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Ministria e Financave, Punës dhe Transfereve – Ministarstvo za Financije, Rada i Transfera –

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*Agjencia e Statistikave të Kosovës - Agencija za Statistike Kosova - Kosovo Agency of Statistics*

## **Series 5: Social Statistics**

### **Labour Force Survey Q1 2021**



AGJENCIA E STATISTIKAVE TË KOSOVËS  
AGENCIJA ZA STATISTIKE KOSOVA  
KOSOVO AGENCY OF STATISTICS

## Foreword

The purpose of the Labour Force Survey (LFS) in Kosovo is to provide statistical data on statistical indicators of the labour market and facilitate their comparison with previous years and quarters. Labour Force Survey includes 458 Enumeration Areas (EAs) in the entire territory of Kosovo.

Report of LFS in the first quarter of 2021 contains information on employment and unemployment according to age, sex, employment status, economic activity, occupation and other areas of the labour market.

In the first quarter of 2021, the employment rate is 29.3.2%, the unemployment rate is 25.8% while the inactivity rate is 60.5%.

LFS data indicate that the percentage of people employed part-time in the first quarter of this year is 7.4%. Self-employment (as a percentage of employees) for the quarter was 19.2%. Percentage of employees in vulnerable employment (persons who are self-employed and have no employees and those who work without pay in a family business) is 14.3%. Trade, manufacturing, construction and education continue to employ almost half of employed persons. Regarding the participation in the workforce which was 39.5% in this period, the number of females belonging to the labour force is 22.7% and 56.5% is for males.

The unemployment rate among young people is 48.6%.

Long-term unemployment of young people (age 15-19) who have been unemployed for more than 12 months for this quarter is 45.7%.

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

KAS thank the participants and other stakeholders, especially its staff in the implementation of LFS first quarter of 2021. At the same time, KAS informs all users of official statistics that KAS, within budget opportunities, is continuously making capacity building efforts to publish stable and more quality statistics.

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

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

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## Introduction

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

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

- Revised questionnaire (following the Eurostat guidelines)
- New sampling frame (based on the Population, Households and Dwellings Census in Kosovo 2011).
- Sample rotation means that the proportion of the sample is replaced in each round of survey according to a predefined rotation model. The sample consists of a number of sub-samples or groups of rotations. In each round of survey, a new rotation set is inserted into the sample to replace the rotation group from the previous round of the survey. The sample share that is common for the two rounds of the survey allows the estimation of gross changes and enables reliable estimates of net changes. Also, from a practical point of view, the independent interviewing and improved controls during data analysis is enabled
- Interview of the households are conducted via laptop, through the CAPI method – Computer Assisted Personal Interviewing, which enables faster generation of data than through the PAPI method, respectively through the traditional method of data collection through interview by paper and pencil, which are entered to the computer.

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

## **Acknowledgements**

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

## List of Abbreviations

<b>LFS</b>	-	Labour Force Survey
<b>ILO</b>	-	International Labour Organization
<b>KAS</b>	-	Kosovo Agency of Statistics
<b>EU</b>	-	European Union
<b>NACE Rev.2</b>	-	Statistical Classification of Economic Activities
<b>ISCO 08</b>	-	International Standard Classification of Occupations
<b>EA</b>	-	Enumeration Area
<b>NEET</b>	-	Young people not in education, employment, or training

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## Definitions

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

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

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

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

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

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

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

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

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



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

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

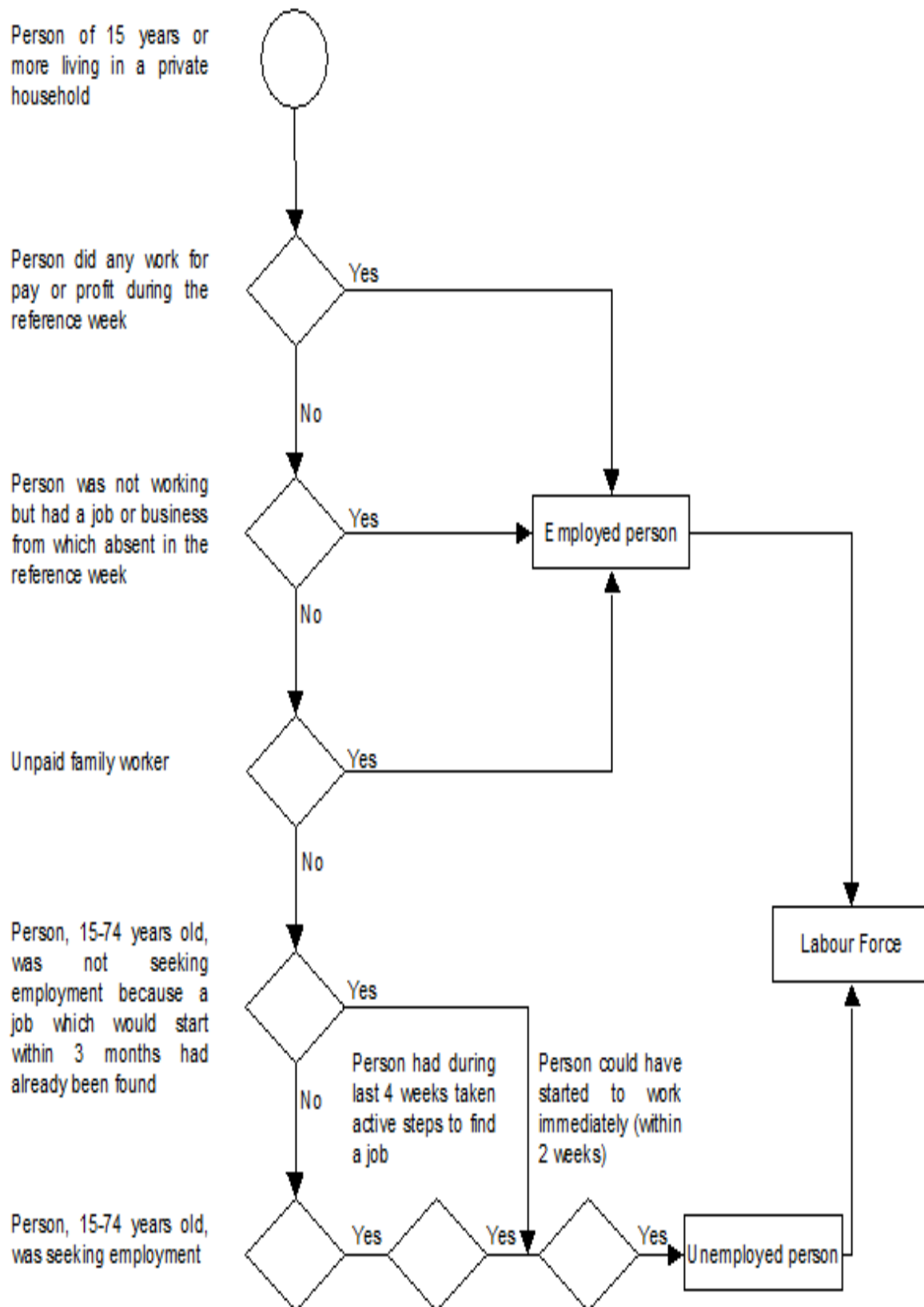
**Discouraged workers are persons who do not have jobs**, who are currently available for work but have given up looking for work because they believe that they cannot find work. This category of discouraged persons is included in the inactive population category.

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

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

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

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

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

## ***Impact of the COVID-19 Pandemic on Kosovo labour market data in Q1 2021***

### **Data collection during the COVID-19 Pandemic**

The COVID-19 Pandemic has affected the delays in data collection also for Q1 2021. Therefore, the delays in data collection in the field have affected the LFS Q1 results to be published late.

### **Methodology and collection of LFS data in Q4 2020.**

Kosovo Agency of Statistics (KAS) publishes employment / unemployment data from the Labour Force Survey (LFS) which are collected from the field by surveyors according to the sampling selected in housing units / households. LFS quarters (4 quarters) are divided into 13 reference weeks and include sampling rotation with surveys and re-surveys (for more on sampling rotation see page 2 of the publication).

### **Collection of the data in the field:**

Due to the delays presented in the field data collection, for Q1 2021 the respondents of the dwellings units / households were asked about their situation according to the reference weeks of Q1 2021.

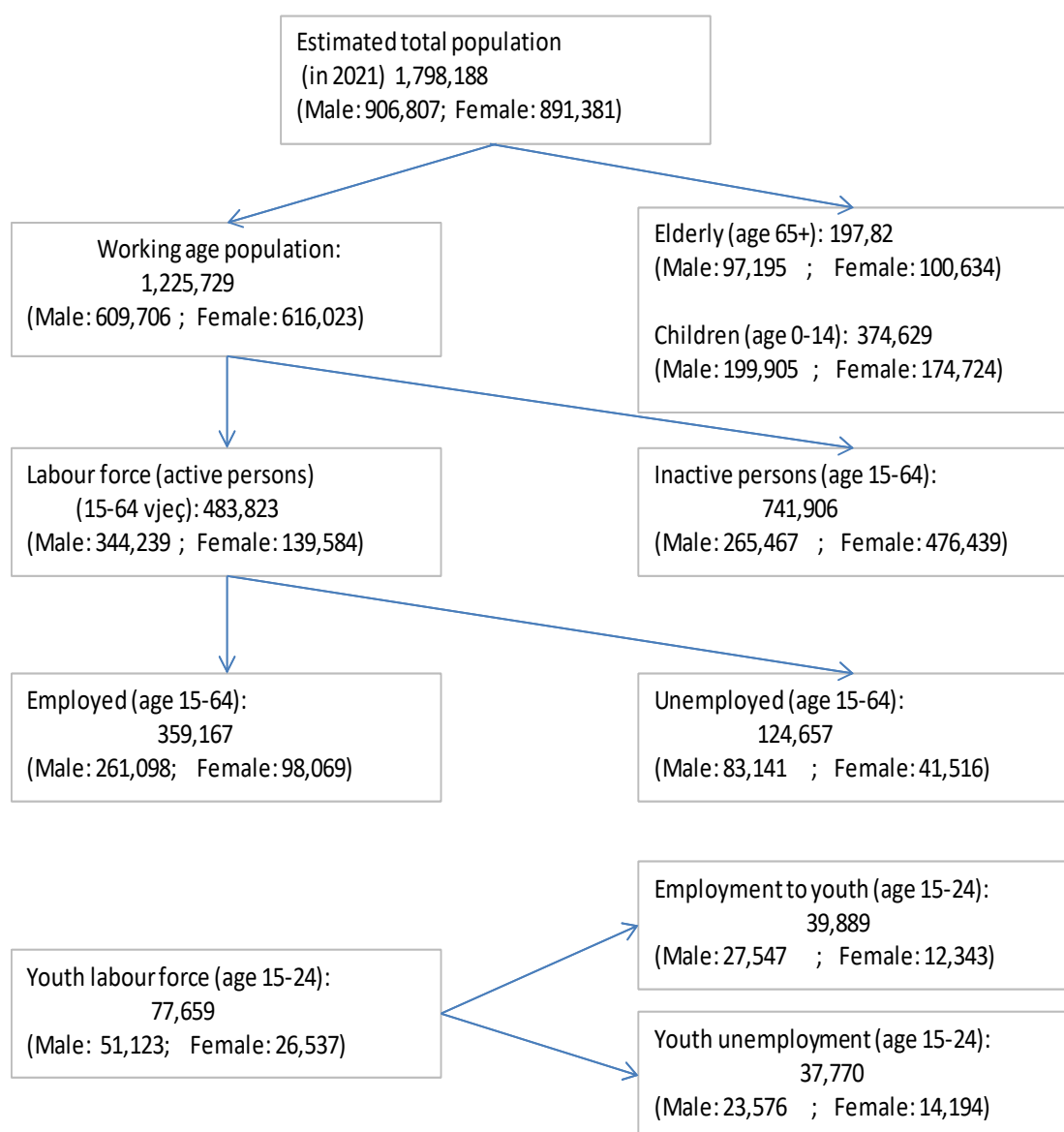
Due to the situation created by the COVID-19 Pandemic, the dwellings units / households that refused to respond by physical contact, were contacted by phone for information and all surveys and re-surveys planned for this quarter have been completed.

## Key indicators

Graph 1 indicates a summary of the state of the labour market of Kosovo's population based on the Labour Force Survey in the first quarter 2021. Among the main results of the LFS in the first quarter of 2021, as indicated in Graph 1 and elaborated further in this report, are:

- Almost two thirds of Kosovo's population are of working age (age 15-64). It is expected that the working age population to increase rapidly over the next decade as Kosovo is among the countries with the youngest population in Europe.
- Of the working age population, 60.5% are not economically active, which means that they are not employed and have not been active in search of employment during the past four weeks and / or are not ready to start working within two weeks.
- From 39.5% (483,823 persons) of the population that is economically active, 25.8% (124,657 persons) are unemployed.
- The ratio of employment to the population (employment rate), 29.3% (590,167 persons) are employed.
- 60.5% of the working age population is inactive.
- There are significant gender differences in all labour market.
  - One in five (22.7%) females of working age are active in the labour market, compared with about three-fifths (56.5%) of working-age males
  - Among persons in the labour force, unemployment is higher for females than for males (29.7% compared to 24.2%).
  - The employment rate among working age females is only 15.9%, compared with 42.8% for males.
  - This very low degree of unemployment among females stems from the combination of very low participation in the labour force and high unemployment.
  - Females were mainly employed in the education, trade and health sectors (53.0% of employed females). Males were mainly employed in the sectors of trade, construction, and manufacture (employing 43.1% of employed males).
- Youth unemployment is very high in Kosovo.
- In the first quarter of 2021, young people in Kosovo had two times more likely to be unemployed than adults. Among persons aged 15-24 in the labour force, 48.6% were unemployed. Unemployment is higher among young females (53.5%) than young males (46.1%).

- Nearly one-third (29.8%) of those aged 15 to 24 years in Kosovo were not in employment, education, or training (NEET). This figure is 29.6% for young females compared with 29.9% for young males.
- Most of those employees reporting to work fulltime.
- 92.6% of respondents reported working full time in their main job.
- The reasons for working part-time differ between the genders, as females, taking on the role of care within the family, reduce the hours available for employment.
- The number one reason for males not working full time, was the lack of a full-time job.
- 14.3 % of employed people belonged to the category of vulnerable employment. This means that they are either employed in their business (own-account workers), or contribute to a family business (paid or unpaid).
- Only 44.0% of employed persons had a permanent contract in their main job, with 3.5% higher for females than males (45.7% to 43.2%), while 56.0% had a temporary contract, with 2.5% more higher in males than in females (56.8 % to 54.3 %).  
Persons who had temporary contracts were asked why they had this type of contract and 70.3% of respondents reported that there was no other contract available.
- Net salaries of most employees were between € 400 to € 500 per month.

**Graph. 1: Classification of the labour market for the population of Kosovo, Q1 2021****Tab. 1: Key indicators of the labour market**

Key indicators of the labor market (%)	Male	Female	Total
Rate of participation in labor force	56.5	22.7	39.5
Inactivity rate	43.5	77.3	60.5
Employment to population ratio (employment rate)	42.8	15.9	29.3
Unemployment rate	24.2	29.7	25.8
Youth unemployment rate (15-24 years of age)	46.1	53.5	48.6
Youth NEET share of youth population (15-24 years of age)	29.9	29.6	29.8
Share of vulnerable employment in total employment	16.9	7.4	14.3

# 1. Employment

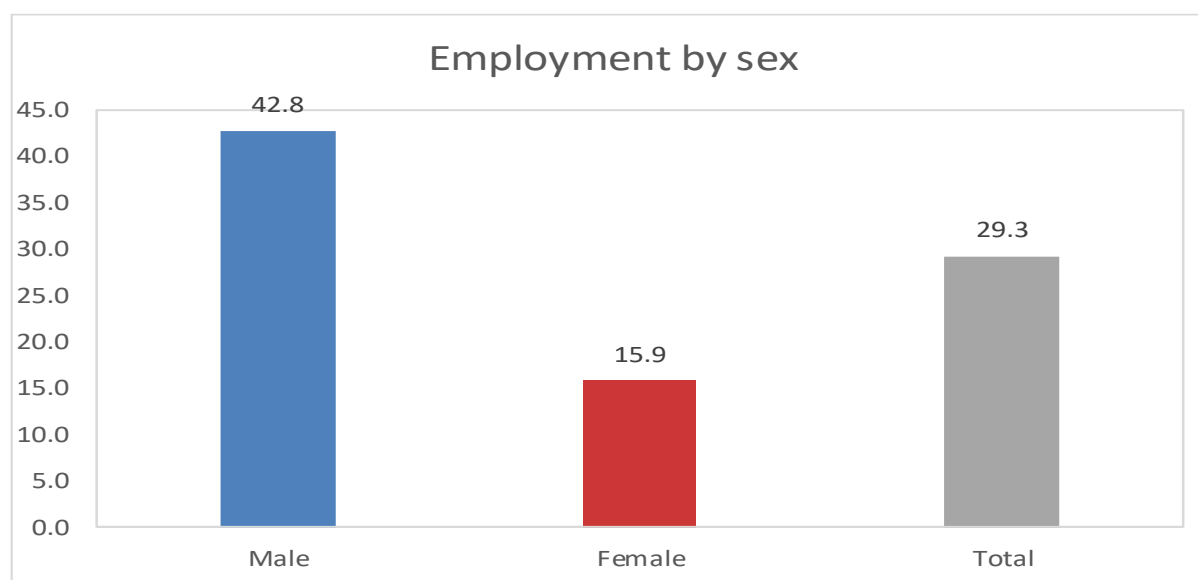
## 1.1: Employment by sex

Out of the entire working age population, 29.3% were employed. The employment rate was higher for males than for females: 42.8% of males of working age were employed compared to 15.9% of females of working age.

Compared with the previous LFS (Q4 2020) in Kosovo, there is a decrease by 0.9% in employment rate, with the decrease to males by 1.9% while with the increase to females by 0.1%.

Compared with the same period last year (Q1 2020) of LFS in Kosovo, we have an increase in the employment rate by 0.2%, where this increase to females was 1.8% while there is an increase to males by 1.2%.

**Graph. 1.1: Employment rate by sex**



## 1.2: Employment by age group and educational level

The employment rate in the age group was highest among persons of age between 35-44 (39.9%), and lowest among youth (age 15-24) (12.0%).

The employment rate for females for the age group 25-54 ranges from 18.0% to 22.3%. In the age group 25-34, the employment rate is 22.3%, with a decrease by 1.4% in the age group 35-44 (20.9%) and a decrease by 2.9% compared to the age group 45-54 years (18.0%). While females employed in the young age group (age 15-24) were only 7.7% while in the age group (age 55-64) were 13.1%.

To males (Table 1.1), the employment rate was highest for the age group 35 to 44 (60.4%), followed by the age group 45 to 54 (56.2%) and the lowest for young people age 15 to 24 (16.1%).

**Tab.1.1: Employment and employment-to-population ratio, by sex and age group**

Kosovo	Male	Female	Total
<b>Employment ('000s)</b>			
15-24	27.547	12.343	39.889
25-34	66.596	27.488	94.085
35-44	63.485	23.550	87.036
45-54	62.544	21.823	84.367
55-64	40.926	12.864	53.790
<b>15-64</b>	<b>261.098</b>	<b>98.069</b>	<b>359.167</b>
<b>Employment-to-population ratio (%)</b>			
15-24	16.1	7.7	12.0
25-34	48.9	22.3	36.2
35-44	60.4	20.9	39.9
45-54	56.2	18.0	36.3
55-64	47.5	13.1	29.2
<b>15-64</b>	<b>42.8</b>	<b>15.9</b>	<b>29.3</b>

**Tab. 1.2: Employment and employment-to-population ratio, by education attainment and sex**

Kosovo	Male	Female	Total
<b>Employment ('000s)</b>			
No formal education	0.369	0.177	0.546
Primary	33.215	9.641	42.856
Secondary education, vocational	89.808	17.396	107.204
Secondary education, gymnasium	67.072	22.882	89.954
Tertiary	70.634	47.973	118.607
<b>Total</b>	<b>261.098</b>	<b>98.069</b>	<b>359.167</b>
<b>Employment-to-population ratio (%)</b>			
No formal education	5.0	0.8	1.9
Primary	22.9	3.6	10.3
Secondary education, vocational	44.1	16.9	35.0
Secondary education, gymnasium	44.1	18.5	32.6
Tertiary	69.6	49.0	59.5
<b>Total</b>	<b>42.8</b>	<b>15.9</b>	<b>29.3</b>

Table 1.2 indicates that the higher the education is, the higher will be the possibility for employment (69.6% to males and 49.0% to females).



**Tab. 1.3: Higher level of education by type of employer for employees (15-64)**

Kosovo	Public sector, Government	State-owned enterprise	Private company or enterprise	A private individual
<b>Highest education level (%)</b>				
No formal education	0.1	0.0	0.0	0.0
Primary	2.8	7.7	13.0	44.0
Secondary education, vocational	19.5	33.1	31.4	28.5
Secondary education, gymnasium	12.6	16.5	30.5	23.2
Tertiary	65.1	42.7	25.1	4.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Table 1.3 indicates that the requirements for jobs are higher for government positions, where over half of all employees (65.1%) have completed higher education.

### 1.3: Employment status

In the first quarter of 2021, 76.3% of employed persons were employees, 9.4% were self-employed and had other employees, 10.9% were self-employed with no other employees and 3.4% were family workers (Table 1.4). The majority of employed females had the status of employees (87.4% compared to 72.2% for males).

**Tab. 1.4: Status in employment by sex, (%)**

Kosovo	Male	Female	Total
<b>Status in employment ('000s)</b>			
Employee	188.402	85.749	274.152
Self-employed with employees	28.659	5.029	33.688
Self-employed without employees (own-account worker or free-lancer)	34.250	4.911	39.161
Unpaid family worker	9.786	2.379	12.166
<b>Total</b>	<b>261.098</b>	<b>98.069</b>	<b>359.167</b>
<b>Share of status category in total employment (%)</b>			
Employee	72.2	87.4	76.3
Self-employed with employees	11.0	5.1	9.4
Self-employed without employees (own-account worker or free-lancer)	13.1	5.0	10.9
Unpaid family worker	3.7	2.4	3.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.4: Vulnerable employment

Besides the low level of employment in Kosovo, 14.3% of employed persons worked in vulnerable employment. Workers in vulnerable employment are either self-employed people without employees or those who work without pay in a family business. These two groups of workers are likely lower to have a formal work agreement compared to workers with pay and salary.

Males are more likely to hold such vulnerable employment (16.9% of employed males compared to 7.4% of employed females). Expressed in absolute numbers, 51,327 of 359,167 employees belong to the category of vulnerable employment (Table 1.5). Employees in occupational areas are less likely to be employed in vulnerable employment (Table 1.6), as well as persons with higher level of education (Table 1.7).

**Tab. 1.5: Vulnerable employment by sex**

<b>Kosovo</b>	
<b>Vulnerable employment ('000s)</b>	
Male	44.037
Female	7.290
<b>Total</b>	<b>51.327</b>
<b>Share of vulnerable employment in total employment (%)</b>	
Male	16.9
Female	7.4
<b>Total</b>	<b>14.3</b>

**Tab. 1.6: Vulnerable employment by occupation and sex**

Kosovo	Male	Female	Total
<b>Self-employed without employees (%)</b>			
Managers	5,7	4,6	5,5
Professionals	7,2	13,3	8,0
Technicians and Associate Professionals	5,9	0,0	5,2
Clerical Support Workers	0,2	0,0	0,2
Services and Sales Workers	30,3	47,1	32,4
Skilled Agricultural, Forestry and Fishery Workers	5,1	1,5	4,6
Craft and Related Trades Workers	14,6	28,1	16,3
Plant and Machine Operators and Assemblers	14,3	1,7	12,7
Elementary Occupations	16,8	3,7	15,1
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>
<b>Unpaid family worker (%)</b>			
Managers	10,0	2,4	8,5
Professionals	1,2	0,0	1,0
Technicians and Associate Professionals	7,9	0,0	6,4
Clerical Support Workers	0,0	0,0	0,0
Services and Sales Workers	16,3	25,4	18,1
Skilled Agricultural, Forestry and Fishery Workers	12,1	20,5	13,8
Craft and Related Trades Workers	16,7	6,7	14,7
Plant and Machine Operators and Assemblers	4,3	0,0	3,5
Elementary Occupations	31,5	45,0	34,1
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

**Tab. 1.7: Vulnerable employment by education attainment and sex**

Kosovo	Male	Female	Total
<b>Self-employed without employees (%)</b>			
No formal education	0.7	0.0	0.6
Primary	18.8	31.9	20.5
Secondary education, vocational	41.3	20.0	38.6
Secondary education, gymnasium	26.8	39.0	28.4
Tertiary	12.4	9.1	11.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Unpaid family worker (%)</b>			
No formal education	0.6	3.2	1.1
Primary	18.2	39.4	22.3
Secondary education, vocational	42.4	13.0	36.6
Secondary education, gymnasium	30.5	37.8	31.9
Tertiary	8.4	6.6	8.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## **1.5: Types of contracts**

Regarding the type of contract that the interviewed employees had, the majority (87.3%) had an individual contract, while 8.0% worked without a contract, 2.8% a collective contract with the employer and 0.3% stated that they have a group contract. For young people (15 to 24 years old), the percentage of those who worked without a contract was 13.6%.

From people who have an employment contract, only 44.0% had permanent contracts for their main job (43.2% to males compared to 45.7% to females), while 56.0% had temporary contracts (56.8% to males compared to 54.3% to females). People who have temporary contracts were asked why they had this kind of contract and 70.3% of respondents reported that there was no other contract type available.

When asked if they had their rights in their main job, to benefit from social security scheme at work, the survey data indicated that only 13.9% of employees had this right.

## 1.6: Employment by activity

Trade, manufacturing, education and construction employ more than half of employed persons in the first quarter of 2021 (see tables 1.8 and 1.9). Trade employ 16.8%, continuing with manufacturing with 12.4%, education with 11.1% and construction with 9.4%, of employed persons in Kosovo.

Education, trade, and health care were the three leading female employers (employing 53.0% of employed females). Trade, manufacturing and construction are the most common sectors of employment for males (employing 43.1% of employed males).

**Tab. 1.8: Employment by activity and sex in thousand ('000), age 15 and over**

Kosovo (age 15 and over)	Male	Female	Total
<b>Employment by activity ('000s)</b>			
A - Agriculture, forestry and fishing	10.695	1.570	12.265
B - Mining and quarrying	3.583	0.605	4.188
C - Manufacturing	36.614	8.490	45.104
D - Electricity, gas, steam and air conditioning supply	8.907	1.348	10.255
E - Water supply, sewerage, waste management and remediation activities	3.487	0.323	3.810
F - Construction	33.286	0.712	33.998
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	44.297	16.871	61.168
I - Accommodation and food service activities	18.327	3.535	21.862
H - Transportation and storage	13.277	0.477	13.754
J - Information and communication	10.658	3.055	13.713
K - Financial and insurance activities	6.792	2.060	8.852
L - Real estate activities	0.462	0.000	0.462
M - Professional, scientific and technical activities	7.517	4.462	11.979
N - Administrative and support service activities	12.151	6.480	18.631
O - Public administration and defence; compulsory social security	16.522	7.086	23.608
P - Education	17.698	22.726	40.424
Q - Human health and social work activities	8.961	12.647	21.608
R - Arts, entertainment and recreation	3.244	0.642	3.886
S - Other service activities	6.433	4.538	10.971
T - Activities of households as employers; undifferentiated goods- and services- producing activities of households for own use	0.927	0.664	1.591
U - Activities of extraterritorial organisations and bodies	0.895	0.359	1.254
<b>Total</b>	<b>264.733</b>	<b>98.650</b>	<b>363.383</b>

**Tab. 1.9: Activity employment shares by sex in percentage (%), age 15 and over**

Kosovo (age 15 and over)	Male	Female	Total
Activity employment shares (%)			
A - Agriculture, forestry and fishing	4.0	1.6	3.4
B - Mining and quarrying	1.4	0.6	1.2
C - Manufacturing	13.8	8.6	12.4
D - Electricity, gas, steam and air conditioning supply	3.4	1.4	2.8
E - Water supply, sewerage, waste management and remediation activities	1.3	0.3	1.0
F - Construction	12.6	0.7	9.4
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	16.7	17.1	16.8
I - Accommodation and food service activities	6.9	3.6	6.0
H - Transportation and storage	5.0	0.5	3.8
J - Information and communication	4.0	3.1	3.8
K - Financial and insurance activities	2.6	2.1	2.4
L - Real estate activities	0.2	0.0	0.1
M - Professional, scientific and technical activities	2.8	4.5	3.3
N - Administrative and support service activities	4.6	6.6	5.1
O - Public administration and defence; compulsory social security	6.2	7.2	6.5
P - Education	6.7	23.0	11.1
Q - Human health and social work activities	3.4	12.8	5.9
R - Arts, entertainment and recreation	1.2	0.7	1.1
S - Other service activities	2.4	4.6	3.0
T - Activities of households as employers; undifferentiated goods- and services- producing activities of households for own use	0.4	0.7	0.4
U - Activities of extraterritorial organisations and bodies	0.3	0.4	0.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.7: Employment by occupation

In the first quarter of 2021, most of the employees were working in positions of service and sales, as professionals, in elementary occupations and craft workers (Table 1.10).

Almost half of employed females were professional, technical and related occupations with (42.2%), 21.7% were in services and sales, and 9.2% in elementary occupations. Males were distributed across sectors, but most were employed in service and sales (25.7%), 13.0% as craft workers and work related, in elementary occupations (17.0%) and 12.4% were professionals (Table 1.10).

**Tab. 1.10: Employment by occupation and sex, age 15 and over**

Kosovo (age 15 and over)	Male	Female	Total
<b>Employment by occupational category ('000s)</b>			
Managers	24.487	6.769	31.256
Professionals	32.809	34.219	67.028
Technicians and Associate Professionals	22.009	7.395	29.404
Clerical Support Workers	14.789	12.175	26.964
Services and Sales Workers	67.958	21.438	89.396
Skilled Agricultural, Forestry and Fishery Workers	3.614	1.009	4.623
Craft and Related Trades Workers	34.343	5.753	40.096
Plant and Machine Operators and Assemblers	19.642	0.815	20.457
Elementary Occupations	45.082	9.077	54.159
<b>Total</b>	<b>264.733</b>	<b>98.650</b>	<b>363.383</b>
<b>Occupation employment shares (%)</b>			
Managers	9.2	6.9	8.6
Professionals	12.4	34.7	18.4
Technicians and Associate Professionals	8.3	7.5	8.1
Clerical Support Workers	5.6	12.3	7.4
Services and Sales Workers	25.7	21.7	24.6
Skilled Agricultural, Forestry and Fishery Workers	1.4	1.0	1.3
Craft and Related Trades Workers	13.0	5.8	11.0
Plant and Machine Operators and Assemblers	7.4	0.8	5.6
Elementary Occupations	17.0	9.2	14.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.8: Employment models

Only 1.3% of the employed population reported that they had a second job during the reference week (1.2% of males compared to 1.4% of females).

In their main job, 92.6% of respondents reported working full time and 7.4% part-time. Gender differences were observed for females to work part-time (8.0% compared to 5.9%).

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

**Tab. 1.11: Reasons for working part-time by sex (%)**

Kosovo	Male	Female	Total
Caring for children or adults with disabilities	0.7	1.3	0.8
Own illness or disability	0.0	0.0	0.0
Other personal or family reasons	7.2	13.1	8.5
Undergoing school education or training	2.0	8.2	3.4
Could not find a full time job	61.3	44.9	57.6
Does not want a full time job	1.3	2.7	1.6
Of other reasons	27.5	29.8	28.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Within a week, 79.6% of employees worked between 40-48 hours per week, 8.1% of employees worked between 49-59 hours per week, 5.2% of employees worked 60 or more hours per week. Within a week, 7.0% of employees worked less than 40 hours.

Males tend to work longer hours than females, 16.3% of males work more than 48 hours per week compared to 5.2% of females (Table 1.12). A larger proportion of employed females (7.2%) worked less than 40 hours compared to 7.0% of males.



**Tab. 1.12: Employment by hours of work per week and sex**

Kosovë	Male	Female	Total
<b>Employment by hours of work ('000s)</b>			
Less than 25 (<25)	9.693	4.235	13.928
25-34	6.675	1.982	8.657
35-39	1.829	0.812	2.641
40-48	200.288	85.498	285.786
49-59	25.214	4.010	29.224
60 and over (>=60)	17.279	1.412	18.690
<b>Total</b>	<b>261.098</b>	<b>98.069</b>	<b>359.167</b>
<b>Employment shares by hours of work (%)</b>			
Less than 25 (<25)	3.7	4.3	3.9
25-34	2.6	2.0	2.4
35-39	0.7	0.8	0.7
40-48	76.7	87.3	79.6
49-59	9.7	4.1	8.1
60 and over (>=60)	6.6	1.4	5.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

**Tab. 1.13: Average number of hours worked per week by type of employer and sex**

Kosovo	Public sector, Government	State-owned enterprise	Private company or enterprise	A private individual
Male	39	39	43	36
Female	38	39	42	27
<b>Total</b>	<b>38</b>	<b>39</b>	<b>42</b>	<b>34</b>

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

**Tab. 1.14: Employment work patterns by sex (%)**

<b>Kosovo</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>IF WORKING IN SHIFTS</b>			
Working in shifts	28.1	28.8	28.3
Not working in shifts	71.9	71.2	71.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING EVENINGS</b>			
Usually	9.0	7.1	8.5
Sometimes	31.7	25.7	30.1
Never	59.3	67.2	61.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING AT NIGHT</b>			
Usually	3.3	1.7	2.8
Sometimes	17.1	11.2	15.5
Never	79.7	87.1	81.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING ON SATURDAYS</b>			
Usually	41.4	22.9	36.4
Sometimes	30.7	25.4	29.3
Never	27.9	51.7	34.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING ON SUNDAYS</b>			
Usually	6.9	6.2	6.7
Sometimes	29.4	20.0	26.8
Never	63.7	73.8	66.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>IF WORKING FROM HOME</b>			
Usually	4.8	6.3	5.2
Sometimes	12.8	12.1	12.6
Never	82.4	81.6	82.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 1.9: Net monthly wages

The net wages of the majority of employees were between 400 € and 500 € per month..

**Graph. 1.2: Net monthly wages by scale for employees by sex**



## 2. Unemployment

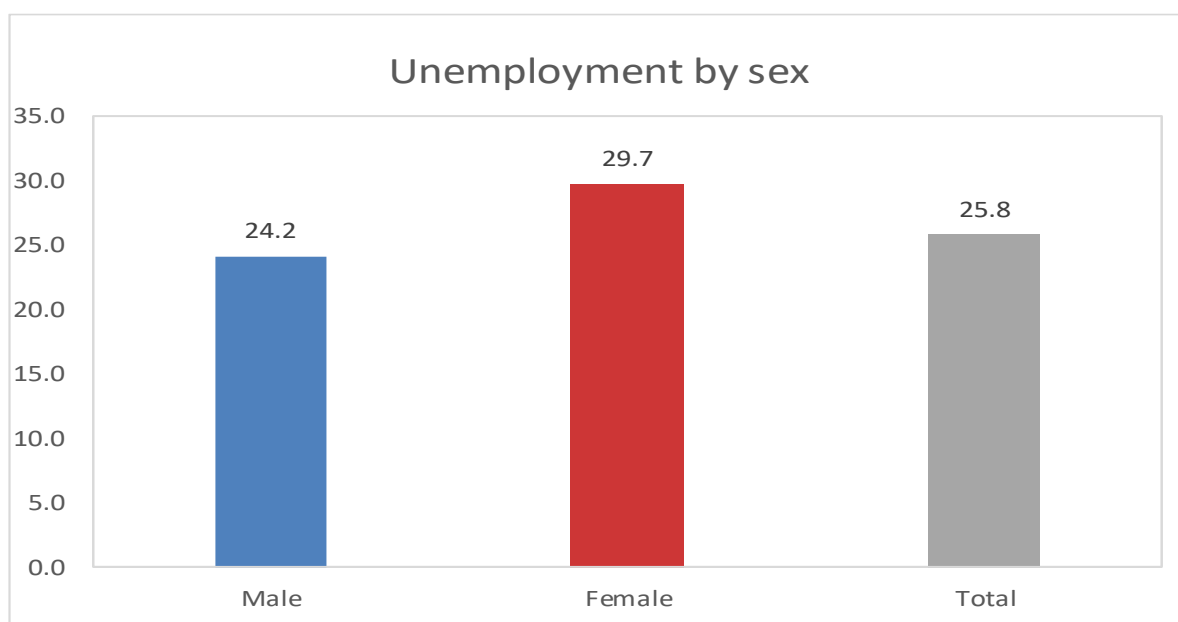
### 2.1: Unemployment by sex

According to the first quarter of LFS 2021, in Kosovo there were 124,657 persons aged 15-64 years who were unemployed, 83,141 of whom were males and 41,516 females (Table 2.1). Unemployment rate was 25.8%, highest to females by 29.7% than to males by 24.2% (Graph 2.1).

Compared to the previous quarter of the LFS (Q4 2020) in Kosovo, there is a decrease in unemployment rate by 1.2%, where this decrease to males is 0.1%, while there is a decrease to females by 3.8%.

Compared to the same period last year (Q1 2020) of LFS in Kosovo, there is an increase in the unemployment rate by 0.8%, with the increase to males by 1.2% while to females there is a decrease in the unemployment rate by 0.9%.

**Graph. 2.1: Unemployment rate by sex**



**Tab. 2.1: Unemployment and unemployment rate by sex**

Kosovo	Male	Female	Total
<b>Unemployment ('000s)</b>			
15-64	83.141	41.516	124.657
<b>Unemployment rate (%)</b>			
15-64	24.2	29.7	25.8

## 2.2: Unemployment by age group and educational level

The young population in Kosovo has a very high unemployment rate of 48.6% (Table 2.2). As for other age groups, the lowest rate of unemployment has been observed among people aged 55-64 (9.7 %).

**Tab. 2.2. Unemployment and unemployment rate, by sex and age group**

Kosovo	Male	Female	Total
<b>Unemployment ('000s)</b>			
15-24	23.576	14.194	37.770
25-34	27.964	15.009	42.972
35-44	13.748	7.743	21.491
45-54	12.885	3.749	16.634
55-64	4.969	0.821	5.790
<b>15-64</b>	<b>83.141</b>	<b>41.516</b>	<b>124.657</b>
<b>Unemployment rate (%)</b>			
15-24	46.1	53.5	48.6
25-34	29.6	35.3	31.4
35-44	17.8	24.7	19.8
45-54	17.1	14.7	16.5
55-64	10.8	6.0	9.7
<b>15-64</b>	<b>24.2</b>	<b>29.7</b>	<b>25.8</b>

The unemployment rate was highest for people without formal education (55.4% of this group were unemployed) and lowest for persons who had completed higher education (19.2%).

**Table 2.3. Unemployed and unemployment rate by educational attainment by sex**

Kosovo	Male	Female	Total
<b>Unemployment ('000s)</b>			
No formal education	0.591	0.087	0.678
Primary	17.672	5.388	23.060
Secondary education, vocational	30.003	8.638	38.641
Secondary education, gymnasium	21.661	12.462	34.123
Tertiary	13.214	14.941	28.155
<b>Total</b>	<b>83.141</b>	<b>41.516</b>	<b>124.657</b>
<b>Unemployment rate (%)</b>			
No formal education	61.6	33.0	55.4
Primary	34.7	35.9	35.0
Secondary education, vocational	25.0	33.2	26.5
Secondary education, gymnasium	24.4	35.3	27.5
Tertiary	15.8	23.7	19.2
<b>Total</b>	<b>24.2</b>	<b>29.7</b>	<b>25.8</b>

Education has improved prospects in the labour market, especially for males, since 61.6% of males without formal education were unemployed, compared with 15.8% of those who had completed tertiary education.

## 2.3: Youth unemployment

Based on the first quarter of LFS 2020, 30.3% of the unemployed in Kosovo were young people (aged 15-24 years) with 5.8-point difference between males and females.

A significant proportion of the young population is unemployed (48.6%) and youth unemployment among females is higher (53.5%) compared to males (46.1%).

**Tab. 2.4: Share of youth in total unemployment and share of youth unemployed in youth population by sex**

Kosovo	Male	Female	Total
Share of youth unemployed in total unemployment (%)	28.4	34.2	30.3
Share of youth unemployed in youth population (%)	46.1	53.5	48.6

In the first quarter of 2021, young people in Kosovo were two times more likely to be unemployed compared to adults, by 0.1 points difference between males and females. (Table 2.5).

**Tab. 2.5: Ratio of youth-to-adult unemployment rate, by sex**

Kosovo	Male	Femra	Total
Ratio of youth-to-adult unemployment rate	2.3	2.2	2.3

## 2.4: Duration of unemployment

Unemployed respondents were asked how long are unemployed. A large number (67.6%) of the unemployed reported that they are unemployed for longer than 12 months. Gender differences were observed with 1.7 points difference between males and females (67.0% of males and 78.7% of females).

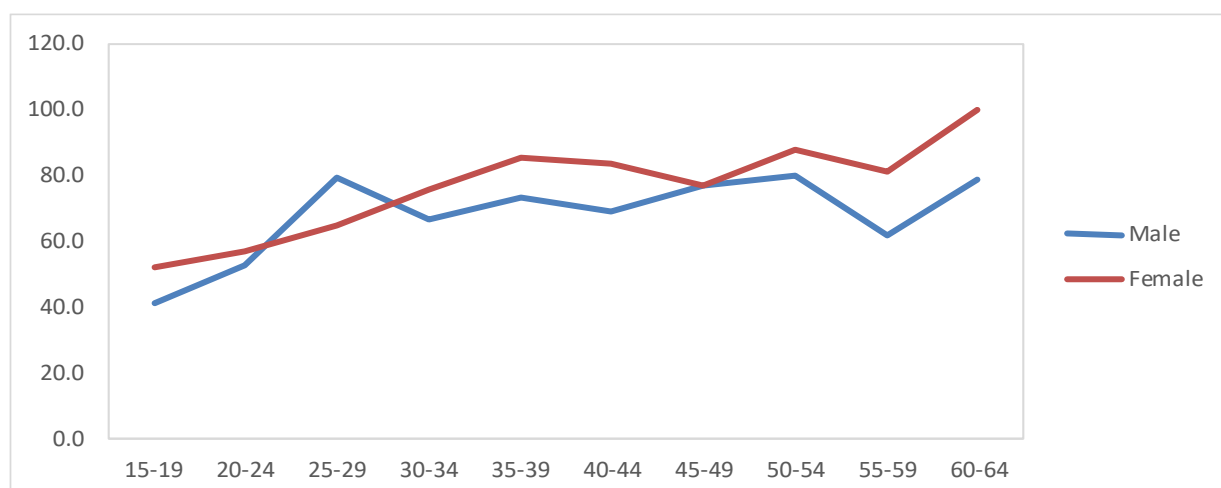
(Table 2.6) indicates that the likelihood of being unemployed for more than a year increased with age.

**Table 2.6: Duration of unemployment for more than a year of total unemployed by sex and age group (%)**

Kosovo	Male	Female	Total
15-19	40.8	51.7	45.7
20-24	52.2	57.0	53.9
25-29	79.2	64.4	74.2
30-34	66.4	75.5	69.7
35-39	73.2	85.4	77.6
40-44	68.6	83.7	74.0
45-49	76.6	77.0	76.8
50-54	79.6	87.9	80.9
55-59	61.5	80.8	64.4
60-64	78.8	100.0	81.4
<b>Total 15-64</b>	<b>67.0</b>	<b>68.7</b>	<b>67.6</b>

Graph 2.2 indicates that the age group 25-29, although young, female unemployment for more than a year reaches 64.4% compared with 79.2% for males.

**Graph. 2.2. Duration of unemployment for more than a year by age group and sex (%)**



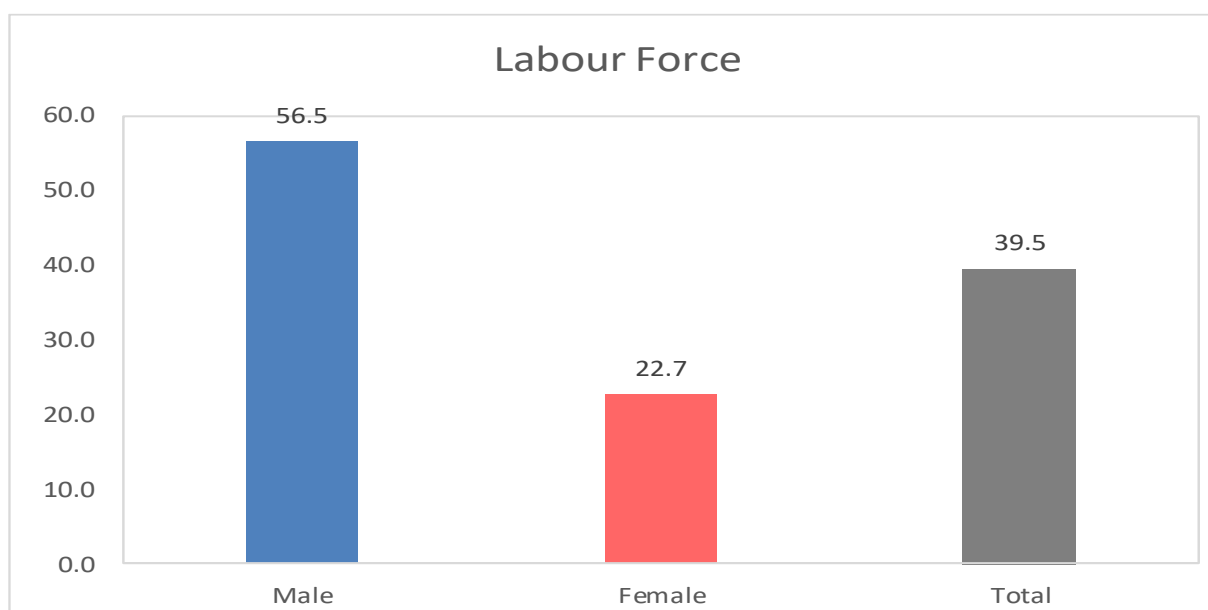
### 3. Participation in the labour force

In the first quarter of 2021, out of the total estimated population of 1,798,188, the total population of working age (15 to 64) was 1,225,729 people. 39.5% of people of working age participate in the labour force (economically active). This means that they were either employed or unemployed (but actively looking for work and available for work). The remaining 60.5% were economically inactive (Graph. 4.1). Economically inactive persons include students, housewives, discouraged workers and others who were not actively looking for a job and this category is examined in more detail in the next chapter.

Compared with the previous quarter of the LFS (Q4 2020) in Kosovo, the rate of labour force participation decreased by 1.9% and this decrease to males is 2.7% while to females is 1.1%.

Compared to the same period last year of the LFS (Q1 2020) in Kosovo, there is an increase in labour force participation rate by 0.7%, we have decrease to males with 0.7% whereas to females there is an increase by 2.3%.

**Graph. 3.1: Labour force participation rate by sex**



Graph 3.1 clarifies that workforce participation among females was much lower than among males: 22.7% of females were active compared to 56.5% of males.

Labour force participation rate was highest among people aged 25-29 (54.0%) and the lowest among people aged 15 to 19 with 8.9% (Table 3.1). The low participation rate of young people is not surprising as most of this group attend school.

Males aged 35-39 years had higher participation rates (76.0%), while for females the highest rate was in the age group 25-29 years (39.3%) (Table 3.1).



**Tab. 3.1: Labour force and labour force participation rate, by sex and age group**

<b>Kosovo</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Labour force ('000s)</b>			
15-19	9.404	4.994	14.398
20-24	41.719	21.542	63.261
25-29	49.190	25.382	74.572
30-34	45.370	17.115	62.485
35-39	40.176	15.847	56.024
40-44	37.057	15.446	52.503
45-49	39.933	13.834	53.767
50-54	35.495	11.739	47.234
55-59	27.569	7.187	34.756
60-64	18.326	6.498	24.824
<b>Total 15 - 64</b>	<b>344.239</b>	<b>139.584</b>	<b>483.823</b>
<b>Labour force participation rate (%)</b>			
15-19	11.7	6.1	8.9
20-24	45.9	27.4	37.4
25-29	66.9	39.3	54.0
30-34	72.4	29.1	51.4
35-39	76.0	30.3	53.2
40-44	71.0	25.6	46.6
45-49	71.3	22.1	45.4
50-54	64.3	20.0	41.4
55-59	59.4	14.2	35.8
60-64	46.2	13.7	28.5
<b>Total 15 - 64</b>	<b>56.5</b>	<b>22.7</b>	<b>39.5</b>

## 4. Inactive persons

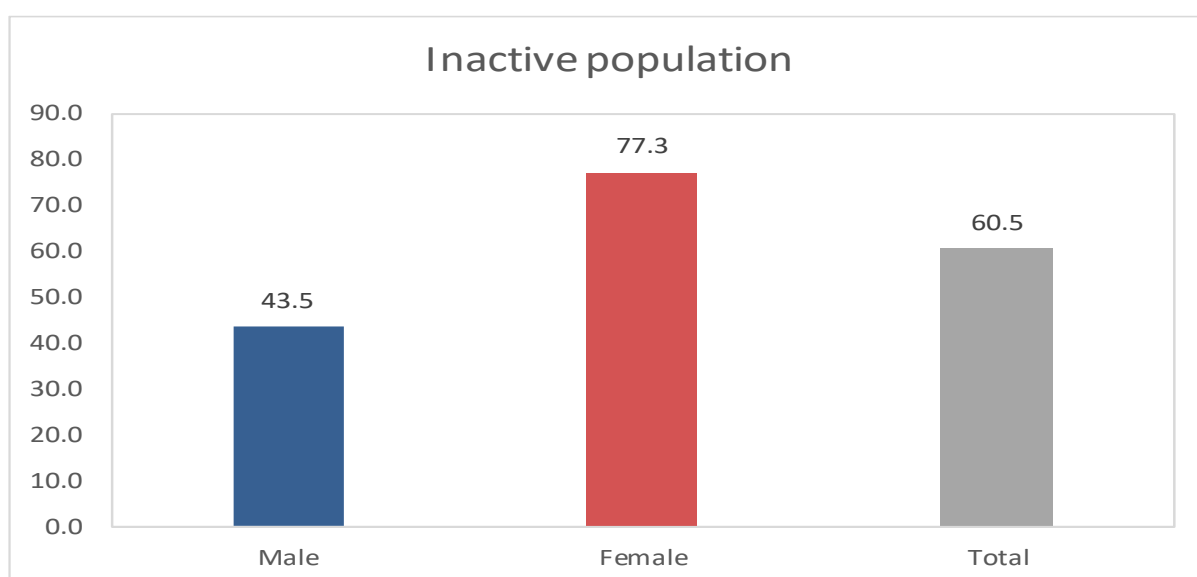
Special attention is paid to the description and estimation of the employed population and the unemployed, which together comprise the Labour Force (or economically active persons). However, the category of "inactive" is equally important. Changes in activity rates are an important part of labour supply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

Compared with the previous quarter of the LFS (Q4 2020) in Kosovo, the rate of inactivity has increased by 1.9%, where this increase to males is 2.7 while to females is 1.1%.

Compared to the same period last year of LFS (Q1 2020) in Kosovo, there is a decrease of inactivity rate of 0.7%, while we have increase to males 0.7%, to females is decrease with 2.3%.

Graph 4.1 clarifies that the largest participation is among females than among males: 77.3% of females were inactive compared to 43.5% of males.

**Graph 4.1: Economically inactive population as share of the working-age population**



#### 4.1: Youth not in education, employment or training (NEET)

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

In the first quarter of 2021, 98,730 of young people (aged 15 to 24) in Kosovo were not in education, employment or in training, and account for 29.8% of the young population. Part of NEET for females 29.6% compared with 29.9% of males (Table 4.2).

**Tab 4.1: Youth not in education, employment or training (NEET) by sex**

Kosovo	Male	Female	Total
Youth NEET ('000s)	51.147	47.583	98.730
Youth NEET share of youth population (%)	29.9	29.6	29.8

## 5. Demographic and economic dependency ratios

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

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

**Tab 5.1: Demographic dependency ratios (%)**

Kosovo	Rate of youth dependency	Rate of elderly dependency	Rate of age dependency
Q1 - 2021	31	16	47

Another level used often, particularly in the publications of Eurostat, the degree of effective economic dependency of the elderly. This is an important indicator for assessing the potential impact of age on the social costs related to employment (pensions, etc.). This indicator is calculated as the ratio between the population aged 65+ (all classified as inactive) and total employment. For this report, Eurostat has determined the age range of employees from 20 to 64 years. According to projections, this indicator will increase to 68% in 2060 to EU28. In Kosovo, this ratio is 47% in the first quarter of 2021.

**Tab 5.2: Economic dependency ratios (%)**

Kosovo	Effective economic dependency ratio of the elderly	Total rate of economic dependence
Q1 - 2021	55	264

The total economic dependence rate is calculated as the ratio between the total inactive population (15+) and employment (age 20-64). It measures the average number of persons aged 15 years and over, that "support" each employee. This ratio is 264% in the first quarter of 2021.

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

## 6. Data accuracy

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

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

Non-accuracy due to design and sample selection is assessed by the standard error of estimation. The size of the standard error is influenced by the size of the sample and variance of the variables that are the subject of the study. The standard error can be used to calculate the confidence interval within which the value of the population stands at a certain probability. The country-wide estimation of the number of unemployed based on LFS for the first quarter of 2021 is 25.8% and its standard error is 1.2% while the confidence interval for the rate of unemployment (23.5%; 28.0%).

**Tab. 6: Quarterly accuracy of LFS-based estimates at country level**

Kosovo		Labour force participation rate	Employment-to-population ratio; Employment rate	Unemployment rate
Quarterly estimation (%)		39.5	29.3	25.8
Standard error		0.8	0.7	1.2
Reliability interval 95%	Low	38.0	28.0	23.5
	High	41.0	30.6	28.0
Variation coefficient (%)		1.9	2.3	4.5

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

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

# Kosovo Agency of Statistics

## *short description*

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

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

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

**Kosovo Agency of Statistics** has this organizational structure: production departments; Department of Economic statistics, Department of 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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