

List of Contents

	Page
Introduction	3
Acknowledgements.....	4
Definitions	7
Delays in collection, processing and release of data	11
Key indicators	12
1. Employment.....	15
1.1: Employment by sex	15
1.2: Employment by age group and educational level.....	16
Tab. 1.1: Employment and employment-to-population ratio, by sex and age group.....	16
Tab. 1.2: Employment and employment-to-population ratio, by education attainment and sex	17
Tab. 1.3: Higher level of education by type of employer for employees (15-64).....	17
1.3: Employment status	18
Tab. 1.4: Status in employment by sex, (%).....	18
1.4: Vulnerable employment.....	18
Tab. 1.5: Vulnerable employment by sex	19
Tab. 1.6: Vulnerable employment by occupation and sex.....	19
Tab. 1.7: Vulnerable employment by education attainment and sex	20
1.5: Types of contracts	20
1.6: Employment by activity	21
Tab. 1.9: Activity employment shares by sex in percentage (%), age 15 and over	22
1.7: Employment by occupation	23
Tab. 1.10: Employment by occupation and sex, age 15 and over	23
1.8: Employment models	24
Tab. 1.11: Reasons for working part-time by sex (%)	24
Tab. 1.13: Average number of hours worked per week by type of employer and sex	25
Tab. 1.14: Employment work patterns by sex (%).....	26
1.9: Net monthly wages	27
2. Unemployment.....	28
2.1: Unemployment by sex	28
Tab. 2.1: Unemployment and unemployment rate by sex.....	28
2.2: Unemployment by age group and educational level	29
Tab. 2.3. Unemployed and unemployment rate by educational attainment by sex	29
2.3: Youth unemployment.....	30
Tab. 2.4: Share of youth in total unemployment and share of youth unemployed in youth population by sex	30
2.4: Duration of unemployment	31
Tab. 2.6: Duration of unemployment for more than a year of total unemployed by sex and age group (%)	31
Graph. 2.2. Duration of unemployment for more than a year by age group and sex (%)	31
3. Participation in the labour force	32
Graph. 3.1: Labour force participation rate by sex	32
Tab. 3.1: Labour force and labour force participation rate, by sex and age group.....	33
4. Inactive persons.....	34
Graph. 4.1: Economically inactive population as share of the working-age population	34
4.1: Youth not in education, employment or training (NEET)	35
Tab. 4.1: Youth not in education, employment or training (NEET) by sex	35
5. Demographic and economic dependency ratios	36
Tab. 5.1: Demographic dependency ratios (%).....	36
Tab. 5.2: Economic dependency ratios (%).....	36
6. Data accuracy.....	37

Tab. 6: Quarterly accuracy of LFS-based estimates at country level 37

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:** personat, të cilët gjatë javës referente:
 - 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.

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

Person i moshës 15 vjeç e më shumë që jeton në një ekonomi familjare private

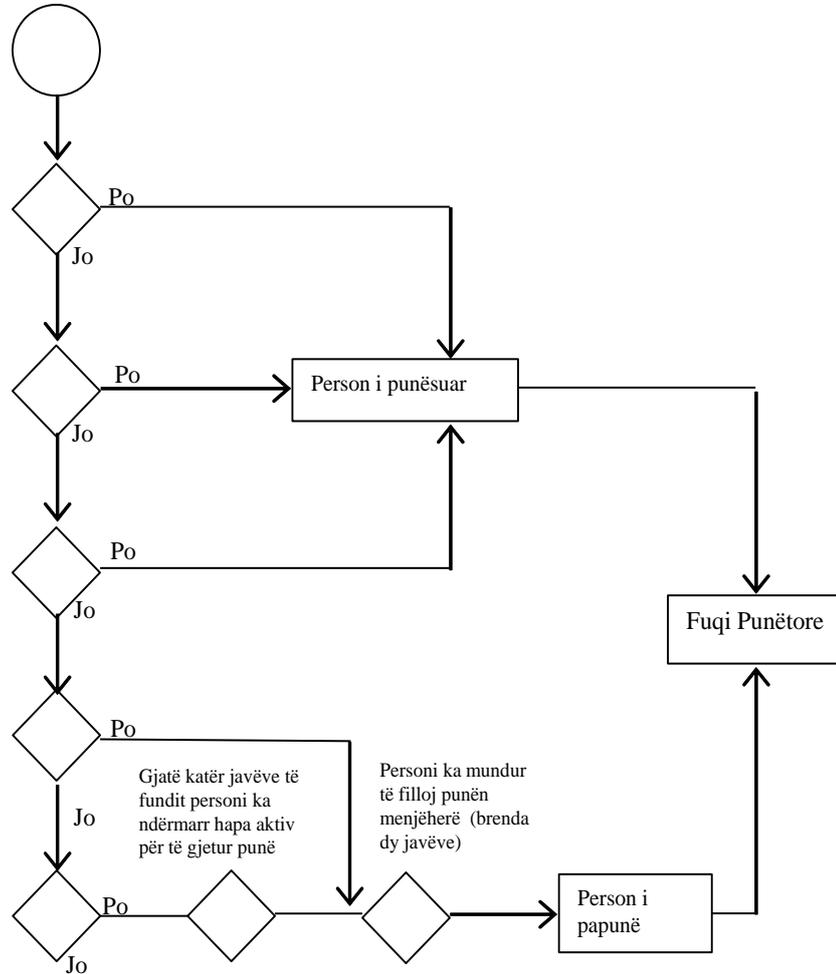
Personi ka bërë ndonjë punë për pagesë ose fitim gjatë javës referente

Personi nuk ka punuar por ka pasur një punë ose biznes prej të cilit ka munguar në javën referente

Punëtor familjar i papaguar

Person i moshës 15-74 vjeç, i cili nuk ka kërkuar punësim sepse puna e cila do të fillojë brenda 3 muajve tanimë ishte gjetur

Person i moshës 15-74 vjeç, që kërkonte punësim



Delays in collection, processing and release of data

The collection of data for LFS since 2012 is conducted by using external staff due to the lack of internal capacities (staff) of KAS in its regional offices.

In the second quarter of 2020 KAS was forced to stop collecting data in the field (for 3 months: April - June 2020) due to the COVID-19 pandemic as the number of non-responses approached the unacceptable limit (below 50%). The commitment from July 2021 meant that the data of the second quarter had to be collected first (3 months' delay).

Due to the entry into force of the new legislation (from August 2020) on the prohibition of the engagement of external staff (services contract) and after the expiration of the contracts of the surveyors, and the change that was made in the management of KAS, the engagement of external staff became difficult until April 2021. Staff engagement in April 2021 meant that they had to collect data for the preliminary 9-month period.

While KAS was behind in data collection for previous months, again, in the first half of 2022, KAS was forced twice (one month each) to interrupt field interviews due to the COVID-19 pandemic, which affected the postponement of sequential data collection.

Since the LFS is a continuous survey according to panels (by rotations, re-interviews) KAS had requested from MFPT to engage, from March 2022, a total of 8 surveyors for re-interviewing through the CATI method (via telephone) and this was made possible with a 3 month delay (the commitment was made from June 2022).

The main factors of the prolongation of the reports: The COVID-19 pandemic, the change of legislation, and the changes of the senior management in KAS.

In November 2022, the report is expected to be released for the fourth quarter (Q4), and at the end of the year - the annual report is expected to be released for the year of 2021.

The first quarters for 2022 are expected to be released by February 2023 and onwards.

Since the LFS is a continuous survey, all delays in the collection of data from the field affect the quality of the released data.

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 third quarter 2021. Among the main results of the LFS in the second 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, 59.4% 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 40.60% (503,876 persons) of the population that is economically active, 17.7% (89,171 persons) are unemployed.
- The ratio of employment to the population (employment rate), 33.4% (414,705 persons) are employed.
- 59.4% of the working age population is inactive.
- There are significant gender differences in all labour market.
 - One in five (22.5%) females of working age are active in the labour market, compared with about three-fifths (58.9%) of working-age males.
 - Among persons in the labour force, unemployment is higher for females than for males (23.9% compared to 15.3%).
 - The employment rate among working age females is only 17.1%, compared with 49.9% for males.
- This very low degree of unemployment among females stems from the combination of very low participation in the labour force and high unemployment.
- Females were mainly employed in the education, trade and health sectors (51.8% of employed females). Males were mainly employed in the sectors of trade, construction, and manufacture (employing 42.3% of employed males).
- Youth unemployment is very high in Kosovo.
- In the third 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, 29.0% were unemployed.
Unemployment is higher among young females (41.9%) than young males (22.5%).
- Nearly one-third (31.7%) of those aged 15 to 24 years in Kosovo were not in employment, education, or training (NEET). This figure is 32.7% for young females compared to 30.8% for young men.

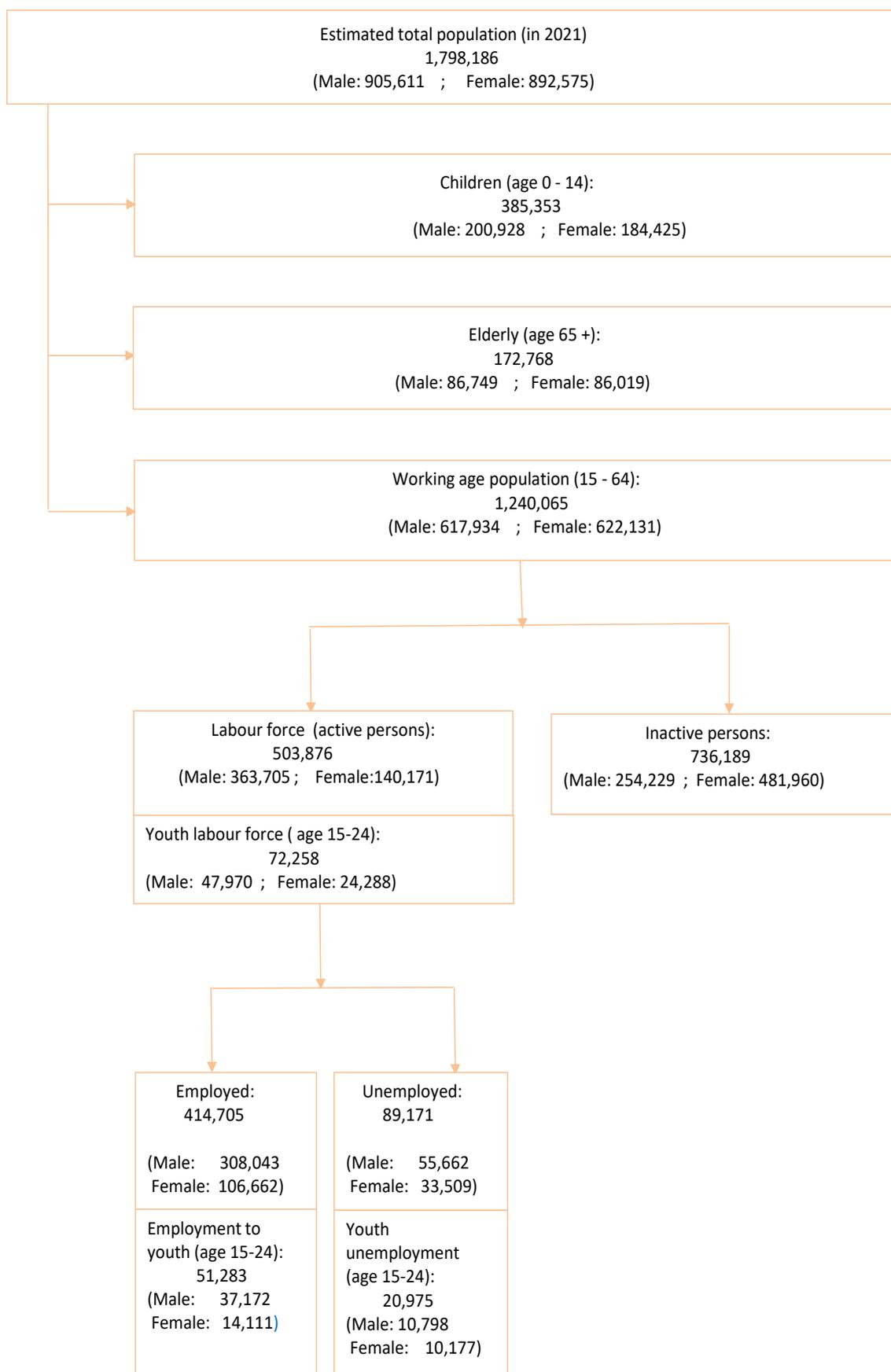
- Most of those employees reporting to work fulltime. • 93.9% of respondents reported working full time in their main job.
- The reasons for working part-time differ between the genders, as females, taking on the role of care within the family, reduce the hours available for employment.
- The number one reason for males not working full time, was the lack of a full-time job.
- 12.8 % 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 42.8% of employed persons had a permanent contract in their main job, with 1.0% higher for females than males (43.5% to 42.5%), while 57.2% had a temporary contract, with 1.0% more higher in males than in females (57.5% to 56.5 %).

Persons who had temporary contracts were asked why they had this type of contract and 67.9% of respondents reported that there was no other contract available.

- Net salaries of most employees were between € 400 to € 500 per month.

Fig. 1: Classification of the labour market for the population of Kosovo



Tab. 1: Key indicators of the labour market

Key indicators of the labor market (%)	Male	Female	Total
Rate of participation in labor force	58,9	22,5	40,6
Inactivity rate	41,1	77,5	59,4
Employment to population ratio (employment rate)	49,9	17,1	33,4
Unemployment rate	15,3	23,9	17,7
Youth unemployment rate (15-24 years of age)	22,5	41,9	29,0
Youth NEET share of youth population (15-24 years of age)	30,8	32,7	31,7
Share of vulnerable employment in total employment	14,9	6,8	12,8

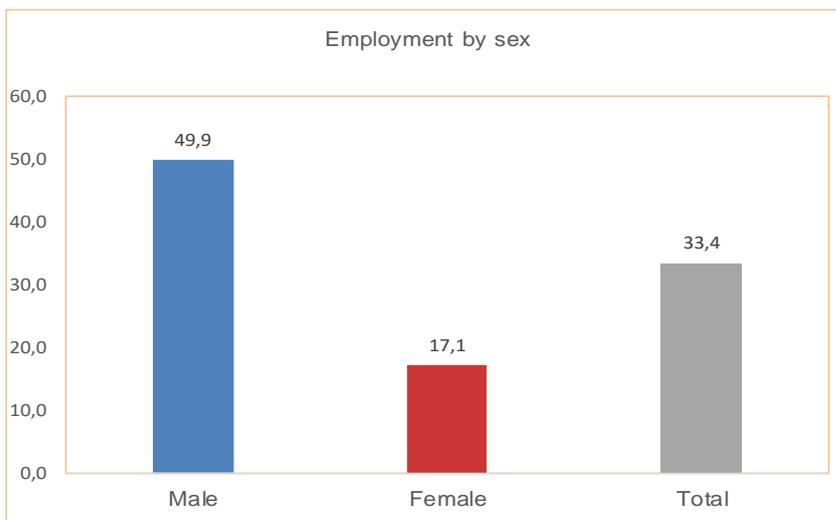
1. Employment

1.1: Employment by sex

Out of the entire working age population, 33.4% were employed. The employment rate was higher for males than for females: 49.9% of males of working age were employed compared to 17.1% of females of working age.

Compared with the previous LFS (Q2 2021) in Kosovo, there is a increase by 3.4% in employment rate, with the increase to males by 5.9% while with the increase to females by 1.1%.

Compared with the same period last year (Q3 2020) of LFS in Kosovo, we have an increase in the employment rate by 3.3%, where this increase to males was 3.7% while there is an increase to females by 2.7%.

Fig. 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 (41.5%), and lowest among youth (age 15-24) (15.5%).

The employment rate for females for the age group 25-54 ranges from 17.3% to 25.0%. In the age group 25-34, the employment rate is 25.0%, with a decrease by 2.7% in the age group 35-44 (22.3%) and a decrease by 5.0% compared to the age group 45-54 years (17.3%). While females employed in the young age group (age 15-24) were only 8.9% while in the age group (age 55-64) were 13.9%.

To males (Table 1.1), the employment rate was highest for the age group 45 to 54 (64.7%), followed by the age group 35 to 44 (63.9%) and the lowest for young people age 15 to 24 (21.6%).

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

Kosovo	Male	Female	Total
Employment ('000s)			
15-24	37,172	14,111	51,283
25-34	78,502	31,313	109,815
35-44	65,318	26,481	91,799
45-54	74,582	21,307	95,889
55-64	52,469	13,450	65,919
15-64	308,043	106,662	414,705
Employment-to-population ratio (%)			
15-24	21,6	8,9	15,5
25-34	58,3	25,0	42,3
35-44	63,9	22,3	41,5
45-54	64,7	17,3	40,2
55-64	56,1	13,9	34,6
15-64	49,9	17,1	33,4

1.3: Employment status

In the third quarter of 2021, 78.0% of employed persons were employees, 9.2% were self-employed and had other employees, 9.8% were self-employed with no other employees and 2.9% were family workers (Table 1.4). The majority of employed females had the status of employees (88.2% compared to 74.5% for males).

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

Kosovo	Male	Female	Total
Status in employment ('000s)			
Employee	229,494	94,089	323,583
Self-employed with employees	32,799	5,283	38,082
Self-employed without employees (own-account worker or	36,289	4,555	40,844
Unpaid family worker	9,461	2,735	12,196
Total	308,043	106,662	414,705
Share of status category in total employment (%)			
Employee	74,5	88,2	78,0
Self-employed with employees	10,6	5,0	9,2
Self-employed without employees (own-account worker or	11,8	4,3	9,8
Unpaid family worker	3,1	2,6	2,9
Total	100,0	100,0	100,0

1.4: Vulnerable employment

Besides the low level of employment in Kosovo, 12.8% 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 (14.9% of employed males compared to 6.8% of employed females). Expressed in absolute numbers, 53,040 of 414,704 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

Kosovo	
Vulnerable employment ('000s)	
Male	45,750
Female	7,290
Total	53,040
Share of vulnerable employment in total employment (%)	
Male	14,9
Female	6,8
Total	12,8

Tab. 1.6: Vulnerable employment by occupation and sex

Kosovo	Male	Female	Total
Self-employed without employees (%)			
Managers	1,8	3,8	2,0
Professionals	5,2	12,2	6,0
Technicians and Associate Professionals	4,5	5,3	4,6
Clerical Support Workers	0,2	0,0	0,2
Services and Sales Workers	26,7	54,4	29,8
Skilled Agricultural, Forestry and Fishery Workers	4,5	3,8	4,4
Craft and Related Trades Workers	22,7	12,6	21,6
Plant and Machine Operators and Assemblers	11,3	0,0	10,1
Elementary Occupations	23,1	7,9	21,4
Total	100,0	100,0	100,0
Unpaid family worker (%)			
Managers	2,7	8,3	3,9
Professionals	0,0	7,5	1,7
Technicians and Associate Professionals	12,1	7,8	11,1
Clerical Support Workers	0,0	10,2	2,3
Services and Sales Workers	19,0	34,8	22,6
Skilled Agricultural, Forestry and Fishery Workers	9,0	18,2	11,0
Craft and Related Trades Workers	30,0	5,6	24,5
Plant and Machine Operators and Assemblers	4,4	0,0	3,4
Elementary Occupations	22,9	7,7	19,5
Total	100,0	100,0	100,0

Tab. 1.7: Vulnerable employment by education attainment and sex

Kosovo	Male	Female	Total
Self-employed without employees (%)			
No formal education	0,3	0,0	0,2
Primary	24,2	31,5	25,0
Secondary education, vocational	36,4	27,7	35,4
Secondary education, gymnasium	29,0	14,5	27,4
Tertiary	10,1	26,3	11,9
Total	100,0	100,0	100,0
Unpaid family worker (%)			
No formal education	0,0	0,0	0,0
Primary	18,1	40,3	23,1
Secondary education, vocational	40,7	20,7	36,2
Secondary education, gymnasium	35,1	27,9	33,5
Tertiary	6,1	11,0	7,2
Total	100,0	100,0	100,0

1.5: Types of contracts

Regarding the type of contract that the interviewed employees had, the majority (86.6%) had an individual contract, while 9.5% worked without a contract, 2.5% a collective contract with the employer, 1.0% collective contract with the syndicate and 0.4% 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 24.8%.

From people who have an employment contract, only 42.8% had permanent contracts for their main job (42.5% to males compared to 43.5% to females), while 57.2% had temporary contracts (57.5% to males compared to 56.5% to females). People who have temporary contracts were asked why they had this kind of contract and 67.9% 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 12.7% 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 17.1%, continuing with manufacturing with 12.1%, education with 9.3% and construction with 9.2%, of employed persons in Kosovo.

Education, trade, and health care were the three leading female employers (employing 51.8% of employed females). Trade, manufacturing and construction are the most common sectors of employment for males (employing 42.3% 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
Employment by activity ('000s)			
A - Agriculture, forestry and fishing	10,063	1,314	11,377
B - Mining and quarrying	4,165	0,350	4,515
C - Manufacturing	31,704	6,748	38,452
D - Electricity, gas, steam and air conditioning supply	8,007	0,756	8,763
E - Water supply, sewerage, waste management and remediation activities	2,926	0,417	3,343
F - Construction	48,904	1,826	50,730
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	51,092	20,284	71,376
I - Accommodation and food service activities	25,259	5,002	30,261
H - Transportation and storage	11,761	1,440	13,201
J - Information and communication	9,023	2,849	11,872
K - Financial and insurance activities	5,790	2,603	8,393
L - Real estate activities	0,687	0,000	0,687
M - Professional, scientific and technical activities	8,461	4,480	12,941
N - Administrative and support service activities	17,962	6,201	24,163
O - Public administration and defence; compulsory social security	16,198	6,768	22,966
P - Education	18,428	20,598	39,026
Q - Human health and social work activities	12,208	14,494	26,702
R - Arts, entertainment and recreation	5,027	1,576	6,603
S - Other service activities	8,781	5,009	13,790
T - Activities of households as employers; undifferentiated goods- and services - producing activities of households for own use	9,173	2,596	11,769
U - Activities of extraterritorial organisations and bodies	5,968	1,537	7,505
Total	311,587	106,848	418,435

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	3,2	1,2	2,7
B - Mining and quarrying	1,3	0,3	1,1
C - Manufacturing	10,2	6,3	9,2
D - Electricity, gas, steam and air conditioning supply	2,6	0,7	2,1
E - Water supply, sewerage, waste management and remediation activities	0,9	0,4	0,8
F - Construction	15,7	1,7	12,1
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	16,4	19,0	17,1
I - Accommodation and food service activities	8,1	4,7	7,2
H - Transportation and storage	3,8	1,3	3,2
J - Information and communication	2,9	2,7	2,8
K - Financial and insurance activities	1,9	2,4	2,0
L - Real estate activities	0,2	0,0	0,2
M - Professional, scientific and technical activities	2,7	4,2	3,1
N - Administrative and support service activities	5,8	5,8	5,8
O - Public administration and defence; compulsory social security	5,2	6,3	5,5
P - Education	5,9	19,3	9,3
Q - Human health and social work activities	3,9	13,6	6,4
R - Arts, entertainment and recreation	1,6	1,5	1,6
S - Other service activities	2,8	4,7	3,3
T - Activities of households as employers; undifferentiated goods- and services- producing activities of households for own use	2,9	2,4	2,8
U - Activities of extraterritorial organisations and bodies	1,9	1,4	1,8
Total	100,0	100,0	100,0

1.7: Employment by occupation

In the second 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 (41.9%), 20.2% were in services and sales, and 14% in elementary occupations. Males were distributed across sectors, but most were employed in service and sales (25.0%), 16.6% as craft workers and work related, in elementary occupations (18.9%) and 10.7% 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
Employment by occupational category ('000s)			
Managers	28,495	7,304	35,799
Professionals	33,295	35,801	69,096
Technicians and Associate Professionals	21,952	8,953	30,905
Clerical Support Workers	15,635	11,971	27,606
Services and Sales Workers	77,758	21,573	99,331
Skilled Agricultural, Forestry and Fishery Workers	3,871	0,807	4,678
Craft and Related Trades Workers	51,872	4,411	56,283
Plant and Machine Operators and Assemblers	19,703	1,030	20,733
Elementary Occupations	59,006	14,998	74,004
Total	311,587	106,848	418,435
Occupation employment shares (%)			
Managers	9,1	6,8	8,6
Professionals	10,7	33,5	16,5
Technicians and Associate Professionals	7,0	8,4	7,4
Clerical Support Workers	5,0	11,2	6,6
Services and Sales Workers	25,0	20,2	23,7
Skilled Agricultural, Forestry and Fishery Workers	1,2	0,8	1,1
Craft and Related Trades Workers	16,6	4,1	13,5
Plant and Machine Operators and Assemblers	6,3	1,0	5,0
Elementary Occupations	18,9	14,0	17,7
Total	100,0	100,0	100,0

1.8: Employment models

Only 0.5% of the employed population reported that they had a second job during the reference week (0.5% both for males and females).

In their main job, 93.9% of respondents reported working full time and 6.1% part-time. Gender differences were observed for females to work part-time (6.5% to males compared to 5.0%).

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	1,1	0,0	0,8
Own illness or disability	1,5	0,0	1,1
Other personal or family reasons	5,7	20,7	9,1
Undergoing school education or training	5,3	11,0	6,6
Could not find a full time job	66,8	43,8	61,5
Does not want a full time job	6,8	8,7	7,2
Of other reasons	12,9	15,8	13,6
Total	100,0	100,0	100,0

Within a week, 77.2% of employees worked between 40-48 hours per week, 6.8% of employees worked between 49-59 hours per week, 6.8% of employees worked 60 or more hours per week. Within a week, 9.3% of employees worked less than 40 hours.

Males tend to work longer hours than females, 16.0% of males work more than 48 hours per week compared to 6.5% of females (Table 1.12). A larger proportion of employed females (12.0%) worked less than 40 hours compared to 8.4% of males.

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

Kosovë	Male	Female	Total
Employment by hours of work ('000s)			
Less than 25 (<25)	15,260	9,633	24,893
25-34	8,897	2,549	11,446
35-39	1,530	0,593	2,123
40-48	233,044	86,945	319,989
49-59	23,776	4,340	28,116
60 and over (>=60)	25,535	2,602	28,137
Total	308,042	106,662	414,704
Employment shares by hours of work (%)			
Less than 25 (<25)	5,0	9,0	6,0
25-34	2,9	2,4	2,8
35-39	0,5	0,6	0,5
40-48	75,7	81,5	77,2
49-59	7,7	4,1	6,8
60 and over (>=60)	8,3	2,4	6,8
Total	100,0	100,0	100,0

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

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

Kosovo	Public sector, Government	State-owned enterprise	Private company or enterprise	A private individual
Male	39	40	45	50
Female	36	33	43	48
Total	37	38	45	50

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).

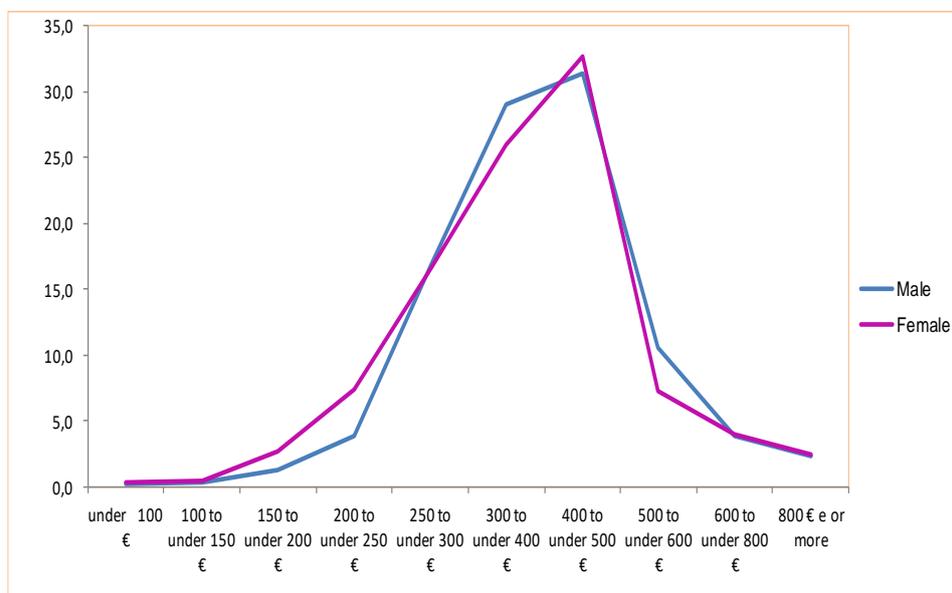
Tab. 1.14: Employment work patterns by sex (%)

Kosovo	Male	Female	Total
IF WORKING IN SHIFTS			
Working in shifts	29,4	28,1	29,0
Not working in shifts	70,6	71,9	71,0
Total	100,0	100,0	100,0
IF WORKING EVENINGS			
Usually	6,7	3,0	5,8
Sometimes	31,4	28,6	30,7
Never	61,9	68,3	63,6
Total	100,0	100,0	100,0
IF WORKING AT NIGHT			
Usually	3,7	1,3	3,1
Sometimes	15,9	9,9	14,4
Never	80,4	88,8	82,6
Total	100,0	100,0	100,0
IF WORKING ON SATURDAYS			
Usually	40,1	21,3	35,3
Sometimes	33,9	30,9	33,2
Never	25,9	47,8	31,6
Total	100,0	100,0	100,0
IF WORKING ON SUNDAYS			
Usually	7,2	3,2	6,2
Sometimes	30,2	23,1	28,4
Never	62,6	73,7	65,5
Total	100,0	100,0	100,0
IF WORKING FROM HOME			
Usually	4,9	7,3	5,5
Sometimes	11,4	12,3	11,7
Never	83,7	80,4	82,8
Total	100,0	100,0	100,0

1.9: Net monthly wages

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

Fig. 1.2: Net monthly wages by scale for employees by sex



2. Unemployment

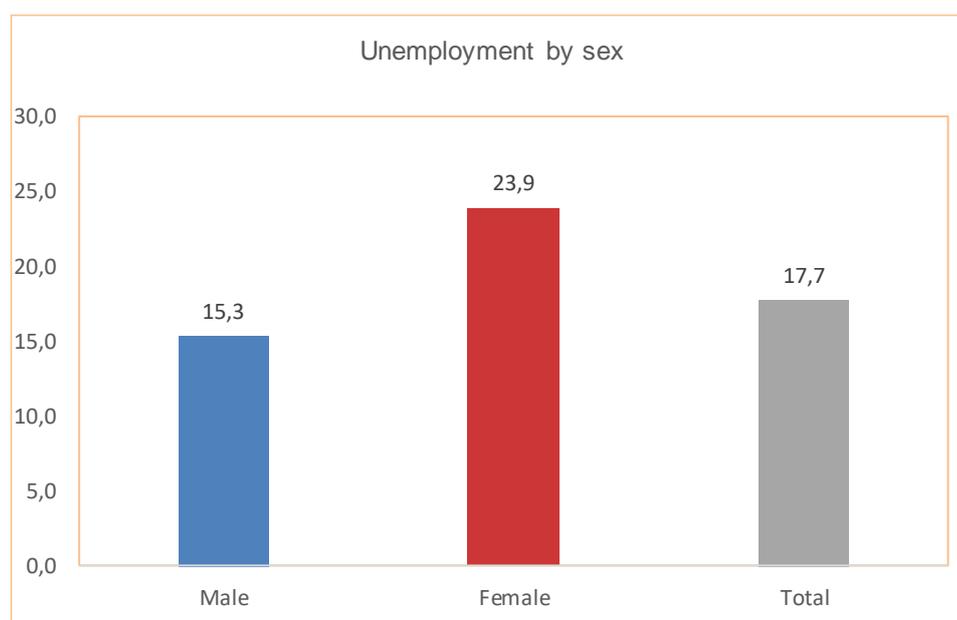
2.1: Unemployment by sex

According to the second quarter of LFS 2021, in Kosovo there were 89,171 persons aged 15-64 years who were unemployed, 55,662 of whom were males and 33,509 females (Table 2.1). Unemployment rate was 17.7%, highest to females by 23.9% than to males by 15.3% (Graph 2.1).

Compared to the previous quarter of the LFS (Q2 2021) in Kosovo, there is a decrease in unemployment rate by 2.8%, where this decrease to males is 4.6%, while there is a decrease to females by 1.8%.

Compared to the same period last year (Q3 2020) of LFS in Kosovo, there is an increase in the unemployment rate by 6.9%, with the increase to males by 6.2% while to females there is a decrease in the unemployment rate by 9.2%.

Fig. 2.1: Unemployment rate by sex



Tab. 2.1: Unemployment and unemployment rate by sex

Kosovo	Male	Female	Total
Unemployment ('000s)			
15-64	55,662	33,509	89,171
Unemployment rate (%)			
15-64	15,3	23,9	17,7

2.2: Unemployment by age group and educational level

The young population in Kosovo has a very high unemployment rate of 29.0% (Table 2.2). As for other age groups, the lowest rate of unemployment has been observed among people aged 55-64 (6.8%).

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

Kosovo	Male	Female	Total
Unemployment ('000s)			
15-24	10,798	10,177	20,975
25-34	19,022	13,271	32,293
35-44	11,770	5,828	17,598
45-54	10,287	3,179	13,466
55-64	3,785	1,054	4,839
15-64	55,662	33,509	89,171
Unemployment rate (%)			
15-24	22,5	41,9	29,0
25-34	19,5	29,8	22,7
35-44	15,3	18,0	16,1
45-54	12,1	13,0	12,3
55-64	6,7	7,3	6,8
15-64	15,3	23,9	17,7

Tab. 2.3. Unemployed and unemployment rate by educational attainment by sex

Kosovo	Male	Female	Total
Unemployment ('000s)			
No formal education	0,579	0,263	0,842
Primary	12,746	5,557	18,303
Secondary education, vocational	24,555	8,360	32,915
Secondary education, gymnasium	9,786	5,068	14,854
Tertiary	7,996	14,261	22,257
Total	55,662	33,509	89,171
Unemployment rate (%)			
No formal education	36,2	78,3	43,5
Primary	23,4	35,4	26,1
Secondary education, vocational	18,9	32,2	21,1
Secondary education, gymnasium	10,8	22,1	13,1
Tertiary	9,2	18,9	13,7
Total	15,3	23,9	17,7

Education has improved prospects in the labour market, especially for males, since 36.2% of males without formal education were unemployed, compared with 9.2% of those who had completed tertiary education.

2.4: Duration of unemployment

Unemployed respondents were asked how long are unemployed. A large number (74.2%) of the unemployed reported that they are unemployed for longer than 12 months. Gender differences were observed with 5.5 points difference between males and females (76.3% of males and 70.8% of females).

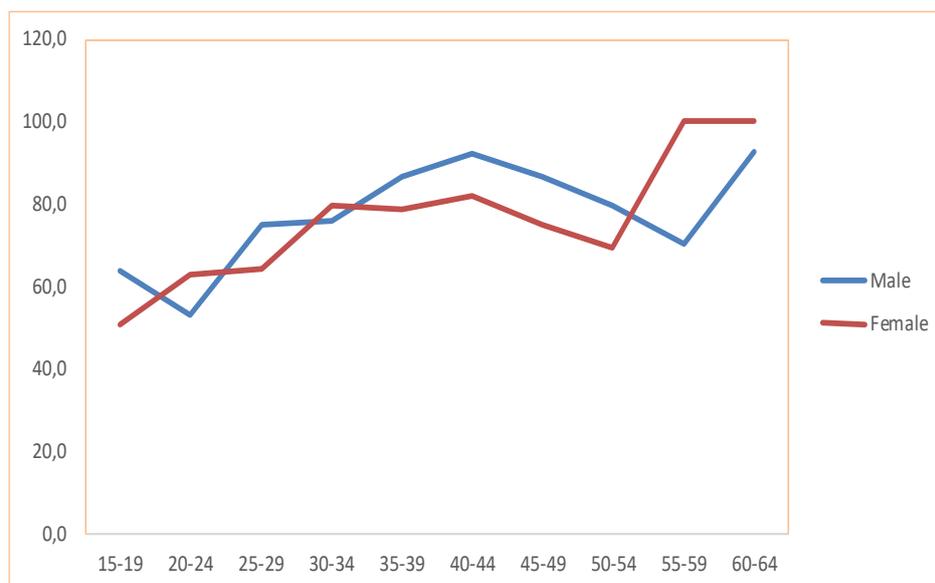
(Table 2.6) indicates that the likelihood of being unemployed for more than a year increased with age.

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

Kosovo	Male	Female	Total
15-19	64,0	50,6	57,0
20-24	52,9	62,8	57,6
25-29	75,2	64,3	71,2
30-34	75,9	79,9	77,8
35-39	86,8	78,8	84,2
40-44	92,1	81,9	88,6
45-49	86,7	75,1	84,1
50-54	79,5	69,4	76,9
55-59	70,2	100,0	76,2
60-64	92,9	100,0	94,6
Total 15-64	76,3	70,8	74,2

Graph 2.2 indicates that the age group 25-29, although young, female unemployment for more than a year reaches 64.3% compared with 75.2% for males.

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



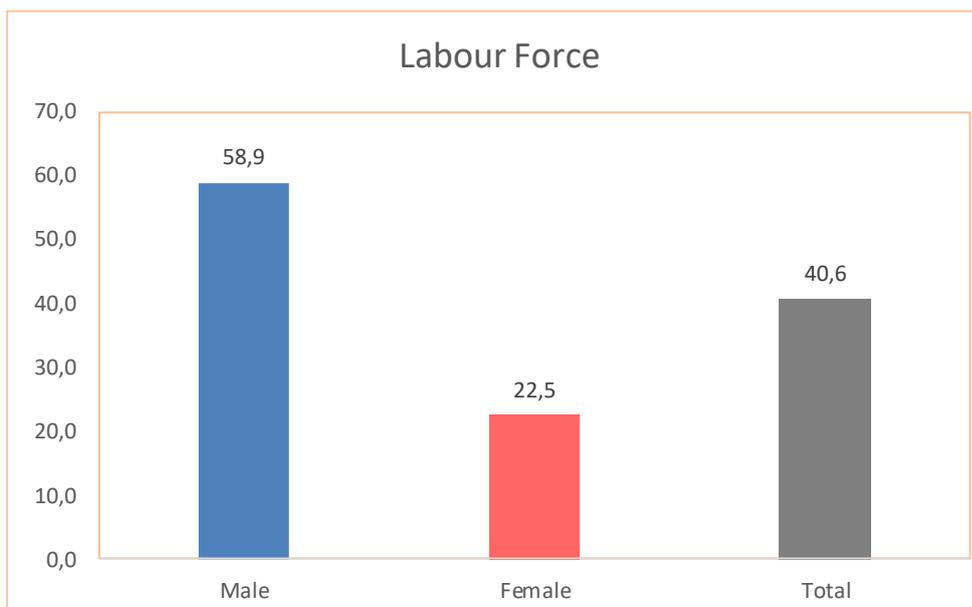
3. Participation in the labour force

In the third quarter of 2021, out of the total estimated population of 1,798,186, the total population of working age (15 to 64) was 1,240,065 people. 40.6% 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 59.4% 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 (Q2 2021) in Kosovo, the rate of labour force participation increased by 2.9% and this increase to males is 4.0% while to females is 1.9%.

Compared to the same period last year of the LFS (Q3 2020) in Kosovo, there is an increase in labour force participation rate by 0.6%, in males we have neither increase nor decrease (so we have identical 58.9%), whereas to females there is an increase by 1.0%.

Fig. 3.1: Labour force participation rate by sex



Graph 3.1 clarifies that workforce participation among females was much lower than among males: 22.5% of females were active compared to 58.9% of males.

Labour force participation rate was highest among people aged 30-34 (58.3%) and the lowest among people aged 15 to 19 with 7.9% (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 (80.5%), while for females the highest rate was in the age group 25-29 years (36.4%) (Table 3.1).

5. Demographic and economic dependency ratios

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

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

Tab. 5.1: Demographic dependency ratios (%)

Kosovo	Rate of youth dependency	Rate of elderly dependency	Rate of age dependency
TM3 - 2021	31	14	45

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 45% in the third quarter of 2021.

Tab. 5.2: Economic dependency ratios (%)

Kosovo	Effective economic dependency ratio of the elderly	Total rate of economic dependence
Q3 - 2021	42	222

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 222% in the third 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.

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