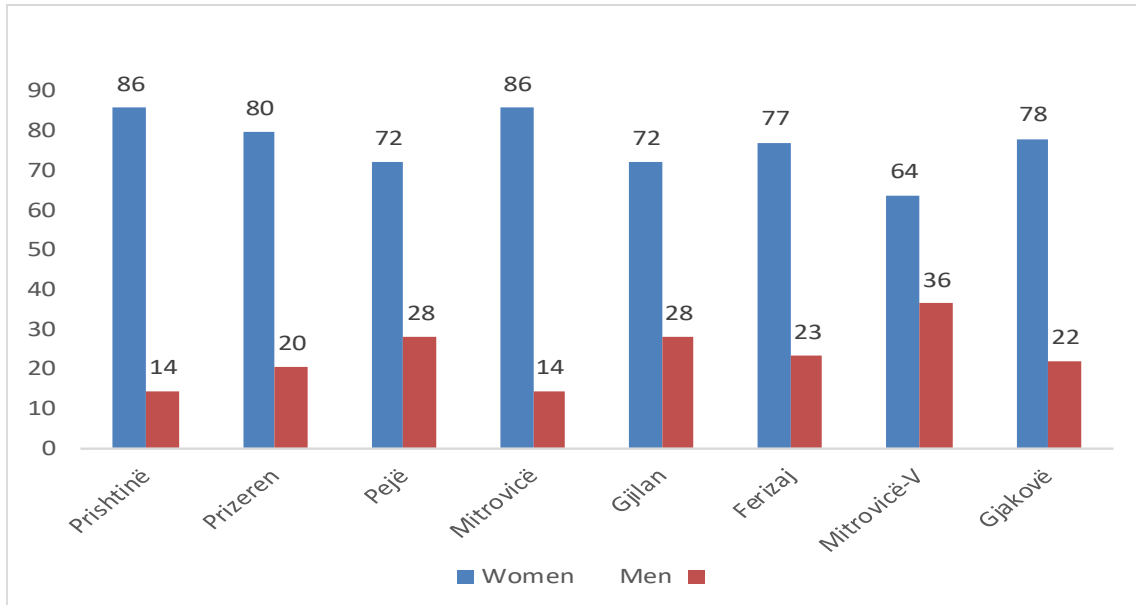
**Graph 2. Victims of domestic violence reported by region in 2018 in %**



Data source: Department for serious crimes, 2018



**Graph 3. Victims of domestic violence reported by region in 2019 in %**



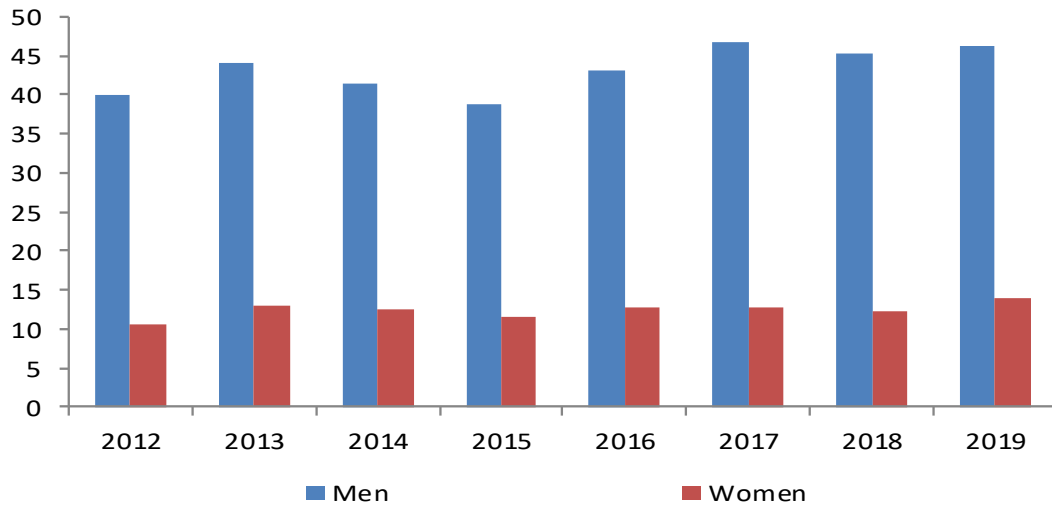
Data source: Department for serious crimes, 2019

## 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 1. Employment rate by years 2012-2019**



Data source: Labour Force Survey, 2012-2019, KAS

The employment rate in the Labour Force Survey (LFS) in 2019 is 30.1%. The employment rate was higher for men than for women: 46.2% of working age men were employed compared to 13.9% of working age women. Compared to 2018, there is an increase in employment rate by 1.3%, where this increase in men was 3.6% while in women is unchanged.

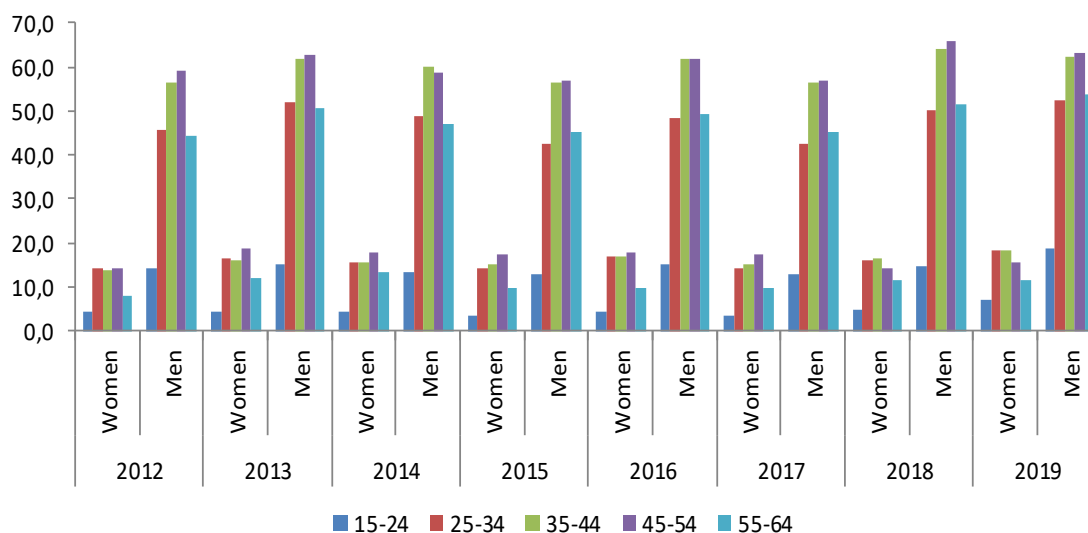
**Table 1. Employment to population ratio by age group (%) by years 2012-2019**

Age group	2012		2013		2014		2015		2016		2017		2018		2019	
	Women	Men	Women	Men	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	4,9	14,6	7,1	18,6
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	16,0	50,3	18,5	52,4
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	16,7	64,3	18,5	62,4
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	14,5	65,9	15,7	63,3
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	11,8	51,6	11,6	53,7

Data source: Labour Force Survey, 2012-2019, KAS

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

**Graph 2. Employment to population ratio by age group (%) by years 2012-2019**



Data source: Labour Force Survey, 2012-2019, KAS

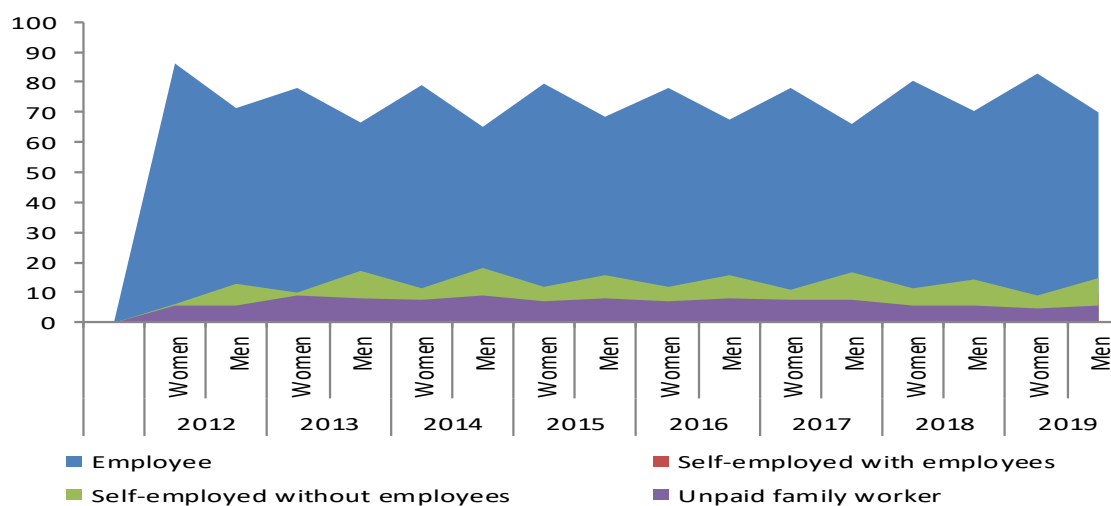
**Table 2. Employees by employment status by years 2012-2019**

Employment status	2012		2013		2014		2015		2016		2017		2018		2019	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
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	80,6	70,5	83,1	70,1
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	2,2	9,3	2,9	9,6
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	11,5	14,5	8,9	14,9
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	5,6	5,7	4,9	5,4

Data source: Labour Force Survey, 2012-2019, 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 3. Employees by employment status by years 2012-2019**



Data source: Labour Force Survey, 2012-2019, KAS

**Table 3. Employees by occupation (%), in 2018**

Employed by occupation	Women	Men	%		Gender distribution	
			Women	Men	Women	Men
Lawmakers, senior officials and managers	4 607	20 399	6,2	7,4	18,4	81,6
Professionals	26 411	36 409	35,7	13,3	42,0	58,0
Technical and related occupation	4 959	10 316	6,7	3,8	32,5	67,5
Clerk	6 389	14 014	8,6	5,1	31,3	68,7
Service workers and salesmen in shops and markets	16 407	71 449	22,2	26,1	18,7	81,3
Skilled workers in agriculture and fishing	443	8 585	0,6	3,1	4,9	95,1
Craft and trade workers	6 954	37 525	9,4	13,7	15,6	84,4
Factory and machinery operators and assemblers	400	17 486	0,5	6,4	2,2	97,8
Elementary occupation	7 434	57 964	10,0	21,1	11,4	88,6

*Data source: Labour Force Survey, 2018, 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 4. Employees by occupations (%) in 2019**

Employed by occupation	Women	Men	%		Gender distribution	
			Women	Men	Women	Men
Lawmakers, senior officials and managers	5 198	26 911	6,2	9,5	16,2	83,8
Professionals	27 189	31 150	32,5	11,0	46,6	53,4
Technical and related occupation	6 516	15 456	7,8	5,5	29,7	70,3
Clerk	8 547	12 869	10,2	4,6	39,9	60,1
Service workers and salesmen in shops and markets	18 917	66 468	22,6	23,5	22,2	77,8
Skilled workers in agriculture and fishing	1 584	8 570	1,9	3,0	15,6	84,4
Craft and trade workers	5 331	33 388	6,4	11,8	13,8	86,2
Factory and machinery operators and assemblers	521	20 409	0,6	7,2	2,5	97,5
Elementary occupation	9 824	67 346	11,7	23,8	12,7	87,3

*Data source: Labour Force Survey, 2019, KAS*

Nearly most of women employed in 2019 were professional 32.5%, sales and service workers in stores and markets 22.6%, in elementary occupations 11.7%, and so on.

**Table 5. Employees by activity (%), in 2018**

Aktiviteti	Distribution in%			Distribution by	
	Women	Men	Total	Women	Men
Agriculture, forestry and fishing	1,0	4,2	3,5	6,1	93,9
Mining and quarrying	0,1	1,1	0,9	2,2	97,8
Production	6,1	11,4	10,3	12,7	87,3
Electricity, gas, steam and air conditioning supply	0,1	2,3	1,8	1,7	98,3
Water supply, sewerage, waste management and repair activities	0,4	1,5	1,3	7,3	92,7
Construction	1,2	14,8	11,9	2,2	97,8
Wholesale and retail trade, repair of motor vehicles and motorcycles	17,7	16,8	17,0	22,2	77,8
Transportation and storage	1,4	3,8	3,3	9,2	90,8
Accommodation and food service activities	3,6	7,7	6,9	11,3	88,7
Information and communication	3,2	3,5	3,4	19,5	80,5
Financial and insurance activities	3,2	1,7	2,0	33,9	66,1
Real estate activities	0,0	0,1	0,1	10,0	90,0
Professional, scientific and technical activities	2,6	1,5	1,8	31,2	68,8
Administrative and support service activities	2,8	2,9	2,9	21,0	79,0
Public administration and defense, compulsory social security	6,5	7,1	7,0	19,8	80,2
Education	21,8	8,5	11,3	40,9	59,1
Human health and social work activities	13,4	3,7	5,8	49,3	50,7
Art, entertainment and recreation	0,8	1,5	1,3	12,7	87,3
Other service activities	5,1	4,8	4,8	22,3	77,7
*Home employment activities	6,8	0,4	1,7	83,8	16,2
Activities of extra-territorial institutions and organizations	2,0	0,7	1,0	43,1	56,9

Data source: Labour Force Survey, 2018, KAS

**Table 6. Employees by activity (%), in 2019**

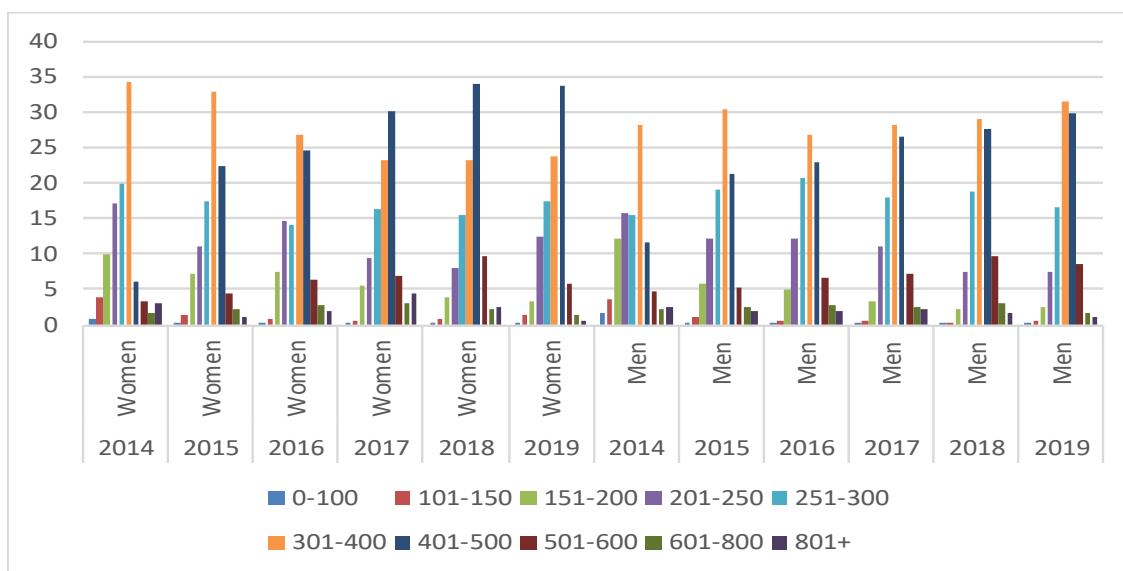
Activity	Distribution in%			Distribution by gender	
	Women	Men	Total	Women	Men
Agriculture, forestry and fishing	2,8	5,9	4,4	12,4	87,6
Mining and quarrying	0,0	0,8	1,2	0,7	99,3
Production	5,3	13,9	13,2	10,2	89,8
Electricity, gas, steam and air conditioning supply	0,4	1,8	1,8	6,4	93,6
Water supply, sewerage, waste management and repair activities	0,4	1,3	1,2	8,7	91,3
Construction	1,2	15,9	12,9	2,2	97,8
Wholesale and retail trade, repair of motor vehicles and motorcycles	18,7	1,65	1,47	25,1	74,9
Transportation and storage	1,1	4,4	2,7	7,1	92,9
Accommodation and food service activities	4,6	7	6,6	16,3	83,7
Information and communication	4,7	3,5	2,6	28,3	71,7
Financial and insurance activities	2,2	1,6	1,7	28,7	71,3
Real estate activities	0,2	0,1	0,1	24,8	75,2
Professional, scientific and technical activities	3,4	2,5	2,2	28,3	71,7
Administrative and support service activities	3,7	4	3,8	21,6	78,4
Public administration and defense, compulsory social security	5,6	6,8	6,1	19,6	80,4
Education	20,7	6,8	9,5	47,3	52,7
Human health and social work activities	13,6	2,8	6,5	59	41,0
Art, entertainment and recreation	1,1	1,4	1,4	19,6	80,4
Other service activities	5,7	1,9	4,4	47,4	52,6
Home employment activities	3,9	0,4	2,1	76,3	23,7
Activities of extra-territorial institutions and organizations	0,6	0,7	1,0	21,5	78,5

*Data source: Labour Force Survey, 2019, 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.



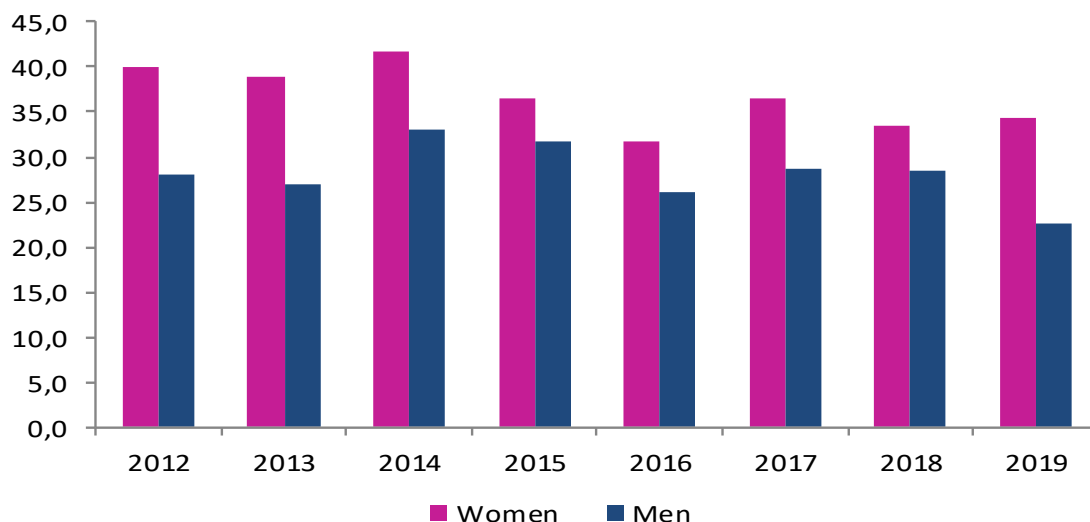
**Graph 4. Net monthly wage for employees (%) by years 2014-2019**



Data source: Labour Force Survey, 2014-2019, KAS

Most of the net monthly wages in 2019 were between € 400 and € 500, among those who responded. Very small differences were observed in gender, with a slight tendency for men to receive higher wages.

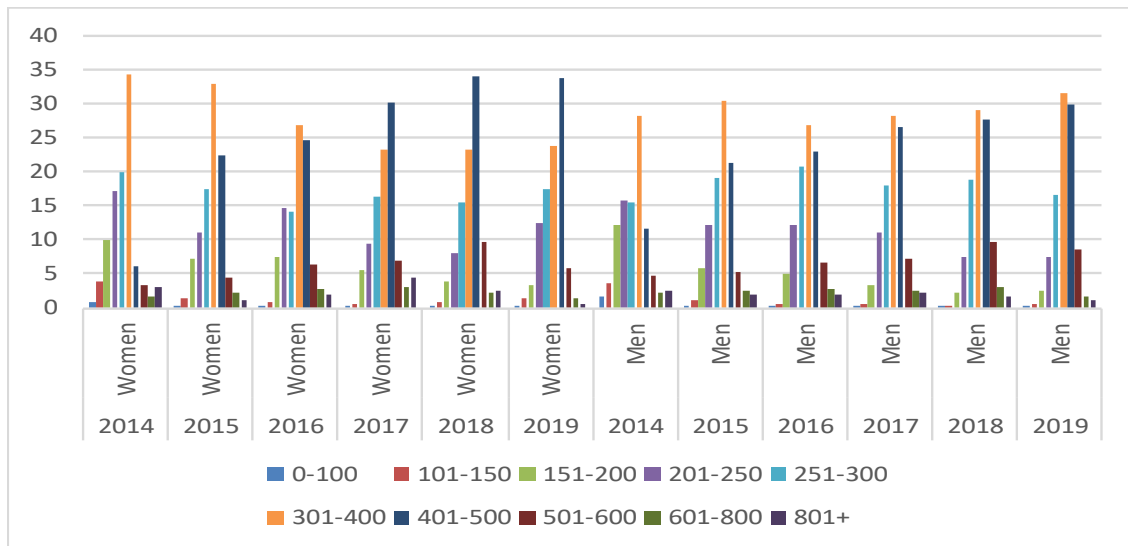
**Graph 5. Unemployment rate by age group 15-64 (%) by years 2012-2019**



Data source: Labour Force Survey, 2012-2019, KAS

Unemployment rate was higher for women than for men.

**Graph 6. Unemployment rate by age group by years 2012-2019**



Data source: Labour Force Survey, 2012-2019, KAS

In 2019, about 50% 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 7. Active enterprises by ownership and economic activity by years 2014-2019**

Economic activity	2014		2015		2016		2017		2018		2019	
	Women	Men	Women	Men	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	23,7	76,3	28,8	71,2
Mining and quarrying	3,8	96,2	5,1	94,9	5,3	94,7	4,3	95,7	3,8	96,2	5,2	94,8
Manufacturing (production)	8,0	92,0	8,5	91,5	8,9	91,1	9,3	90,7	9,3	90,7	11,8	88,2
Electricity, gas, steam and air conditioning supply	0,0	100,0	0,0	100,0	2,9	97,1	2,3	97,7	3,1	96,9	5,8	94,2
Water supply, sewerage, waste management and repair activities	4,0	96,0	4,2	95,8	6,1	93,9	5,9	94,1	2,4	97,6	2,5	97,5
Construction	4,2	95,8	4,0	96,0	4,1	95,9	4,2	95,8	3,5	96,5	4,9	95,1
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	9,5	90,5	10,1	89,9
Transportation and storage	4,2	95,8	4,9	95,1	4,6	95,4	4,1	95,9	4,0	96,0	4,7	95,3
Accommodation and food service activities	7,7	92,3	7,1	92,9	7,5	92,5	7,6	92,4	8,2	91,8	9,3	90,7
Information and communication	8,0	92,0	8,5	91,5	8,4	91,6	7,2	92,8	8,0	92,0	11,1	88,9
Financial and insurance activities	14,8	85,2	15,2	84,8	16,2	83,8	13,1	86,9	11,9	88,1	16,0	84,0
Real estate activities	5,3	94,7	4,2	95,8	8,0	92,0	7,8	92,2	7,8	92,2	10,1	89,9
Professional, scientific and technical activities	10,0	90,0	8,7	91,3	8,5	91,5	8,8	91,2	10,8	89,2	15,6	84,4
Administrative and support service activities	8,9	91,1	8,6	91,4	9,8	90,2	9,9	90,1	13,4	86,6	15,5	84,5
Public administration and defense, compulsory social security	10,9	89,1	11,7	88,3	14,1	85,9	16,3	83,8	16,5	83,5	15,9	84,1
Education	25,8	74,2	26,2	73,8	26,7	73,3	28,4	71,6	25,7	74,3	27,2	72,8
Human health and social work activities	17,9	82,1	18,0	82,0	17,8	82,2	17,6	82,4	13,3	86,7	17,6	82,4
Art, entertainment and recreation	6,7	93,3	8,8	91,3	8,1	91,9	9,2	90,8	8,9	91,1	11,4	88,6
Other service activities	25,6	74,4	26,0	74,0	26,0	74,0	27,9	72,1	20,0	80,0	33,0	67,0

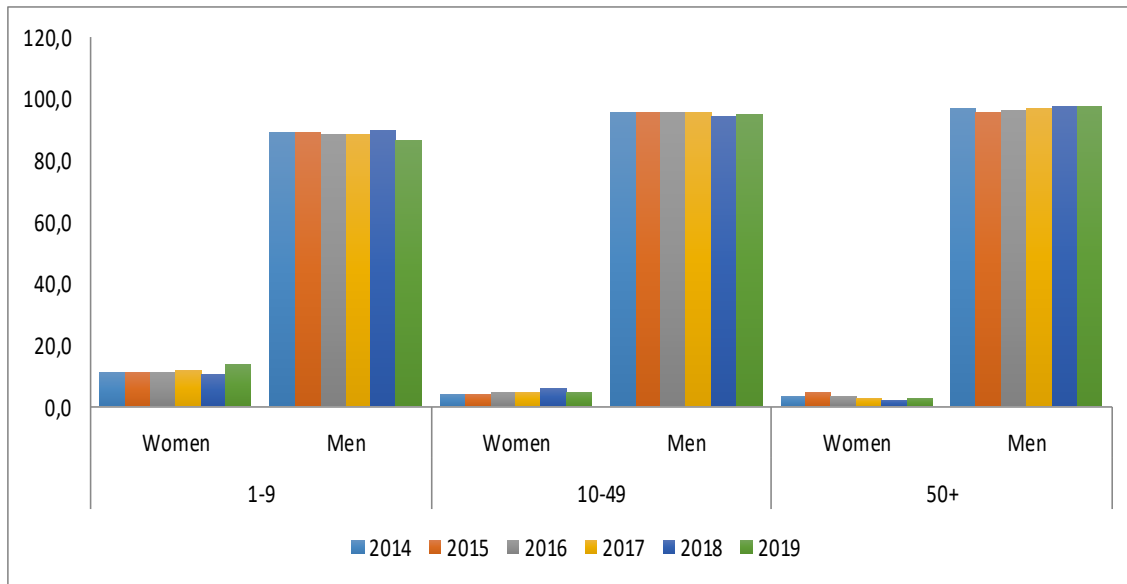
Data source: Statistical Business Register 2014-2019, KAS

**Table 8. Structure of active enterprises by groups of employees and owners by years 2014-2019**

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
2018	10,5	89,5	5,7	94,3	2,4	97,6
2019	13,5	86,5	5,0	95,0	2,6	97,4

Data source: Statistical Business Register 2014-2019, KAS

**Graph 7. Graphical presentation of active enterprises by gender of owners by years 2014-2019**



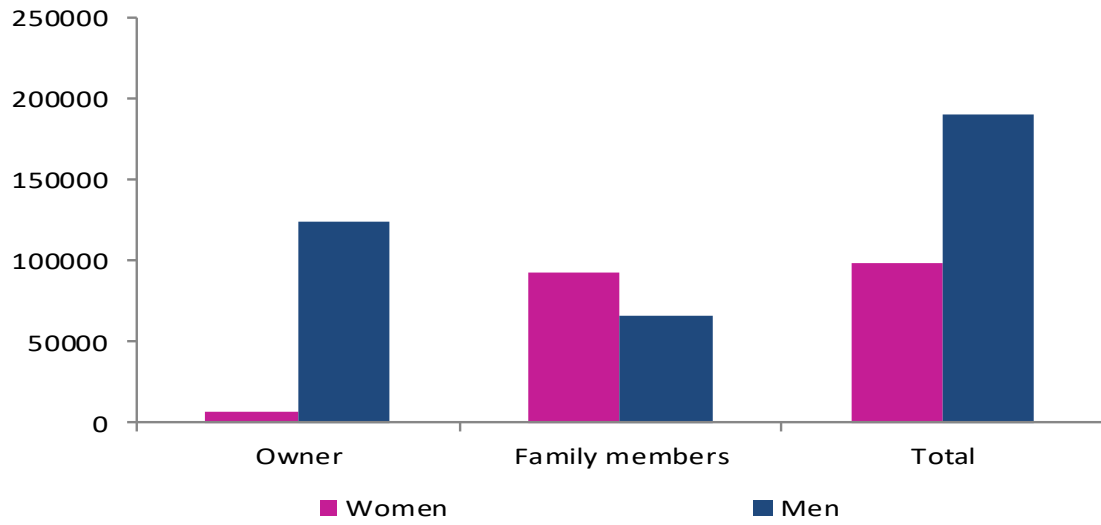
Data source: Statistical Business Register 2014-2019, KAS

**Table 9. Owners of agricultural land and family members, 2014**

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

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

**Graph 8. Agricultural holdings, 2014**



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

## DECISIONMAKING

**Table 1. Managerial positions in ministries, executive agencies and local administration level, 2018**

Central and local level	Senior management level		Leading level	
	Women	Men	Women	Men
Ministries	10	75	390	1023
Municipalities	0	0	159	675

Data source: MPA - DCSA, 2020

**Table 2. Employees in decision-making positions by the Ministry, 2018**

Ministries	Senior management level				Leading level			
	Gender	Gender distribution		Gender	Gender distribution			
	Women	Men	Women	Men	Women	Men	Women	Men
Office of the Prime Minister	1	8	11	89	39	85	31	69
of the Security Forces		1	0	100	9	27	25	75
of Trade & Industry	2	7	22	78	13	33	28	72
of Health	1	3	25	75	10	13	43	57
of Culture, Youth, Sports & Resident Affairs		2	0	100	21	40	34	66
of Infrastructure		1	0	100	5	32	14	86
of Labor & Social Welfare		4	0	100	19	64	23	77
of Public Administration	1	2	33	67	14	25	36	64
of Education, Science & Technology	3	12	20	80	22	57	28	72
of Economics & Finance		4	0	100	53	175	23	77
of Agriculture, Forestry & Rural Development		4	0	100	19	48	28	72
of Economic Development		2	0	100	8	25	24	76
of Local Government Administration	1		100	0	12	11	52	48
of Environment & Spatial Planning		3	0	100	11	34	24	76
of Justice		8	0	100	31	81	28	72
of Internal Affairs		6	0	100	63	200	24	76
of Foreign Affairs		3	0	100	4	16	20	80
for Communities & Returns		1	0	100	4	11	27	73
for European Integration		1	0	100	8	15	35	65
for Diaspora	1		100	0	4	14	22	78
The Assembly of Kosovo								
Presidency		1	0	100	17	14	55	45
Regional MZH		1	0	100	3	3	50	50
Innovation & Entrepreneurship		1	0	100	1		100	0

Data source: MPA, November 2020

**Table 3. Employees in municipal administration, 2018**

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
Glllogovc	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
Zveçan	57	28	29	1,4	0,7	49	51

Data source: MPA, 2018



**Table 4. Employees in diplomatic missions, 2018-2019**

Position	2018				2019			
	Total		%		Total		%	
	Women	Men	Women	Men	Women	Men	Women	Men
Diplomatic staff	46	112	27	73	50	130	35	65

Data source: Ministry of Foreign Affairs, 2018- 2019

**Table 5. Structure of employees in Kosovo Police, 2014-2019**

GRADA	2014			2015			2016			2017			2018			2019		
	Women	Men	Total	Women	Men	Total	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	2	13	15	4	30	34
lieutenant-colonel	3	39	42	3	38	41	3	37	0	4	53	57	4	58	62	3	52	55
Major	5	46	51	4	48	52	4	46	50	6	54	60	6	54	60	8	84	92
Captain	12	128	140	11	126	137	9	127	136	5	103	108	12	149	161	15	155	170
Lieutenant	27	315	342	33	324	357	36	328	364	36	325	361	29	274	303	21	219	240
Sergeant	80	867	947	91	871	962	113	1030	1143	113	1019	1132	113	1020	1133	113	1010	1123
Police officer	717	5426	6143	747	5565	6312	718	5314	6032	714	5209	5923	704	5151	5855	824	5337	6161
Civilian staff	370	764	1134	366	731	1097	362	719	1081	363	710	1073	352	693	1045	345	671	1016
Total (Uniform + Civil Staff)	1216	7601	8817	1257	7719	8976	1247	7617	8824	1243	7489	8732	1222	7412	8634	1333	7558	8891

Data source: Ministry of Internal Affairs, 2014-2019

**Table 6. Structure of uniformed staff employees in the Kosovo Police by positions, 2014-2019**

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
Year 2018	166	1568	1734
Year 2019	164	1550	1714

Data source: Ministry of Internal Affairs, 2014-2019

**Table 7. Employees in the Kosovo Police by age group, 2018**

Age group	2018			%	
	Women	Men	Total	Women	Men
20-29	41	400	441	0	5
30-39	265	1150	1415	3	13
40-49	580	3346	3926	7	39
50-59	289	1928	2217	3	22
60-64	47	588	635	1	7
Total	1222	7412	8634	14	86

*Data source: Ministry of Internal Affairs*

**Table 8. Employees in the Kosovo Police by age group, 2019**

Age group	2019			%	
	Women	Men	Total	Women	Men
20-29	155	575	730	2	6
30-39	217	994	1211	2	11
40-49	600	3281	3881	7	37
50-59	308	2032	2340	3	23
60-64	53	676	729	1	8
Total	1333	7558	8891	15	85

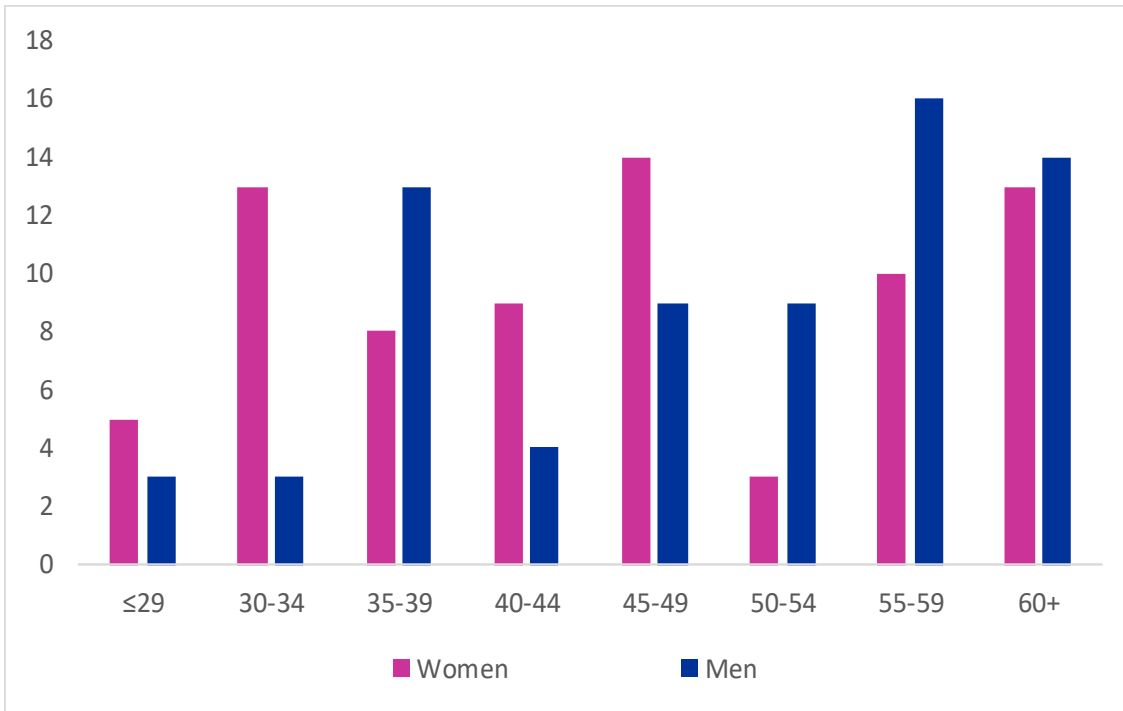
*Data source: Ministry of Internal Affairs*

**Table 9. Military staff employees by age group in the MKSF / KSF, 2018/2019**

Positions	2018				2019			
	Total		%		Total		%	
	Women	Men	Women	Men	Women	Men	Women	Men
Total Military	193	1953	9	91	300	2476	11	89
Civil in the MoD / KSF	53	180	23	77	53	179	23	77

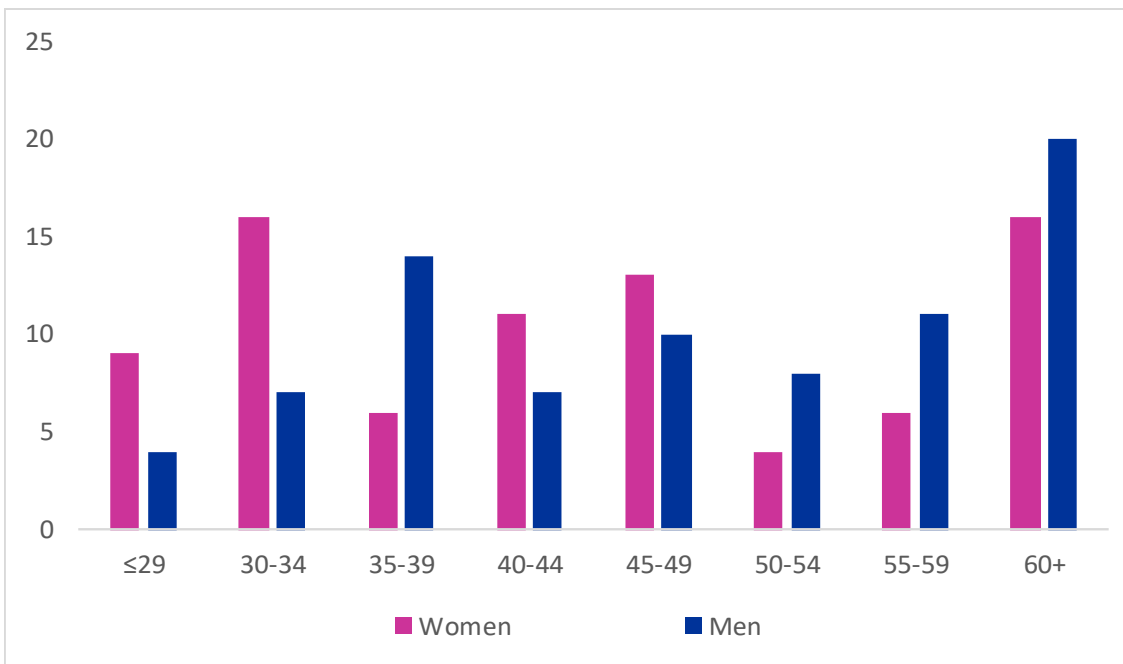
*Data source: Ministry of KSF, 2020*

**Graph 1. Employees in the Kosovo Agency of Statistics by age group, 2018**



Data source: Kosovo Agency of Statistics, 2018

**Graph 2. Employees in the Kosovo Agency of Statistics by age group, 2019**



Data source: Kosovo Agency of Statistics, 2019



# 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 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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