



Employment of women and their representation in Kosovo

Statistical Report - 2020

Summary

In 2020, the COVID-19 pandemic and the change of two governments combined have also affected the employment and representation of women in Kosovo. Although the number of young women who were studying or had completed their studies was significantly higher than that of young men, the data show that their participation in the labor market remains low, where only 21.5% of working-age women are active in the labor market.

During 2020, the Kurti Government appointed women to 21% of key government positions versus 14% that were appointed during the tenure of the Hoti Government. In management positions, civil service and academic staff, women have held about one third of the positions in 2020 as well. While, in other areas and the labor market in general, the representation of women remains quite low. In some municipal administrations, especially in the smaller municipalities, women hold only one in five jobs. The COVID-19 pandemic has further aggravated the position of women in the labor market, as employment opportunities have dwindled. In 2020, the employment rate for women was only 14.4%, while for men it was 46.2%. On the one hand, the unemployment rate for women, including only those actively seeking employment, was 33.1%, while for men it was 21.5%. On the other hand, even this year, the interest of women to find a job is almost at the same level as that of men.

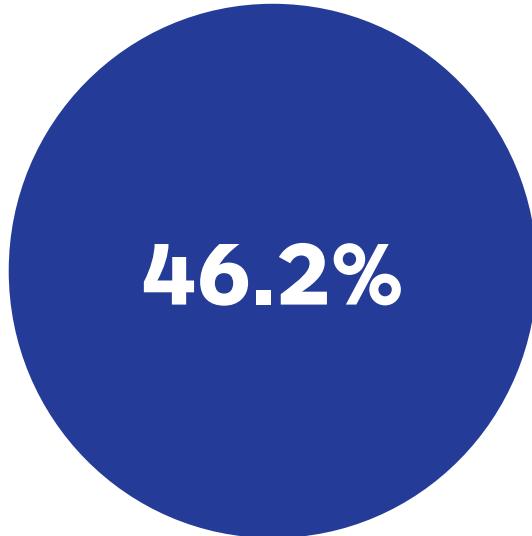
The number of female jobseekers registered with the Employment Agency in 2020 was 90,677, while the number of male jobseekers registered with this Agency was 109,900. This significant uptick recorded in 2020 is primarily due to the eligibility criteria stipulated in the Emergency Fiscal Package attached to some of the policy measures, but it may be in part also attributed to jobs lost during the pandemic.

Moreover, over 8,737 female jobseekers had completed their Bachelor studies, which is higher than the number of male jobseekers of the same profile (5,034). Even in terms of education, young women lead in terms of interest. In 2020, in public universities, at both Bachelor and Master level studies, there were about 10 thousand more female students than male students, namely 34,532 and 24,266, respectively. Whereas, the male-female ratio was more balanced in private colleges, where the number of female students (7,539) studying at both levels was by 437 students higher than that of male students (7,102). It should be noted that in 2020, including data for the 2019/2020 school year, the number of students declined significantly compared to the previous year by 21,348 students. While, among the academic and administrative staff of public universities, during 2020, there is an increase in the participation of women in most of them.

In the Social Assistance Scheme, as the sole poverty targeting scheme, gender differences are striking, and little progress has been recorded compared to the previous year. In Category 2, only 9.42% of beneficiaries are women, while in the two categories of the scheme the aggregate rate of female beneficiaries is 34.14%.

This is the fourth annual report whereby the GAP Institute aims to statistically showcase the differences in the representation of women in the labor market, education, and social welfare.

Employment of men and women



MEN



WOMEN

Labor market participation, by gender

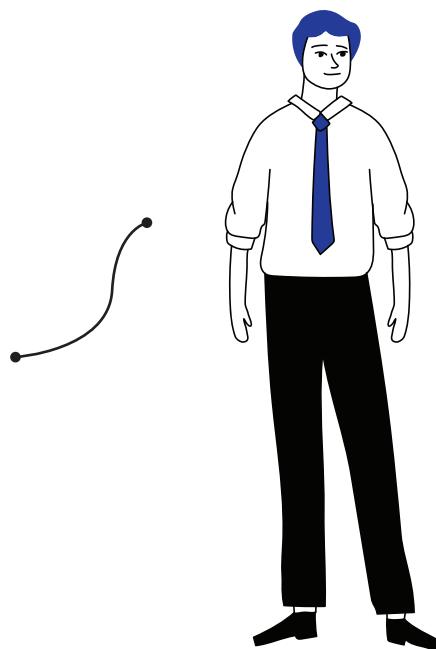


Employed

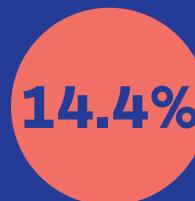


Jobseekers registered in Kosovo - MEN

Level of qualification	MEN
Unqualified	49,805
Grades I-IX (Primary education)	21,682
Secondary vocational education	25,600
Secondary education (gymnasium)	7,258
Bachelor	5,034
Master	521
Ph.D.	-
Total	109,900



Source:
KOSOVO LABOUR AGENCY, OCTOBER 2020



Employed

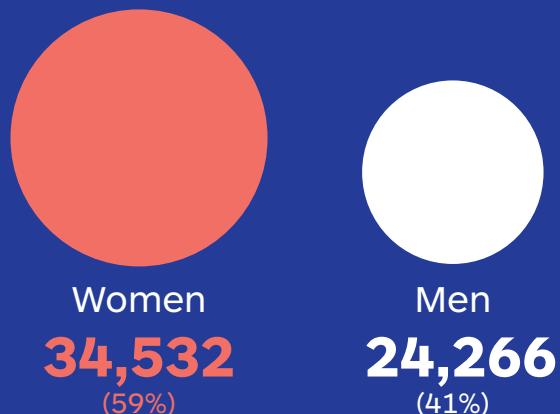
Jobseekers registered in Kosovo - WOMEN



Level of qualification	WOMEN
Unqualified	44,820
Grades I-IX (Primary education)	16,358
Secondary vocational education	14,155
Secondary education (gymnasium)	5,936
Bachelor	8,737
Master	671
Ph.D.	-
Total	90,677

Number of students (Bachelor and Master) in 2019/2020

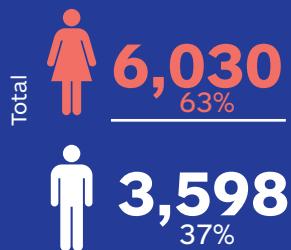
Public Universities



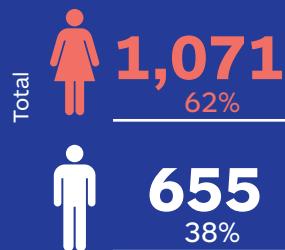
Private Colleges



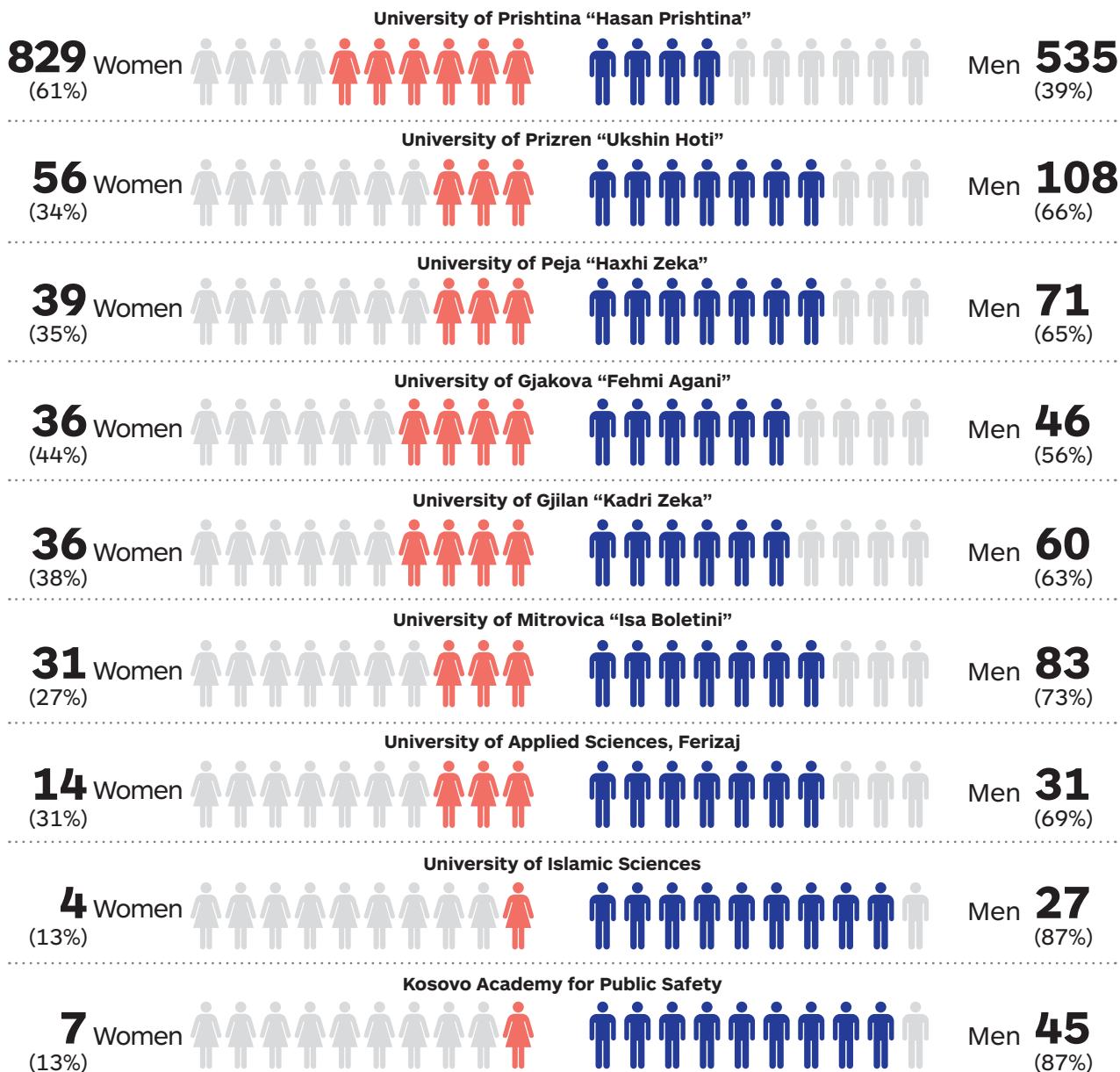
Number of graduated students in Public universities at the bachelor and master level in year 2018/2019



Number of graduated students in Private universities at the bachelor and master level in year 2018/2019



Number of academic and administrative staff by gender
2019/2020



Prime Minister

DEPUTY PRIME MINISTER

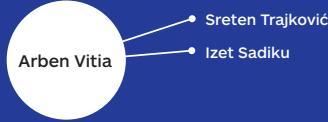
2



Ministry of Health

DEPUTY MINISTER

2



SECRETARY GENERAL → Naim Bardiqi

Ministry of European Integration

DEPUTY MINISTER

1

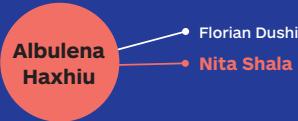


SECRETARY GENERAL → Kushtrim Cukaj (i shkarkuar me 22 maj)
Florim Canolli

Ministry of Justice

DEPUTY MINISTER

2



SECRETARY GENERAL → Qemajl Marmullakaj

Ministry of Finance and Transfers

DEPUTY MINISTER

3



SECRETARY GENERAL → Enis Spahiu

Ministry of Regional Development

DEPUTY MINISTER

3



SECRETARY GENERAL → Fatos Qerimi

Ministry of Education, Science, Technology and Innovation

DEPUTY MINISTER

3



SECRETARY GENERAL → Agim Berdyna (ud)

Ministry of Infrastructure and Environment

DEPUTY MINISTER

3

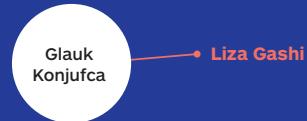


SECRETARY GENERAL → Izedin Bytyqi

Ministry of Foreign Affairs and Diaspora

DEPUTY MINISTER

1

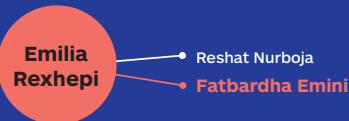


SECRETARY GENERAL → Albert Prenkaj (ud)

Ministry of Local Government Administration

DEPUTY MINISTER

2

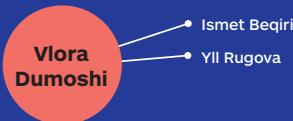


SECRETARY GENERAL → Rozafa Ukimeraj – Çuni

Ministry of Culture, Youth and Sports

DEPUTY MINISTER

2



SECRETARY GENERAL → Veton Ferizi

Ministry of Internal Affairs and Public Administration

DEPUTY MINISTER

3



SECRETARY GENERAL → Drita Hasani (ud)

Ministry of Economy, Labor, Trade, Industry, Entrepreneurship and Strategic Investments

DEPUTY MINISTER

2

Rozeta Hajdari

Inci Halac-Bylykbash

Edison Jakurti

SECRETARY GENERAL

Irfan Lipovica

Ministry of Defence

DEPUTY MINISTER

1

Anton Quni

Enver Dugolli

SECRETARY GENERAL

Faruk Geci

Ministry of Agriculture, Forestry and Rural Development

DEPUTY MINISTER

2

Besian Mustafa

Imri Demelezi

Erxhan Galush

SECRETARY GENERAL

Bekim Hoxha (ud)

Ministry of Communities and Returns

DEPUTY MINISTER

1

Dalibor Jevtiq

Alma Kabashi Dushi

SECRETARY GENERAL

Nenad Stojčetočić

MINISTER



Men

10
67%



Women

5
33%

DEPUTY PRIME MINISTER



Men

2
100%



Women

0
0%

DEPUTY MINISTER



Men

25
81%



Women

6
19%

SECRETARY GENERAL



Men

13
87%



Women

2
13%

TOTAL



Men

50
89%



Women

13
21%

Prime Minister

DEPUTY PRIME MINISTER

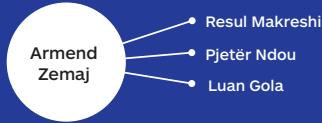
4



Ministry of Health

DEPUTY MINISTER

3

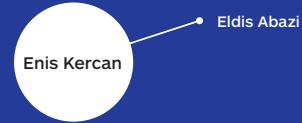


SECRETARY GENERAL → Ardian Mehmetaj (ud)

Ministry of Regional Development

DEPUTY MINISTER

1



SECRETARY GENERAL → Besim Kamberaj

Ministry of Justice

DEPUTY MINISTER

1



SECRETARY GENERAL → Ardian Bajraktari (ud)

Ministry of Finance

DEPUTY MINISTER

3



SECRETARY GENERAL → Enis Spahiu

Ministry of Trade and Industry

DEPUTY MINISTER

2

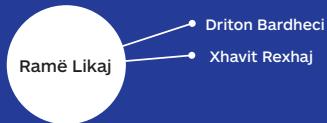


SECRETARY GENERAL → Burim Rreci

Ministry of Education, Science, Technology and Innovation

DEPUTY MINISTER

2



SECRETARY GENERAL → Agim Berdyna (ud)

Ministry of Infrastructure

DEPUTY MINISTER

5



SECRETARY GENERAL → Izedin Bytyqi

Ministry of Foreign Affairs and Diaspora

DEPUTY MINISTER

4



SECRETARY GENERAL → Shkelzen Morina (ud)

Ministry of Local Government Administration

DEPUTY MINISTER

2



SECRETARY GENERAL → Rozafa Ukimeraj - Cuni (pasuar nga Trim Berisha (ud))

Ministry of Culture, Youth and Sports

DEPUTY MINISTER

5



SECRETARY GENERAL → Iber Alaj (ud)

Ministry of Labor and Social Welfare

DEPUTY MINISTER

3



SECRETARY GENERAL → Feim Osmani (ud)

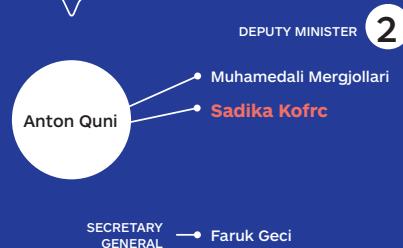
Ministry of Internal Affairs



Ministry of Economy and Enviroment



Ministry of Defence



Ministry of Agriculture,Forestry and Rural Development



Ministry of Communities and Returns



MINISTER



DEPUTY MINISTER



DEPUTY PRIME MINISTER



TOTAL



SECRETARY GENERAL



TABLE OF EMPLOYEES OF CENTRAL INSTITUTIONS (CIVIL SERVICE)

SOURCE: MPA, APRIL-JUNE 2018



Office of the Prime Minister • **452 employees**

251 (56%)  201 (44%)

Ministry of Environment and Spatial Planning • **305 employees**

194 (64%)  111 (36%)

Ministry of Trade and Industry • **277 employees**

209 (75%)  68 (25%)

Ministry of Health • **615 employees**

245 (40%)  370 (60%)

Ministry of Culture, Youth and Sports • **291 employees**

146 (50%)  145 (50%)

Ministry of Infrastructure • **274 employees**

207 (76%)  67 (24%)

Ministry of Labor and Social Welfare • **771 employees**

433 (56%)  338 (44%)

Ministry of Public Administration • **264 employees**

160 (61%)  104 (39%)

Ministry of Education, Science and Technology • **693 employees**

410 (59%)  283 (41%)

Ministry of Finance • **1064 employees**

668 (63%)  396 (37%)

Ministry of Agriculture, Forestry and Rural Development • **325 employees**

223 (69%)  102 (31%)



Ministry of Economic Development • **142 employees**

84 (59%)  58 (41%) 

Ministry of Local Government Administration • **123 employees**

65 (53%)  58 (47%) 

Ministry of Communities and Returns • **89 employees**

61 (69%)  28 (31%) 

Ministry of Foreign Affairs • **273 employees**

185 (68%)  88 (32%) 

Ministry of Justice • **455 employees**

285 (63%)  170 (37%) 

Ministry of Defence • **169 employees**

124 (73%)  45 (27%) 

Ministry of Internal Affairs • **932 employees**

530 (57%)  402 (43%) 

Ministry of Diaspora • **48 employees**

28 (58%)  20 (42%) 

Ministry of European Integration • **72 employees**

35 (49%)  37 (51%) 

Presidency • **43 employees**

27 (63%)  16 (37%) 

Secretariat of the Assembly of Kosovo • **178 employees**

96 (54%)  82 (46%) 

Total

7855
employees

4666
(59%) 

3189
(41%) 

Employees in municipal administration

Source: MPA, April - June 2018

1. DEÇAN 136 employees



2. DRAGASH 100 employees



3. FERIZAJ 300 employees



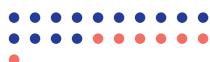
4. FUSHË-KOSOVË 116 employees



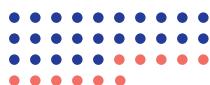
5. GLOGOVCI 123 employees



6. GJAKOVA 213 employees



7. GJILAN 352 employees



8. ISTOG 159 employees



9. KAÇANIK 119 employees



10. KAMENICA 184 employees



11. KLINA 149 employees



12. LIPJAN 149 employees



13. MALISHEVA
178 employees



14. MITROVICA
298 employees



15. MITROVICA N.
51 employees



16. NOVOBËRDA
57 employees



17. OBILIQ
115 employees



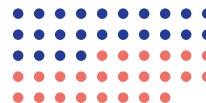
18. PEJA
241 employees



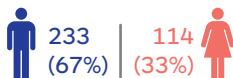
19. PODUJEVË
250 employees



20. PRISHTINA
488 employees



21. PRIZREN
347 employees



22. RAHOVEC
170 employees



23. SKËNDERAJ
175 employees



24. SUHAREKA
209 employees



25. SHTËRPCE
70 employees



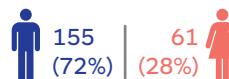
26. SHTIME
92 employees



27. VITI
186 employees



28. VUSHTRRI
216 employees



29. HANI I ELEZIT
44 employees



30. MAMUSHA
29 employees



31. JUNIK
47 employees



32. KLLOKOT
41 employees



33. PARTESH
37 employees



34. RANILLUG
42 employees



35. GRACANICA
72 employees



36. LEPOSAVIQ
127 employees



37. ZUBIN POTOK
226 employees



38. ZVEÇAN
57 employees



Total

5965
employees

4011
(67%)



1954
(33%)

Gender structure in managing positions in the civil service (central level)

MINISTRIES Managing Positions	Total senior manage- ment level	Gender Struc		Management level	Gender Struc	
1. Office of Prime Minister	8	7 (88%)	1 (12%)	103	74 (72%)	29 (28%)
2. Ministry of Defense	1	1 (100%)	0 (0%)	44	35 (80%)	9 (20%)
3. Ministry of Trade and Industry	9	7 (78%)	2 (22%)	53	36 (68%)	17 (32%)
4. Ministry of Health	4	3 (75%)	1 (25%)	88	40 (45%)	48 (55%)
5. Ministry of Culture, Youth and Sports	3	3 (100%)	0 (0%)	83	52 (63%)	31 (37%)
6. Ministry of Infrastructure	1	1 (100%)	0 (0%)	35	27 (77%)	8 (23%)
7. Ministria e Punës dhe Mirëqenjes Sociale	5	5 (100%)	0 (0%)	94	72 (77%)	22 (23%)
8. Ministry of Public Administration	4	3 (75%)	1 (25%)	42	28 (67%)	14 (33%)
9. Ministry of Education, Science and technology	12	10 (83%)	2 (17%)	112	69 (62%)	43 (38%)
10. Ministry of Finance	7	7 (100%)	0 (0%)	220	167 (76%)	53 (24%)
11. Ministry of Agriculture, Forestry and Rural Development	3	3 (100%)	0 (0%)	41	32 (78%)	9 (22%)
12. Ministria e Zhvillimit Ekonomik	3	3 (100%)	0 (0%)	31	22 (71%)	9 (29%)
13. Ministry of Local Government Administration	1	0 (0)	1 (100%)	24	12 (50%)	12 (50%)
14. Ministry of Environment and Spatial Planning	3	3 (100%)	0 (0%)	59	36 (61%)	23 (39%)
15. Ministry of Justice	6	6 (100%)	0 (0%)	85	62 (73%)	23 (27%)
16. Ministry of Internal Affairs	7	6 (86%)	1 (14%)	270	186 (69%)	84 (31%)
17. Ministry of Foreign Affairs	3	3 (100%)	0 (0%)	21	14 (67%)	7 (33%)
18. Ministry of Communities and Returns	1	1 (100%)	0 (0%)	14	11 (79%)	3 (21%)
19. Ministry of European Integration	1	1 (100%)	0 (0%)	21	14 (67%)	7 (33%)
20. Ministry of Diaspora	1	1 (100%)	0 (0%)	19	14 (74%)	5 (26%)
21. Ministry of Regional Development	1	1 (100%)	0 (0%)	14	6 (43%)	8 (57%)
22. Ministry of Innovation and Entrepreneurship	1	1 (100%)	0 (0%)	5	3 (60%)	2 (40%)
23. Assembly of Kosova	3	3 (100%)	0 (0%)	46	28 (61%)	18 (39%)
24. Presidency	1	1 (100%)	0 (0%)	31	14 (45%)	17 (55%)
Total	89	80 (90%)	9 (10%)	1555	1054 (68%)	501 (32%)

* NOTE: DATA FOR THE ASSEMBLY OF THE YEAR 2017.

SENIOR MANA- GERIAL LEVEL:

- ➊ Permanent Secretary
- ➋ Chief Executive Officer
- ➌ Chief Executive Director
- ➍ Director

MANAGEMENT LEVEL:

- ➊ Director of Department
- ➋ Deputy director
- ➌ Office director
- ➍ Division Chief
- ➎ Sector Chief
- ➏ Unit Chief
- ➐ Manager
- ➑ Auditor

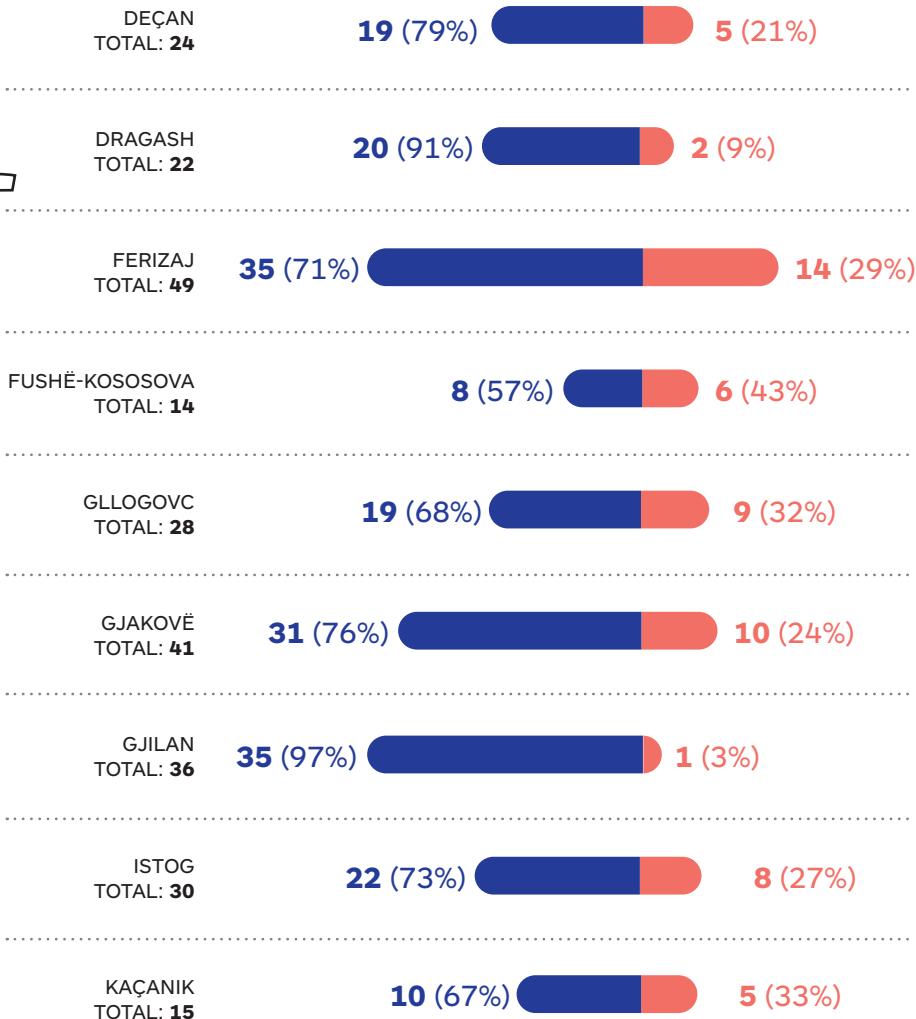
SOURCE: MPA, 2019

Gender structure in management positions in municipal administration

Source: MPA, 2019



■ MEN



26 (87%)  4 (13%)

KAMENICA
TOTAL: 30

38 (90%)  4 (10%)

KLINA
TOTAL: 42

19 (70%)  8 (30%)

LIPJAN
TOTAL: 27

25 (86%)  4 (14%)

MALISHEVA
TOTAL: 29

32 (89%)  4 (11%)

MITROVICË
TOTAL: 36

7 (88%)  1 (13%)

NOVOBËRDA
TOTAL: 8

16 (59%)  11 (41%)

OBILIQ
TOTAL: 27

29 (63%)  17 (37%)

PEJË
TOTAL: 46

17 (81%)  4 (19%)

PODUJEVA
TOTAL: 21

21 (72%)  8 (28%)

PRISHTINA
TOTAL: 29

28 (76%)  9 (24%)

PRIZREN
TOTAL: 37

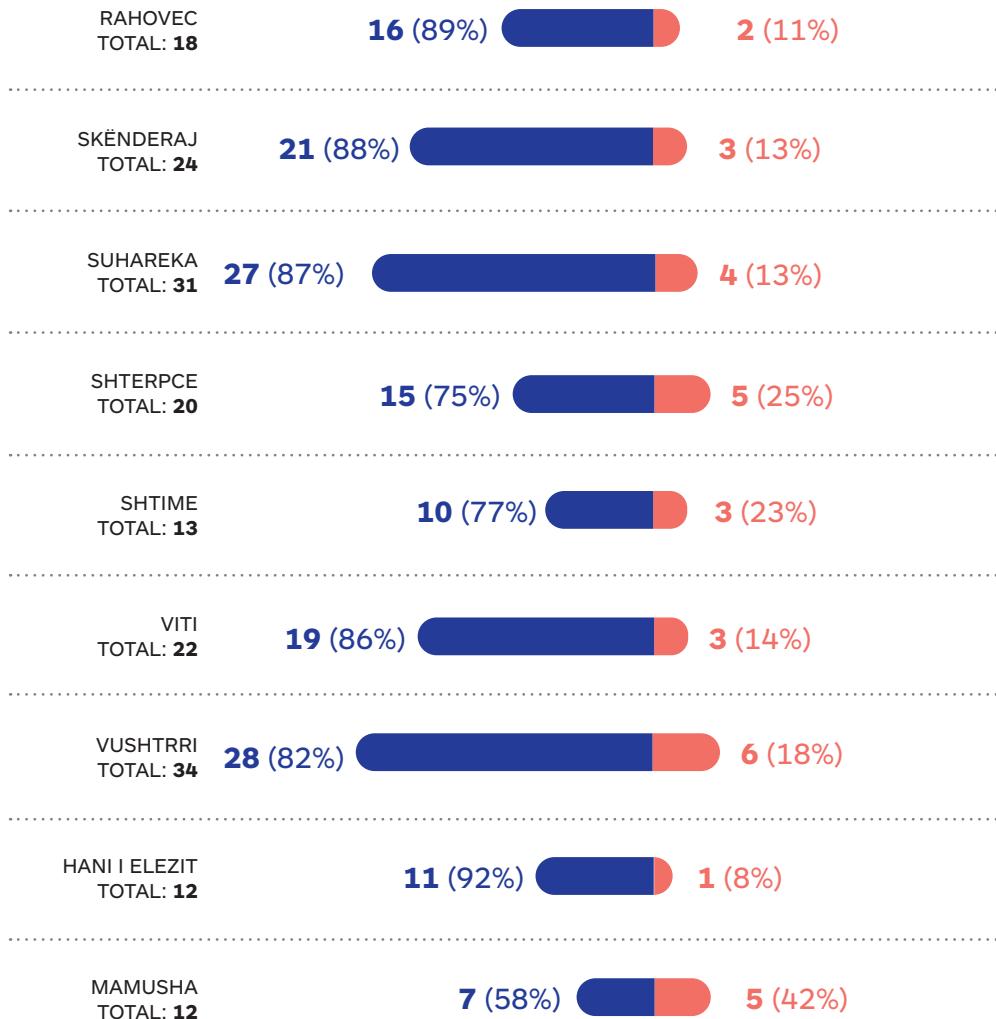


■ WOMEN

Note:

Data are missing for:
Leposavic, Zubin Potok
and Zvecan

Data on Peja, Shterpce
and Junik are of 2018

**ADMINISTRATION**

- ➔ Head of Administration and Human Resources
- ➔ Directors of Departments

ADMINISTRATION

- ➔ Chief of sector
- ➔ Head of service
- ➔ Head of office
- ➔ Manager

7 (70%)  3 (30%)

JUNIK
TOTAL: 10

7 (88%)  1 (12%)

PARTESH
TOTAL: 8

9 (90%)  1 (10%)

RANILLUG
TOTAL: 10

/  /

LEPOSAVIQ
TOTAL: /

/  /

ZUBIN-POTOK
TOTAL: /

/  /

ZVEÇAN
TOTAL: /

5 (56%)  4 (44%)

KLLOKOT
TOTAL: 9

4 (50%)  4 (50%)

GRACANICA
TOTAL: 8

5 (71%)  2 (29%)

MITROVICA N.
TOTAL: 7

Total

829



Men

648 78%



Women

181 22%

Beneficiaries of social assistance by category and gender, February 2021

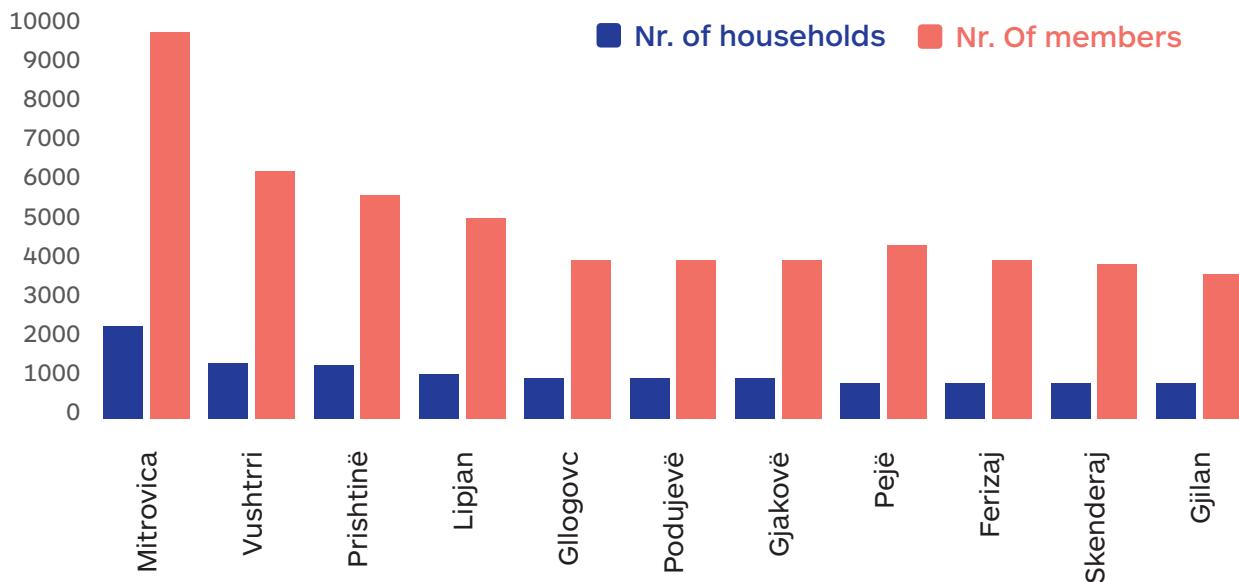
Holders of social assistance by category and gender

Categories of Social Assistance Scheme

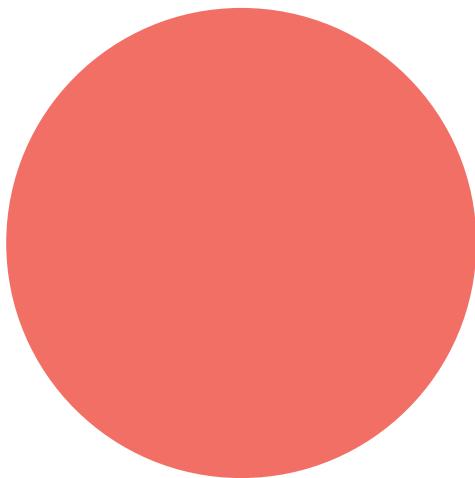
Category I			Category II			Category I and II		
W	M	T	W	M	T	W	M	T
8,184	10,145	18,329	734	7,057	7,791	8,918	17,202	26,120
44.65%	55.35%	100%	9.42%	90.58%	100%	34.14%	65.86%	100%

SOURCE: MLSW, 2021

Beneficiaries of social assistance in some key municipalities



Source: KAS, JANUARY 2021



Instituti GAP mbështetet nga:



**Rockefeller
Brothers Fund**
Philanthropy for an Interdependent World