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Labour Force Survey Q4 2020



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 450 Enumeration Areas (EAs) in the entire territory of Kosovo.

Report of LFS in the fourth quarter of 2020 contains information on employment and unemployment according to age, gender, employment status, economic activity, occupation and other areas of the labour market.

In the fourth quarter of 2020, the employment rate is 30.2%, the unemployment rate is 27.0% while the inactivity rate is 58.7%.

LFS data indicate that the percentage of people employed part-time in the fourth quarter of this year is 8.0%. Self-employment (as a percentage of employees) for the quarter was 21.4%. Percentage of employees in unstable jobs (persons who are self-employed and have no employees and those who work without pay in a family business) is 16.0%. Trade, manufacturing, construction and education continue to employ almost half of employed persons. Regarding the participation in the workforce which was 41.3% in this period, the number of females belonging to the labour force is 22.8% and 59.1% is for males.

The unemployment rate among young people is 49.9%.

Long-term unemployment of young people (age 15-19) who have been unemployed for more than 12 months for this quarter is 51.8%.

The percentage of young people who are not employed nor in education or training - NEET (respondents aged 15-24) is 31.5%.

KAS thank the participants and other stakeholders, especially its staff in the implementation of LFS fourth quarter of 2020. 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

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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

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

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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 can not find work. This category of discouraged persons is included in the inactive population category.

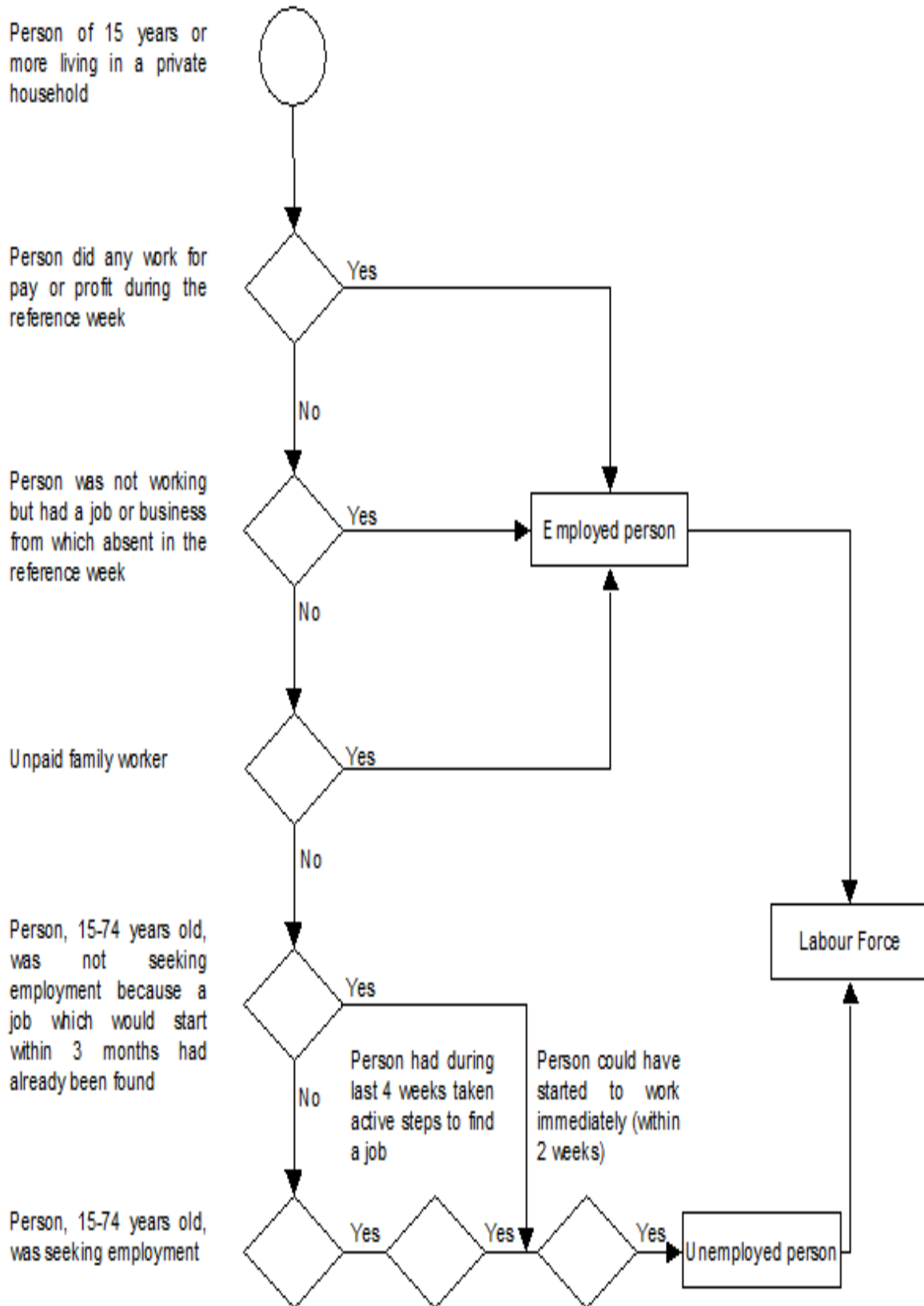
Youth unemployment refers to the unemployment rate of persons aged 15-24 years.

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

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

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

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



Impact of the COVID-19 Pandemic on Kosovo labour market data in Q4 2020

Data collection during the COVID-19 Pandemic

Due to the COVID-19 Pandemic that gripped the Republic of Kosovo (mid-March 2020), the results of the Labour Force Survey for Q1 2020 were not published according to the planned date, as KAS could not continue collecting field data after March 16, 2020 to complete the timely data collection for the first quarter of 2020. After facilitating the measures by the competent institutions of the Republic of Kosovo, KAS took all steps to facilitate these measures to continue its regular surveys, among others to continue the field work for the collection of LFS data in housing units / households.

Delays in data collection as a result of the COVID-19 Pandemic have also affected the LFS Results for Q2, Q3 and Q4 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 while this year, the fourth quarter (Q4), had 14 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 Q4 2020 the respondents of the housing units / households were asked about their situation according to the reference weeks of Q4 2020.

Due to the situation created by the COVID-19 Pandemic, the housing 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.

Tab. A: Reference weeks in the fourth quarter

FOURTH QUARTER – 2020	
No.	Reference week
1	28 September - 04 October 2020
2	05 - 11 October 2020
3	12 - 18 October 2020
4	19 - 25 October 2020
5	26 October - 01 November 2020
6	02 - 08 November 2020
7	09 - 15 November 2020
8	16 - 22 November 2020
9	23 - 29 November 2020
10	30 November - 06 December 2020
11	07 - 13 December 2020
12	14 - 20 December 2020
13	21 - 27 December 2020
14	28 December 2020 - 03 January 2021

Tab. B: Enumeration Areas, households and persons interviewed in the fourth quarter

LABOUR FORCE SURVEY (LFS)			
Q4 2020	TOTAL	SURVEYS	RE-SURVEYS
Enumeration Areas	450	117	333
Households	4020	1093	2927
Persons in household	19559	5257	14302
Male	9746	2640	7106
Female	9813	2617	7196
Persons in age group (0-14)	4049	1048	3001
Male	2107	575	1532
Female	1942	473	1469
Persons in age group (15 +)	15510	4209	11301
Male	7639	2065	5574
Female	7871	2144	5727
Persons in age group (15-64)	13369	3629	9740
Male	6616	1793	4823
Female	6753	1836	4917
Persons in age group (65+)	2141	580	1561
Male	1023	272	751
Female	1118	308	810

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 fourth quarter 2020. Among the main results of the LFS in the fourth quarter of 2020, 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, 58.7% 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 41.3% (507,826 persons) of the population that is economically active, 27.0% (136,929 persons) are unemployed.

The ratio of employment to the population (employment rate), 30.2% (370,897 persons) are employed.

58.7% of the working age population is inactive.

There are significant gender differences in all labour market.

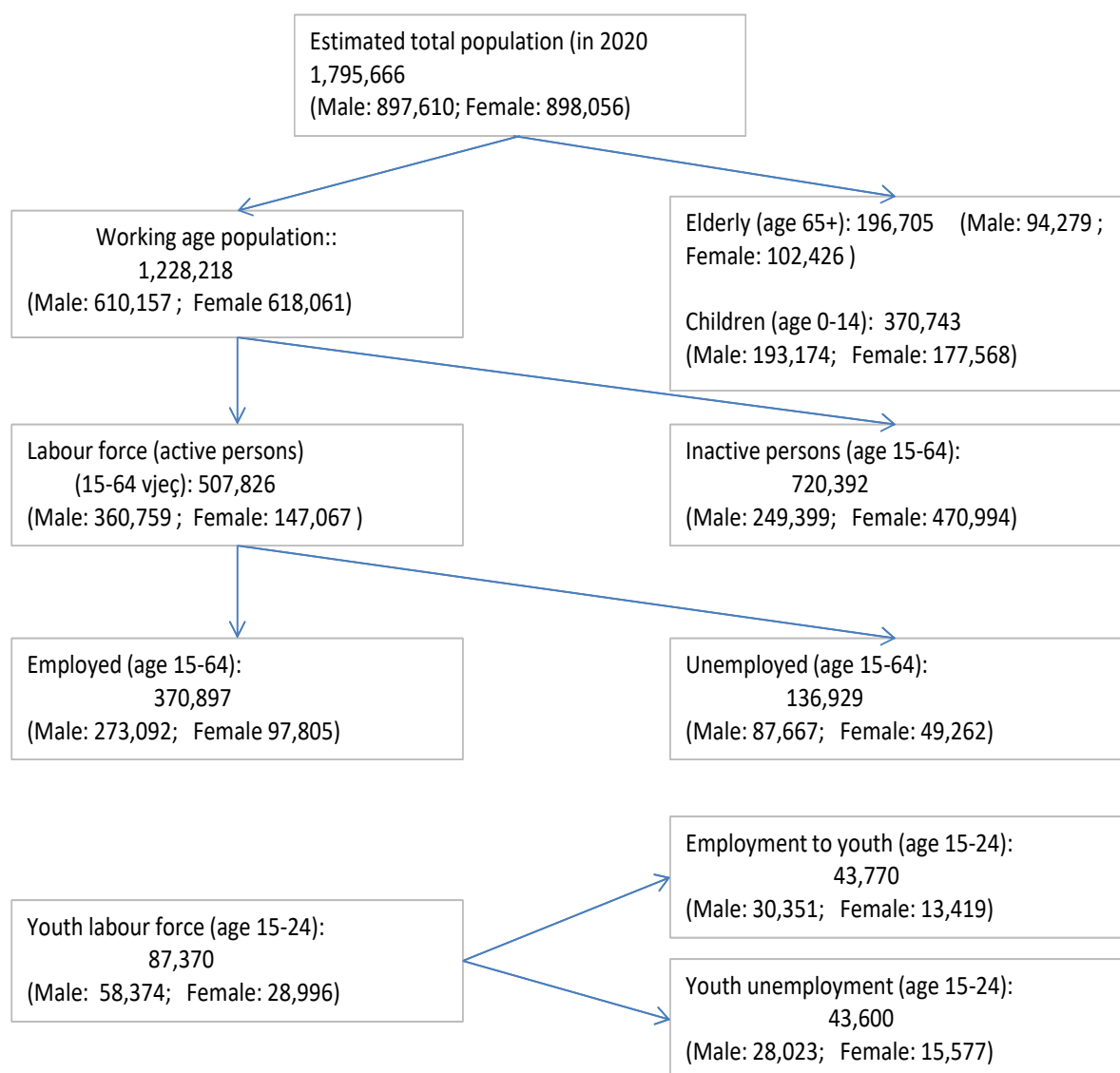
One in five (23.5%) females of working age are active in the labour market, compared with about three-fifths (59.1%) of working-age males

- Among persons in the labour force, unemployment is higher for females than for males (33.5% compared to 24.3%).
- The employment rate among working age females is only 15.8%, compared with 44.8% 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 (51.5% of employed females). Males were mainly employed in the sectors of trade, construction, and manufacture (employing 43.8% of employed males).
- Youth unemployment is very high in Kosovo.
- In the fourth quarter of 2020, young people in Kosovo had two times more likely to be unemployed than adults. Among persons aged 15-24 in the labour force, 49.9% were unemployed.

Unemployment is higher among young females (53.7%) than young males (40.8%).

- Nearly one-third (31.5%) of those aged 15 to 24 years in Kosovo were not in education, employment or training (NEET). This figure is 31.4% for young females compared with 31.5% for young males.

- Most of those employees reporting to work fulltime.
- 92.0% 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.
- 16.0 % of employed people belonged to the category of unstable employment. This means that they are either employed in their business (own-account workers), or contribute to a family business (paid or unpaid).
- Only 44.6% of employed persons had a permanent contract in their main job, with 3.5% higher for females than males (47.0% to 43.5%), while 55.4% had a temporary contract, with 3.5% more higher in males than in females (56.5 % to 53.0 %). Persons who had temporary contracts were asked why they had this type of contract and 79.6% of respondents reported that there was no other contract available.
- Net salaries of most employees were between € 400 to € 500 per month. Gender differences were observed with 2.5% higher for males than for females.

Graph. 1: Classification of the labour market for the population of Kosovo, Q4 2020**Tab. 1: Key indicators of the labour market**

Key indicators of the labor market (%)	Male	Female	Total
Rate of participation in labor force	59,1	23,8	41,3
Inactivity rate	40,9	76,2	58,7
Employment to population ratio (employment rate)	44,8	15,8	30,2
Unemployment rate	24,3	33,5	27,0
Unemployment rate among young people (15-24 years of age)	48,0	53,7	49,9
Percentage of young people NEET youth population (15-24 years of age)	31,5	31,4	31,5
Percentage of unstable employment to total employment	18,4	9,2	16,0

1. Employment

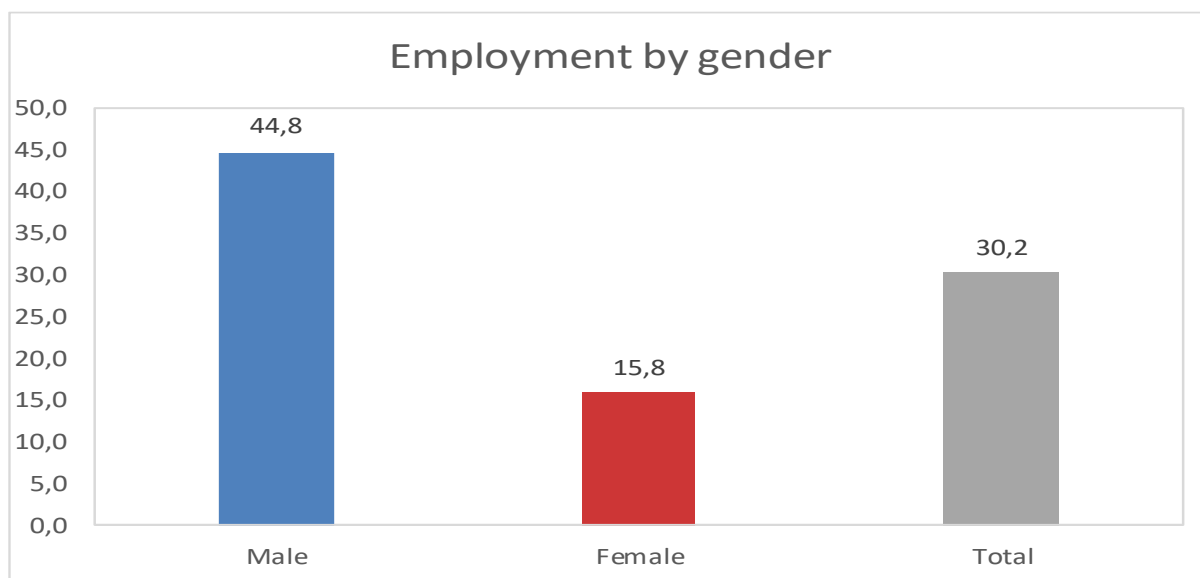
1.1: Employment by gender

Out of the entire working age population, 30.2% were employed. The employment rate was higher for males than for females: 44.8% of males of working age were employed compared to 15.8% of females of working age.

Compared with the previous LFS (Q3 2020) in Kosovo, there is an increase by 0.1% in employment rate, with the decrease to males by 1.4% while with the increase to females by 1.4%.

Compared with the same period last year (Q4 2019) of LFS in Kosovo, we have a decrease in the employment rate by 0.5%, where this decrease to males is 2.2% while to females there is an increase by 1.6%.

Graph. 1.1: Employment rate by gender



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) (13.1%).

The employment rate for females for the age group 25-54 ranges from 17.2% to 23.3%. In the age group 25-34, the employment rate is 19.9%, with an increase by 3.4% in the age group 35-44 (23.3%) and a decrease by 6.1% compared to the age group 45-54 years (17.2%). While females employed in the young age group (age 15-24) were only 8.3% while in the age group (age 55-64) were 12.8%.

To males (Table 1.1), the employment rate was highest for the age group 35 to 44 (62.1%), followed by the age group 45 to 54 (58.9%) and the lowest for young people age 15 to 24 (17.6%).

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

Kosovo	Male	Female	Total
EMPLOYMENT (IN THOUSAND)			
15-24	30,4	13,4	43,8
25-34	71,4	25,4	96,8
35-44	60,2	25,6	85,7
45-54	64,0	21,1	85,1
55-64	47,1	12,4	59,5
15-64	273,1	97,8	370,9
Employment to population ratio (%)			
15-24	17,6	8,3	13,1
25-34	50,0	19,9	35,8
35-44	62,1	23,3	41,5
45-54	58,9	17,2	36,7
55-64	52,8	12,8	31,9
15-64	44,8	15,8	30,2

Tab. 1.2: Employment by educational level

Kosovo	Male	Female	Total
EMPLOYMENT (IN THOUSAND)			
No formal education	0,6	0,4	0,9
Primary	41,6	12,4	54,0
Secondary education, vocational	106,6	19,7	126,3
Secondary education, gymnasium	55,9	20,4	76,4
Tertiary	68,4	44,9	113,3
Total	273,1	97,8	370,9
EMPLOYMENT RATE (%)			
No formal education	7,1	1,6	3,0
Primary	28,3	4,6	13,0
Secondary education, vocational	47,0	16,9	36,8
Secondary education, gymnasium	42,8	17,5	30,9
Tertiary	70,2	48,1	59,4
Total	44,8	15,8	30,2

Table 1.2 indicates that the higher the education is, the higher will be the possibility for employment (70.2% to males and 48.1% to females).

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

Kosovo	Public sector, government	State-owned enterprise	Private company	Individual, private
HIGHEST EDUCATIONAL LEVEL (%)				
No formal education	0,2	0,0	0,2	0,0
Primary	4,0	7,8	14,9	39,8
Secondary education, vocational	21,9	36,2	37,5	31,5
Secondary education, Tertiary	11,3	10,9	24,4	24,2
	62,6	45,1	23,0	4,5
Total	100,0	100,0	100,0	100,0

Table 1.3 indicates that the requirements for jobs are higher for government positions, where over half of all employees (62.6%) have completed higher education.

1.3: Employment status

In the fourth quarter of 2020, 74.6% of employed persons were employees, 9.4% were self-employed and had other employees, 11.9% were self-employed with no other employees and 4.0% were family workers (Table 1.4). The majority of employed females had the status of employees (85.6% compared to 70.7% for males).

Tab. 1.4: Employment status by gender (%)

Kosovo	Male	Female	Total
Employment status (%)			
Employed	70,7	85,6	74,6
Self-employed with employees	11,0	5,2	9,4
Self-employed without employees	14,6	4,4	11,9
Unpaid family worker	3,8	4,8	4,0
Total	100,0	100,0	100,0

1.4: Unstable employment

Besides the low level of employment in Kosovo, 16.0% of employed persons worked in unstable jobs. Workers in unstable jobs are either self-employed people without employees or those who work without pay in a family business. These two groups of workers are likely lower to have a formal work agreement compared to workers with pay and salary.

Males are more likely to hold such unstable jobs (18.4% of employed males compared to 9.2% of employed females). Expressed in absolute numbers, 50,215 of 370,897 employees belong to the category of unstable employment (Table 1.5). Employees in occupational areas are less likely to be employed in unstable jobs (Table 1.6), as well as persons with higher level of education (Table 1.7).

Tab. 1.5: Unstable employment by gender

Kosovo	
UNSTABLE EMPLOYMENT (IN THOUSAND)	
Male	50,2
Female	9,0
Total	59,2
PERCENTAGE OF UNSTABLE EMPLOYMENT IN TOTAL EMPLOYMENT (%)	
Male	18,4
Female	9,2
All	16,0

Tab. 1.6: Unstable employment by occupation and gender

Kosovo	Male	Female	Total
SELF-EMPLOYED WITHOUT OTHER EMPLOYEES (%)			
Legislators, senior officials and managers	7,0	4,9	6,8
Professionals	6,2	5,7	6,2
Technicians and related occupations with them	3,2	4,3	3,3
Clerks	0,0	0,0	0,0
Service and sales workers in shops and markets	22,8	43,7	24,8
Skilled agricultural, forestry and fishery workers	12,3	16,7	12,7
Craft and related trades workers	16,5	21,7	17,0
Plant and machine operators, and assemblers	12,9	0,0	11,7
Elementary occupations	19,0	3,1	17,4
Totalo	100,0	100,0	100,0
UNPAID FAMILY WORKERS (%)			
Legislators, senior officials and managers	7,5	4,9	6,7
Professionals	0,0	2,1	0,6
Technicians and related occupations with them	9,1	0,0	6,2
Clerks	0,0	0,0	0,0
Service and sales workers in shops and markets	16,9	12,4	15,4
Skilled agricultural, forestry and fishery workers	17,0	50,6	27,5
Craft and related trades workers	14,0	4,7	11,1
Plant and machine operators, and assemblers	7,0	0,0	4,8
Elementary occupations	28,6	25,4	27,6
Total	100,0	100,0	100,0

Tab. 1.7: Unstable employment by educational level and gender

Kosovo	Male	Female	Total
SELF-EMPLOYED WITHOUT OTHER EMPLOYEES (%)			
No formal education	0,9	0,0	0,8
Primary	24,1	38,8	25,5
Secondary education, vocational	43,4	25,7	41,7
Secondary education, gymnasium	19,3	24,0	19,8
Tertiary	12,2	11,6	12,2
Total	100,0	100,0	100
UNPAID FAMILY WORKERS (%)			
No formal education	0,0	1,7	0,5
Primary	28,6	58,0	37,8
Secondary education, vocational	37,4	13,5	29,9
Secondary education, gymnasium	29,3	24,5	27,8
Tertiary	4,6	2,3	3,9
Total	100,0	100,0	100,0

1.5: Types of contracts

Regarding the type of contract that the interviewed employees had, the majority (85.6%) had an individual contract, while 8.9% worked without a contract, 3.3% 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 14.1%.

From people who have an employment contract, only 44.6% had permanent contracts for their main job (43.5% to males compared to 47.0% to females), while 55.4% had temporary contracts (56.5% to males compared to 53.0% to females). People who have temporary contracts were asked why they had this kind of contract and 79.6% 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 9.0% of employees had this right.

1.6: Employment by activity

Trade, construction, manufacturing and education employ more than half of employed persons in the fourth quarter of 2020 (see tables 1.8 and 1.9). Trade employ 15.3%, continuing with manufacturing with 13.0%, construction with 11.1% and education with 9.9%, of employed persons in Kosovo.

Education, trade, and health care were the three leading female employers (employing 51.5% of employed females). Trade, construction and manufacturing are the most common sectors of employment for males (employing 43.8% of employed males).

Tab. 1.8: Employment by activity and gender (in thousand)

Kosovo (age 15 and over)	Male	Female	Total
Agriculture, forestry and fishing	15,1	4,5	19,7
Mining and ore	3,6	0,4	4,0
Manufacture	40,6	8,1	48,7
Supply of electricity, gas, steam and air conditioning	9,7	0,7	10,5
Water supply, sewerage, waste management	3,7	0,3	4,0
Construction	41,0	0,7	41,7
Wholesale and retail trade, car and motorcycle repairs	39,6	17,8	57,4
Transport and storage	12,7	0,8	13,5
Accommodation and food service activities	20,1	4,4	24,4
Information and communication	10,1	2,7	12,8
Financial and insurance activities	5,1	1,9	7,0
Properties activities	0,4	0,0	0,4
Professional, scientific and technical activities	8,0	4,4	12,4
Administrative and support service activities	10,1	5,3	15,4
Public administration and defense, compulsory social security	20,4	7,1	27,4
Education	17,3	19,9	37,2
Activities of human health and social work	7,9	12,9	20,8
Arts, entertainment and recreation	2,8	1,4	4,2
Other service activities	5,8	4,0	9,8
Household employment activity	1,3	0,9	2,2
Activities of the institutions and extra-territorial organizations	1,3	0,2	1,5
Total	276,6	98,4	374,9

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

Kosovo (age 15 and over)	Male	Female	Total
Agriculture, forestry and fishing	5,5	4,6	5,2
Mines and ore	1,3	0,4	1,1
Manufacture	14,7	8,2	13,0
Supply of electricity, gas, steam and air conditioning	3,5	0,7	2,8
Water supply, sewerage, waste management	1,3	0,3	1,1
Construction	14,8	0,7	11,1
Wholesale and retail trade, car and motorcycle repairs	14,3	18,1	15,3
Transport and storage	4,6	0,8	3,6
Accommodation and food service activities	7,3	4,4	6,5
Information and communication	3,7	2,7	3,4
Financial and insurance activities	1,9	1,9	1,9
Properties activities	0,1	0,0	0,1
Professional, scientific and technical activities	2,9	4,4	3,3
Administrative and support service activities	3,7	5,4	4,1
Public administration and defense, compulsory social security	7,4	7,2	7,3
Education	6,2	20,2	9,9
Activities of human health and social work	2,8	13,1	5,5
Arts, entertainment and recreation	1,0	1,4	1,1
Other service activities	2,1	4,1	2,6
Household employment activities	0,5	0,9	0,6
Activities of the institutions and extra-territorial organizations	0,5	0,2	0,4
Total	100,0	100,0	100,0

1.7: Employment by occupation

In the fourth quarter of 2020, 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 (39.5%) 21.4% were in services and sales, and 11.8% in elementary occupations. Males were distributed across sectors, but most were employed in service and sales (23.4%), 13.0% as craft workers and work related, in elementary occupations (20.3%) and 10.5% were professionals (Table 1.10).

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

Kosovo (age 15 and over)	Male	Female	Total
EMPLOYMENT BY OCCUPATION (IN THOUSAND)			
Legislators, senior officials and managers	27,9	7,4	35,3
Professionals	29,2	32,0	61,1
Technicians and related occupations with them	18,7	6,9	25,6
Clerks	15,6	9,8	25,4
Service and sales workers in shops and markets	64,8	21,0	85,8
Skilled agricultural, forestry and fishery workers	8,2	3,5	11,7
Craft and related trades workers	35,8	5,2	41,0
Plant and machine operators, and assemblers	20,2	0,9	21,1
Elementary occupations	56,2	11,7	67,9
Total	276,6	98,4	374,9
EMPLOYMENT BY OCCUPATION (IN %)			
Legislators, senior officials and managers	10,1	7,5	9,4
Professionals	10,5	32,5	16,3
Technicians and related occupations with them	6,8	7,0	6,8
Clerks	5,6	9,9	6,8
Service and sales workers in shops and markets	23,4	21,4	22,9
Skilled agricultural, forestry and fishery workers	3,0	3,6	3,1
Craft and related trades workers	13,0	5,2	10,9
Plant and machine operators, and assemblers	7,3	0,9	5,6
Elementary occupations	20,3	11,8	18,1
Total	100,0	100,0	100,0

1.8: Employment models

Only 1.1% of the employed population reported that they had a second job during the reference week (1.1% of males compared to 1.2% of females).

In their main job, 92.0% of respondents reported working full time and 7.5% part-time. No gender differences were observed for females to work part-time (8.0% compared to 7.9%).

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 gender (%)

Kosovo	Male	Female	Total
Caring for children or adults with disabilities	0,3	1,1	0,5
Disability or illness	0,8	0,0	0,6
Other personal or family reasons	5,9	17,0	8,6
A student	3,8	6,4	4,4
No option to make a full-time job	65,9	43,2	60,3
Does not want a full-time job	0,9	4,8	1,9
Other reason	22,4	27,4	23,6
Total	100,0	100,0	100,0

Within a week, 75.2% of employees worked between 40-48 hours per week, 6.3% of employees worked between 49-59 hours per week, 3.5% of employees worked 60 or more hours per week. Within a week, 15.0% of employees worked less than 40 hours.

Males tend to work longer hours than females, 12.4% of males work more than 48 hours per week compared to 2.4% of females (Table 1.12). A larger proportion of employed females (16.6%) worked less than 40 hours compared to 14.4% of males.

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

Kosovo	Male	Female	Total
EMPLOYMENT BY THE NUMBER OF HOURS (IN THOUSAND)			
Less than 25	24,4	10,4	34,8
25-34	13,3	4,5	17,9
35-39	1,6	1,3	2,9
40-48	199,7	79,2	278,9
49-59	21,9	1,5	23,4
60 and more	12,1	0,9	13,1
Total	273,1	97,8	370,9
EMPLOYMENT BY THE NUMBER OF HOURS (IN %)			
Less than 25	8,9	10,7	9,4
25-34	4,9	4,6	4,8
35-39	0,6	1,3	0,8
40-48	73,1	81,0	75,2
49-59	8,0	1,5	6,3
60 and more	4,4	0,9	3,5
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 gender

Kosovo	Public sector, Government	State-owned enterprise	Private company	Individual, private
Male	38,7	39,3	44,3	39,2
Female	37,9	36,8	41,9	28,9
Total	38,4	38,7	43,6	37,1

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 models by gender

Kosovo	Male	Female	Total
IF WORKING IN SHIFTS			
Working in shifts	26,4	27,6	26,8
Not working in shifts	73,6	72,4	73,2
Total	100,0	100,0	100,0
IF WORKING EVENINGS			
Usually	8,5	6,2	7,9
Sometimes	32,8	26,7	31,2
Never	58,7	67,1	60,9
Total	100,0	100,0	100,0
IF WORKING AT NIGHT			
Usually	3,5	1,1	2,9
Sometimes	17,8	10,7	15,9
Never	78,8	88,1	81,2
Total	100,0	100,0	100,0
IF WORKING ON SATURDAYS			
Usually	43,9	25,8	39,2
Sometimes	31,6	26,0	30,1
Never	24,5	48,1	30,6
Total	100,0	100,0	100,0
IF WORKING ON SUNDAYS			
Usually	6,8	5,2	6,4
Sometimes	34,3	22,4	31,2
Never	58,9	72,4	62,4
Total	100,0	100,0	100,0
IF WORKING FROM HOME			
Usually	3,5	8,0	4,7
Sometimes	17,9	17,8	17,9
Never	78,6	74,2	77,4
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. Gender differences were observed with 2.5% higher for males than for females.

Graph. 1.2: Net monthly wages for employees by gender



2. Unemployment

2.1: Unemployment by gender

According to the fourth quarter of LFS 2020, in Kosovo there were 136,929 persons aged 15-64 years who were unemployed, 87,667 of whom were males and 49,262 females (Table 2.1). Unemployment rate was 27.0%, highest to females by 33.5% than to males by 24.3% (Graph 2.1).

Compared to the previous quarter of the LFS (Q3 2020) in Kosovo, there is an increase in unemployment rate by 2.4%, where this increase to males is 2.8%, while there is an increase to females by 0.4%.

Compared to the same period last year (Q4 2019) of LFS in Kosovo, there is an increase in the unemployment rate by 1.1%, with the increase to males by 2.3% while to females there is a decrease in the unemployment rate by 3.1%.

Graph. 2.1: Unemployment rate by gender



Tab. 2.1: Number of unemployed and unemployment rate by gender

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSAND)			
15-64	87,7	49,3	136,9
UNEMPLOYMENT RATE (%)			
15-64	24,3	33,5	27,0

2.2: Unemployment by age group and educational level

The young population in Kosovo has a very high unemployment rate of 49.9% (Table 2.2). As for other age groups, the lowest rate of unemployment has been observed among people aged 55-64 (9.6%).

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

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSAND)			
15-24	28,0	15,6	43,6
25-34	27,8	18,3	46,0
35-44	12,6	8,9	21,5
45-54	13,7	5,7	19,4
55-64	5,5	0,8	6,3
15-64	87,7	49,3	136,9
UNEMPLOYMENT RATE (%)			
15-24	48,0	53,7	49,9
25-34	28,0	41,8	32,2
35-44	17,4	25,8	20,1
45-54	17,6	21,4	18,6
55-64	10,5	6,1	9,6
15-64	24,3	33,5	27,0

The unemployment rate was highest for people without formal education (63.6% of this group were unemployed) and lowest for persons who had completed higher education (21.5%).

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

Kosovo	Male	Female	Total
UNEMPLOYMENT (IN THOUSAND)			
No formal education	1,5	0,1	1,6
Primary	18,5	7,5	26,0
Secondary education, vocational	34,1	11,1	45,1
Secondary education, gymnasium	20,5	12,7	33,2
Tertiary	13,1	17,9	31,1
Total	87,7	49,3	136,9
UNEMPLOYMENT RATE (%)			
No formal education	72,9	20,2	63,6
Primary	30,8	37,6	32,5
Secondary education, vocational	24,2	36,0	26,3
Secondary education, gymnasium	26,8	38,3	30,3
Tertiary	16,1	28,5	21,5
Total	24,3	33,5	27,0

Education has improved prospects in the labour market, especially for males, since 72.9% of males without formal education were unemployed, compared with 16.1% of those who had completed tertiary education.

2.3: Youth unemployment

Based on the fourth quarter of LFS 2020, 31.8% of the unemployed in Kosovo were young people (aged 15-24 years) with 0.4 point difference between males and females.

A significant proportion of the young population is unemployed (49.9%) and youth unemployment among females is higher (53.7%) compared to males (48.0%).

Tab. 2.4: Percentage of unemployed youth in total unemployment and unemployment rate among young people by gender

Kosovo	Male	Female	Total
Percentage of unemployed youth in total unemployment (%)	32,0	31,6	31,8
Percentage of youth as unemployed in young population (%)	48,0	53,7	49,9

In the fourth quarter of 2020, young people in Kosovo were two times more likely to be unemployed compared to adults, by 0.5 points difference between males and females. (Table 2.5).

Tab. 2.5: Unemployment rate of young people to adults, by gender

Kosovo	Male	Female	Total
The rate of youth unemployment to adult unemployment	2,4	1,9	2,2

2.4: Duration of unemployment

Unemployed respondents were asked how long are unemployed. A large number (72.2%) of the unemployed reported that they are unemployed for longer than 12 months. Gender differences were observed with 2.4 points difference between males and females (71.3% of males and 73.7% of females).

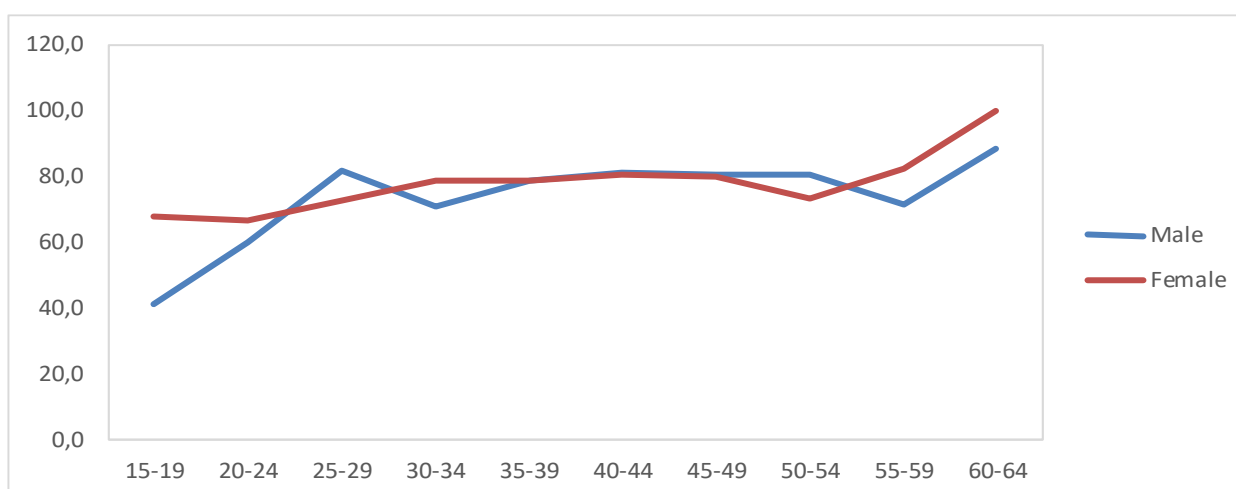
(Table 2.6) indicates that the likelihood of being unemployed for more than a year increased with age.

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

Kosovo	Male	Female	Total
15-19	40,9	67,7	51,8
20-24	59,5	66,4	61,9
25-29	81,7	72,6	78,2
30-34	70,7	78,6	73,9
35-39	78,3	78,8	78,5
40-44	80,9	80,5	80,7
45-49	80,5	80,0	80,3
50-54	80,6	73,2	78,7
55-59	71,3	81,9	73,1
60-64	88,1	100,0	88,5
Total	71,3	73,7	72,2

Graph 2.2 indicates that the age group 25-29, although young, female unemployment for more than a year reaches 72.6% compared with 81.7% for males.

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



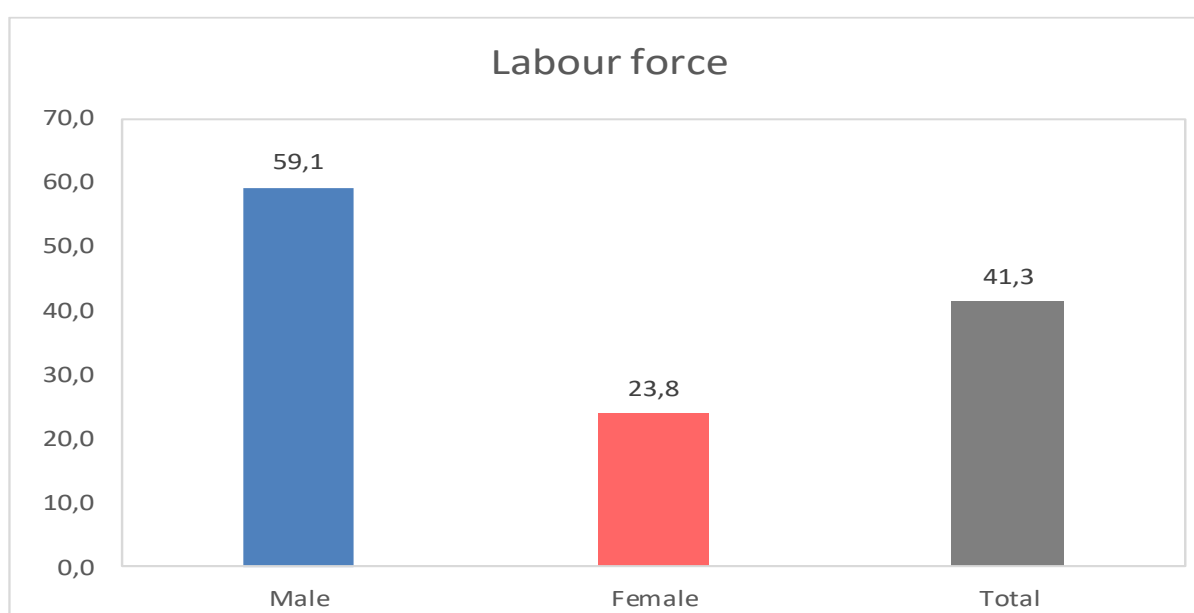
3. Participation in the labour force

In the fourth quarter of 2020, out of the total estimated population of 1,795,666, the total population of working age (15 to 64) was 1,228,218 people. 41.3% 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 58.7% 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 (Q3 2020) in Kosovo, the rate of participation in the workforce increased by 1.3% and this increase to males is 0.2% while to females is 2.3%.

Compared to the same period last year of the LFS (Q4 2020) in Kosovo, there is a decrease in the participation rate in the workforce by 0.1%, where this decrease to males is 1.1% whereas to females there is an increase by 1.4%.

Graph. 3.1: Participation rate in the labour force by gender



Graph 3.1 clarifies that workforce participation among females was much lower than among males: 23.8% of females were active compared to 59.1% of males.

The rate of participation in the workforce was highest among people aged 35-39 (53.3%) and the lowest among people aged 15 to 19 with 9.9% (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 (75.4%), while for females the highest rate was in the age group 25-29 years (38.0%) (Table 3.1).

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

Kosovo	Male	Female	Total
Labour force (in thousand)			
15-19	10,6	5,3	16,0
20-24	47,7	23,7	71,4
25-29	48,7	27,2	76,0
30-34	50,5	16,4	66,9
35-39	36,2	17,3	53,5
40-44	36,7	17,1	53,8
45-49	41,7	14,6	56,4
50-54	36,0	12,2	48,2
55-59	32,4	7,3	39,7
60-64	20,2	5,9	26,1
Total 15 - 64	360,8	147,1	507,8
Rate of participation in labour force (%)			
15-19	13,4	6,4	9,9
20-24	51,1	30,4	41,7
25-29	66,6	38,0	52,4
30-34	72,5	29,2	53,1
35-39	75,4	33,0	53,3
40-44	74,9	30,0	50,8
45-49	78,7	23,4	48,8
50-54	64,6	20,2	41,5
55-59	66,5	13,4	38,6
60-64	50,0	13,8	31,3
Total 15 - 64	59,1	23,8	41,3

4. Inactive persons

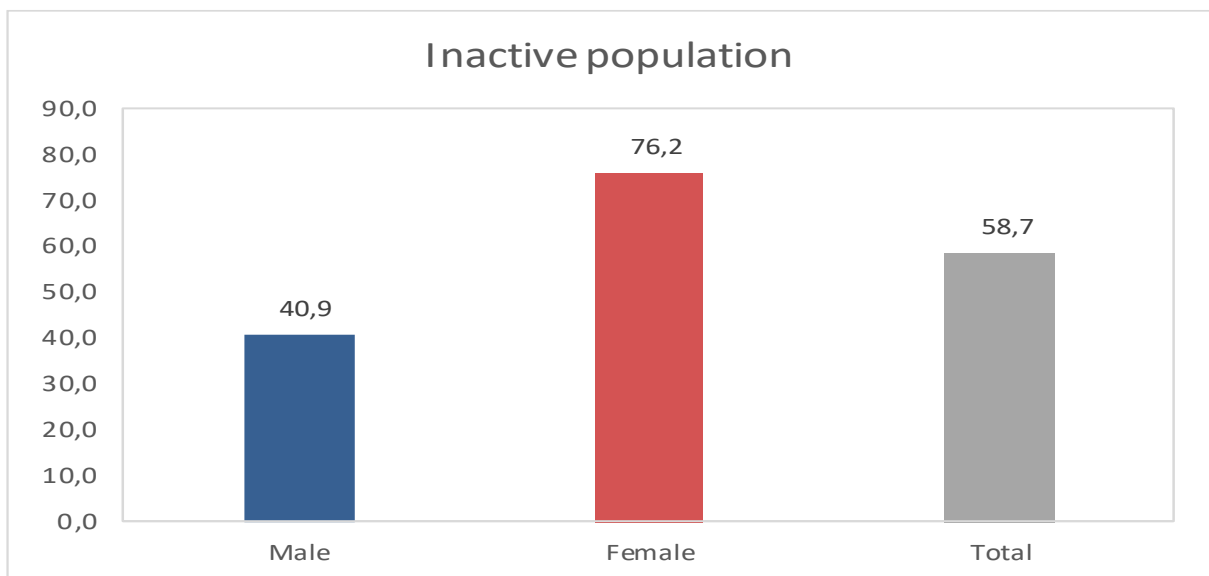
Special attention is paid to the description and estimation of the employed population and the unemployed, which together comprise the Labour Force (or economically active persons). However, the category of "inactive" is equally important. Changes in activity rates are an important part of labour supply 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 (Q3 2020) in Kosovo, the rate of inactivity has decreased by 1.3%, where this decrease to males is 0,2 while to females is 2.3%.

Compared to the same period last year of LFS (Q4 2019) in Kosovo, there is an increase of inactivity rate of 0.1%, where this increase to males is 1.1%, while to females is 1.4%.

Graph 4.1 clarifies that the largest participation is among females than among males: 76.2% of females were inactive compared to 40.9% of males.

Graph 4.1: Inactivity participation rate by gender



4.1: Inactive young people not in education, employment, or training (NEET)

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

In the fourth quarter of 2020, 104,876 of young people (aged 15 to 24) in Kosovo do not attend school, were not employed or in training, and account for 31.5% of the young population. Part of NEET for females 31.4% compared with 31.5% of males (Table 4.2).

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

Kosovo	Male	Female	Total
Youth NEET (in thousand)	54,3	50,5	104,9
Percentage of youth NEET in young population (%)	31,5	31,4	31,5

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
Q4 2020	30%	16%	46%

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 46% in the fourth quarter of 2020.

Tab 5.2: Economic dependency ratios

Kosovo	Effective economic dependency ratio of the elderly	Total rate of economic dependence
Q4 2020	54%	250%

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 255% in the fourth quarter of 2020.

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 fourth quarter of 2020 is 27.0% and its standard error is 1.1% while the confidence interval for the number of unemployed (24.9%; 29.0%).

Tab. 6: Accuracy of LFS-based estimates in the third quarter of 2020 at country level

Kosovo Q4 2020	Quarterly estimates (%)	Standard error	Reliability interval 95%		Variation coefficient (%)
			Low	High	(%)
Employment rate	30,2	0,6	29,0	31,4	2,0
Unemployment rate	27,0	1,1	24,9	29,0	3,9
Rate of participation in the workforce	41,3	0,7	39,9	42,8	1,7

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

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

7. The key indicators in the countries of Southwest Europe

In the tables: 7.1; 7.2; 7.3 and 7.4 are presented the key indicators in the countries of Southeast Europe.

Tab. 7.1: The rate of participation in the labour force

Southeast European countries (age group 15-64)	Rate of participation in the workforce											
	Q1 2020			Q2 2020			Q3 2020			Q4 2020		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Kosovo	38,8	57,1	20,3	33,2	48,8	17,6	40,0	58,9	21,5	41,3	59,1	23,8
Albania	69,6	77,6	61,9	68,1	75,7	60,7	69,8	77,9	61,8	68,7	77,2	60,5
North Macedonia	66,5	78,0	54,7	65,6	76,2	54,7	65,0	75,7	53,9	65,0	76,8	52,8
Montenegro	65,2	70,8	59,6	60,8	66,8	54,7	61,2	69,3	53,2	58,9	66,3	51,5
Serbia	67,6	73,4	61,9	65,2	72,0	58,4	68,7	76,1	61,3	69,3	77,0	61,7
Bosnia and Herzegovina	57,6	70,3	44,9	57,6	70,0	45,2	58,7	70,1	47,3	59,0	71,1	46,8

Tab. 7.2: The rate of employment

Southeast European countries (age group 15-64)	Employment rate											
	Q1 2020			Q2 2020			Q3 2020			Q4 2020		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Kosovo	29,1	44,0	14,1	24,1	36,2	12,1	30,1	46,2	14,4	30,2	44,8	15,8
Albania	61,4	68,7	54,2	59,6	66,2	53,2	61,3	68,7	54,2	60,2	67,8	52,9
North Macedonia	55,6	64,9	46,1	54,5	63,3	45,4	54,1	62,7	42,2	54,4	63,9	44,6
Montenegro	54,4	59,6	49,1	51,2	56,4	46,0	49,3	55,9	42,6	46,2	52,6	39,9
Serbia	60,7	66,1	55,3	60,2	66,6	53,7	62,2	69,1	55,2	62,1	69,1	55,0
Bosnia and Herzegovina	47,8	59,6	35,9	48,2	60,1	36,3	50,2	60,8	39,5	49,0	60,5	37,5

Tab. 7.3: The rate of unemployment

Southeast European countries (age group 15-64)	Unemployment rate											
	Q1 2020			Q2 2020			Q3 2020			Q4 2020		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Kosovo	25,0	23,0	30,6	27,2	25,7	31,4	24,6	21,5	33,1	27,0	24,3	33,5
Albania	11,9	11,5	12,4	12,5	12,6	12,4	12,1	11,9	12,3	12,3	12,2	12,5
North Macedonia	16,4	16,8	15,8	16,9	17,0	16,9	16,7	17,2	16,0	16,3	16,8	15,7
Montenegro	16,6	15,8	17,6	15,7	15,6	15,9	19,6	19,3	19,9	21,5	20,7	22,4
Serbia	10,2	9,9	10,6	7,7	7,4	8,0	9,5	9,2	9,9	10,5	10,1	10,8
Bosnia and Herzegovina	17,0	15,1	19,9	16,3	14,2	19,6	14,5	13,2	16,5	16,9	15,0	19,9

Tab. 7.4: The rate of inactivity

Southeast European countries (age group 15-64)	Inactivity rate											
	Q1 2020			Q2 2020			Q3 2020			Q4 2020		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Kosovo	61,2	42,9	79,7	66,8	51,2	82,4	60,0	41,1	78,5	58,7	40,9	76,2
Albania	30,4	22,4	38,1	31,9	24,3	39,3	30,2	22,1	38,2	31,3	22,8	39,5
North Macedonia	33,5	22,0	45,3	34,4	23,8	45,3	35,0	24,3	46,1	35,0	23,2	47,2
Montenegro	34,8	29,2	40,4	39,2	33,2	45,3	38,8	30,7	46,8	41,1	33,7	48,5
Serbia	32,4	26,6	38,1	34,8	28,0	41,6	31,3	23,9	38,7	30,7	23,0	38,3
Bosnia and Herzegovina	42,4	29,7	55,1	42,4	30,0	54,8	41,3	29,9	52,7	41,0	28,9	53,2

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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