



Employment of women and their representation in Kosovo

Statistical Report - 2019



45.9%



13.7%

Summary

The data indicate that girls and women in Kosovo are as interested in education and employment as boys and men. However, their employment rate, particularly in senior management positions, remains low compared to men's. These differences are especially more prevalent in the central level. As of the day of the resignation of Prime Minister Haradinaj, only 10% of leadership positions (ministers, deputy ministers, general secretaries) were held by women. Even in managing positions in the municipal administration, women's representation remains quite low with only 20%.

In addition to managing positions, the rate of employed women in general remains lower than that of men. In 2019, the employment rate of men in Kosovo was 45.9%, while that of women was 13.7%. Meanwhile, the unemployment rate for men in 2019 was 22.8%, or 6.3 pp lower than in 2018, whereas the unemployment rate for women was 32.7%, or 2.1 pp higher than in 2018. Thus, while unemployment of men has declined, the opposite occurred to women. On the other hand, women's interest in finding a job is almost on the same level as that of men. In 2019 there were 52,343 men jobseekers registered with the Employment Agency, while the number of women jobseekers was 43,547. Moreover, over 6,700 women jobseekers had completed their bachelor studies, which is higher than the number of men jobseekers with the same profile (4,067).

Even in terms of education, girls are more interested in pursuing education than boys. In 2019 there were about 10 thousand female students (39,043) more in public universities at the bachelor level than male students (29,841). A similar situation also occurs in private colleges, where the number of female students (20,300) is 4,611 higher than that of male students (15,689). However, the situation is not the same for employees. For example, the academic and administrative staff at the University of Prishtina in 2019 consisted of 61% men and 39% women. In 2018, the ratio was 64% men and 36% women. There is an increase in the participation of women as part of the academic and administrative staff in other public universities as well. Gender differences remain quite pronounced in low-income families. Only 8.84% of Category 2 beneficiaries of social assistance are women.

This is the third annual statistical report through which GAP Institute aims to highlight the differences in the representation of women in the labor market, education, and social welfare.

Source:
KAS, Q2 2019

Labor market participation, by gender

22.8%

Unemployed

40.6%

Inactive

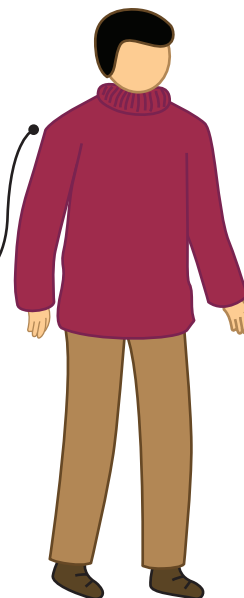
45.9%

Employed

Jobseekers registered in Kosovo - MEN

Source:
MLSW, 2018.

| Level of qualifications | Men |
|-----------------------------------|---------------|
| Unqualified | 10,833 |
| Grades I – IX (Primary education) | 13,660 |
| Secondary vocational education | 20,001 |
| Secondary education - gymnasium | 3,472 |
| Bachelor | 4,067 |
| Master | 310 |
| Ph.D. | - |
| Total | 52,343 |



32.7%
Unemployed

79.6%
Inactive

13.7%

Employed

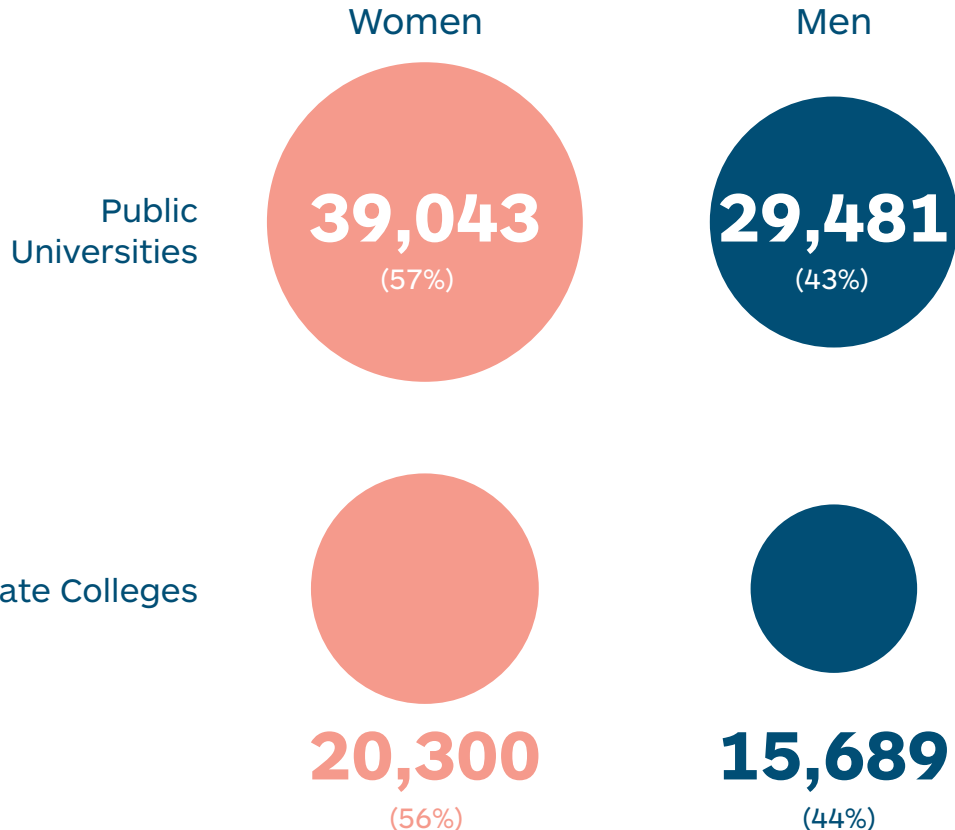


| Level of qualifications | Women |
|-----------------------------------|---------------|
| Unqualified | 11,170 |
| Grades I – IX (Primary education) | 10,646 |
| Secondary vocational education | 11,505 |
| Secondary education - gymnasium | 3,120 |
| Bachelor | 6,720 |
| Master | 386 |
| Ph.D. | - |
| Total | 43,547 |

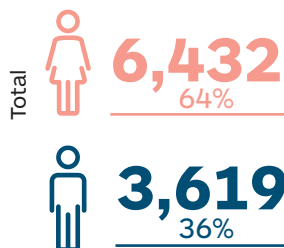
Jobseekers registered in Kosovo - WOMEN

Source:
MLSW, 2018.

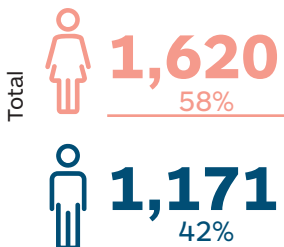
Number of students (Bachelor and Master) in 2018/2019



Number of graduated students in Public universities at the bachelor and master level in year 2017/2018

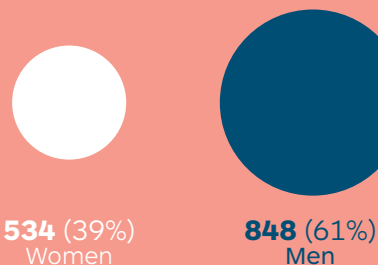


Number of graduate students in private colleges at the bachelor and master level in 2017/2018

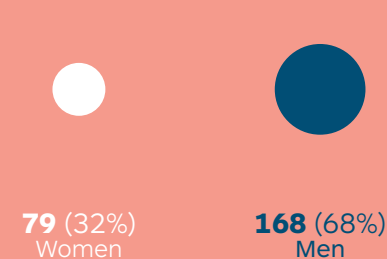


Number of academic and administrative staff by gender 2018/2019

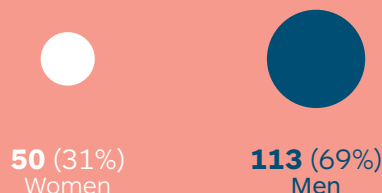
University of Prishtina
"Hasan Prishtina"



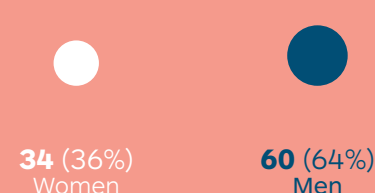
University of Prizren
"Ukshin Hoti"



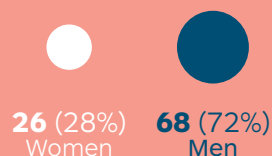
University of Peja
"Haxhi Zeka"



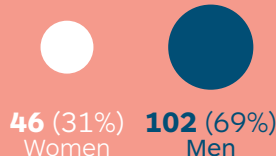
University of Gjakova
"Fehmi Agani"



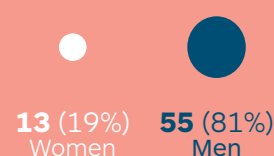
University of Gjilan
"Kadri Zeka"



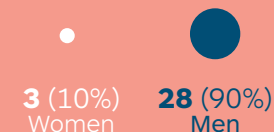
University of Mitrovica
"Isa Boletini"



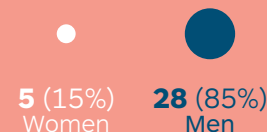
University of Applied Sciences, Ferizaj



University of Islamic Sciences



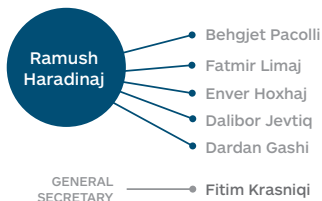
Kosovo Academy for Public Safety



Prime Minister

DEPUTY MINISTERS

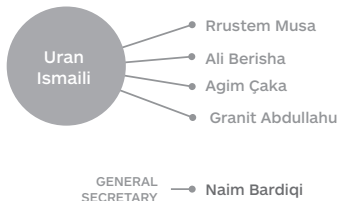
5



Ministry of Health

DEPUTY MINISTERS

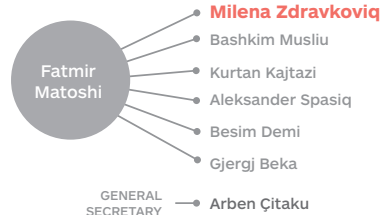
4



Ministry of Environment and Spatial Planning

DEPUTY MINISTERS

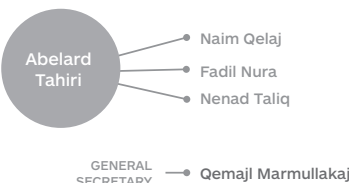
6



Ministry of Justice

DEPUTY MINISTERS

3



Ministry of Agriculture, Forestry and Rural Development

DEPUTY MINISTERS

4



Ministry of Economic Development

DEPUTY MINISTERS

5



Ministry of Internal Affairs

DEPUTY MINISTERS

4



Ministry of Infrastructure

DEPUTY MINISTERS

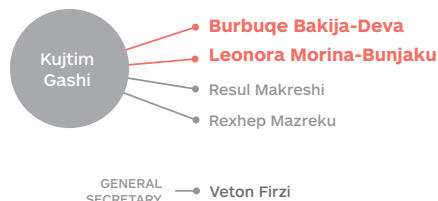
3



Ministry of Culture, Youth and Sports

DEPUTY MINISTERS M/F

4



Ministry of Local Governance Administration

DEPUTY MINISTERS

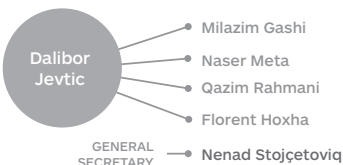
2



Ministry for Communities and Returns

DEPUTY MINISTERS

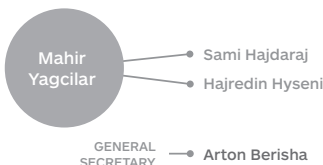
4



Ministry of Public Administration

DEPUTY MINISTERS

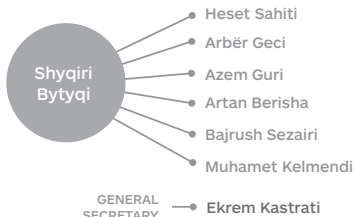
2



Ministry of Education, Science and Technology

DEPUTY MINISTERS

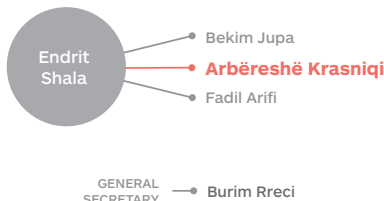
6



Ministry of Trade and Industry

DEPUTY MINISTERS

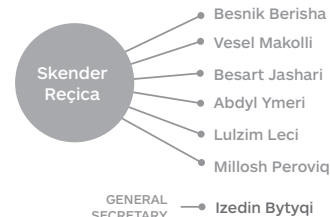
3



Ministry of Labour and Social Welfare

DEPUTY MINISTERS

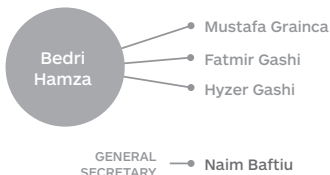
6



Ministry of Finance

DEPUTY MINISTERS

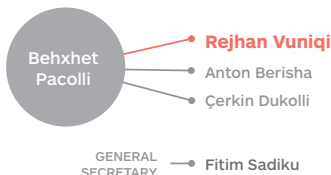
3



Ministry of Foreign Affairs

DEPUTY MINISTERS M/F

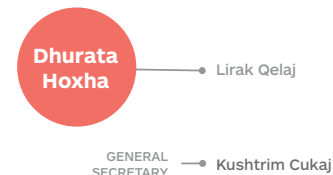
3



Ministry of European Integration

DEPUTY MINISTERS

1



Ministry of Defense

DEPUTY MINISTERS

2



Ministry of Diaspora and Strategic Investments

DEPUTY MINISTERS

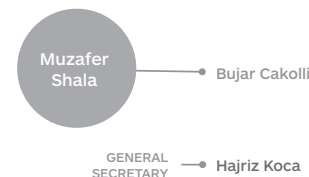
5



Ministry of Innovation and Entrepreneurship

DEPUTY MINISTERS

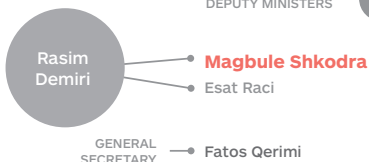
1



Ministry of Regional Development

DEPUTY MINISTERS

2



NOTE: COMPOSITION OF THE GOVERNMENT UNTIL JULY 19, 2019.

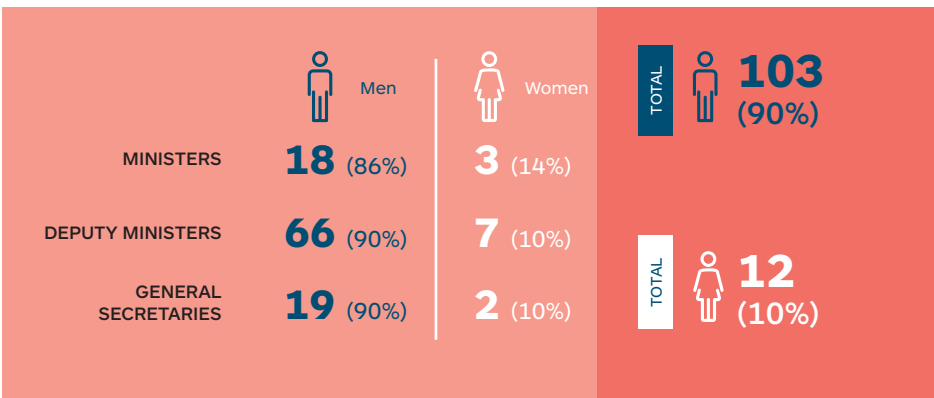
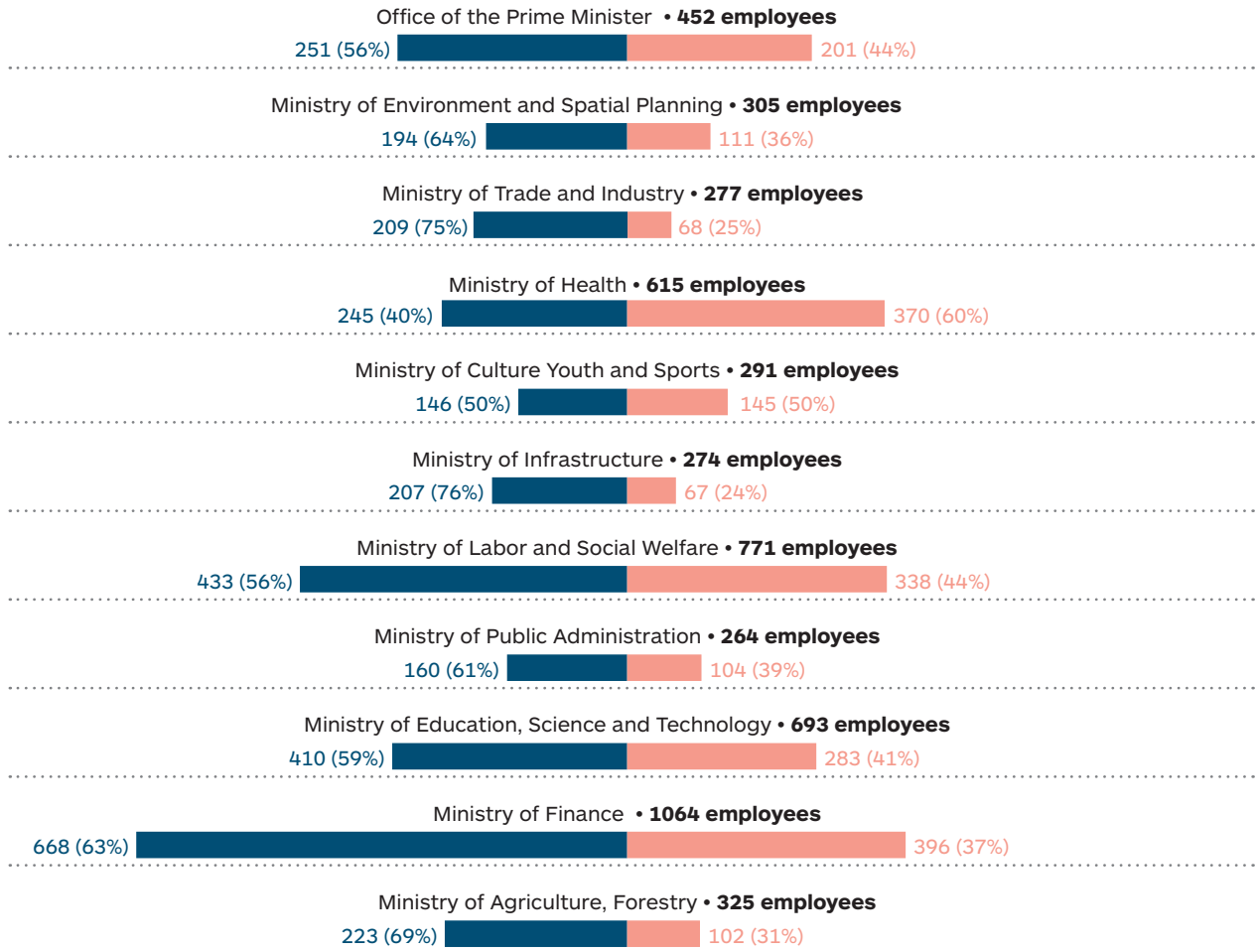


TABLE OF EMPLOYEES OF CENTRAL INSTITUTIONS (civil service)

Source: MPA, April-June 2018





Ministry of Economic Development • **142 employees**

84 (59%) 58 (41%)

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

65 (53%) 58 (47%)

Ministry of Communities and Return • **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 Security Force • **169 employees**

124 (73%) 45 (27%)

Ministry of Internal Affairs • **932 employees**

530 (57%) 402 (43%)

Ministry of Diaspora and Strategic Investments • **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

5,965
employed

4,011
(67%)



1,954
(33%)

Employees in municipal administration

Source: MPA, April-June 2018

1. DEÇAN 136 employees



106 (78%) Men
30 (22%) Women

2. DRAGASH 100 employees



88 (88%) Men
12 (12%) Women

3. FERIZAJ 300 employees



197 (66%) Men
103 (34%) Women

4. FUSHË-KOSOVË 116 employees



66 (57%) Men
50 (43%) Women

5. GLOGOVCI 123 employees



76 (62%) Men
47 (38%) Women

6. GJAKOVË 213 employees



136 (64%) Men
77 (36%) Women

7. GJILAN 352 employees



246 (70%) Men
106 (30%) Women

8. ISTOG 159 employees



107 (67%) Men
52 (33%) Women

9. KAÇANIK 119 employees



95 (80%) Men
24 (20%) Women

10. KAMENICË 184 employees



152 (83%) Men
32 (17%) Women

11. KLINË 149 employees



119 (80%) Men
30 (20%) Women

12. LIPJAN 149 employees



94 (63%) Men
55 (37%) Women

13. MALISHEVË
178 employees



148 (83%) Men
30 (17%) Women

14. MITROVICË
298 employees



176 (59%) Men
122 (41%) Women

**15. NORTH
MITROVICA**
51 employees



22 (43%) Men
29 (57%) Women

16. NOVOBERDE
57 employees



38 (67%) Men
19 (33%) Women

17. OBILIQ
115 employees



66 (57%) Men
49 (43%) Women

18. PEJA
241 employees



136 (56%) Men
105 (44%) Women

19. PODUJEVA
250 employees



177 (71%) Men
73 (29%) Women

20. PRISHTINA
488 employees



246 (50%) Men
242 (50%) Women

21. PRIZREN
347 employees



233 (67%) Men
114 (33%) Women

22. RAHOVEC
170 employees



142 (84%) Men
28 (16%) Women

23. SKËNDERAJ
175 employees



131 (75%) Men
44 (25%) Women

24. SUHAREKA
209 employees



148 (71%) Men
61 (29%) Women

25. SHTËRPCE
70 employees



45 (64%) Men
25 (36%) Women

26. SHTIME
92 employees



55 (60%) Men
37 (40%) Women

27. VITI
186 employees



167 (90%) Men
19 (10%) Women

28. VUSHTRRI
216 employees



155 (72%) Men
61 (28%) Women

29. HANI I ELEZIT
44 employees



41 (93%) Men
3 (7%) Women

30. MAMUSHA
29 employees



20 (69%) Men
9 (31%) Women

31. JUNIK
47 employees



37 (79%) Men
10 (21%) Women

32. KLLOKOT
41 employees



28 (68%) Men
13 (32%) Women

33. PARTESH
37 employees



29 (78%) Men
8 (22%) Women

34. RANILLUG
42 employees



30 (71%) Men
12 (29%) Women

35. GRAÇANICA
72 employees



33 (46%) Men
39 (54%) Women

36. LEPOSAVIQ
127 employees



79 (62%) Men
48 (38%) Women

37. ZUBIN POTOK
226 employees



118 (52%) Men
108 (48%) Women

38. ZVEÇAN
57 employees



29 (51%) Men
28 (49%) Women

Total

6103
employed

4081
(67%)



2022
(33%)

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

| MINISTRIES Managing positions | Total senior manage- ment level | Gender Struct | | Total Level | Gender Struct | |
|---|---------------------------------------|-----------------|-----------------|-------------|-------------------|------------------|
| | | Men | Women | | Men | Women |
| 1. Office of Prime Minister | 9 | 8 (89%) | 1 (11%) | 124 | 85 (69%) | 39 (31%) |
| 2. Ministry of the Security Force | 1 | 1 (100%) | 0 (0%) | 36 | 27 (75%) | 9 (25%) |
| 3. Ministry of Trade and Industry | 9 | 7 (78%) | 2 (22%) | 46 | 33 (72%) | 13 (28%) |
| 4. Ministry of Health | 4 | 3 (75%) | 1 (25%) | 23 | 13 (57%) | 10 (43%) |
| 5. Ministry of Culture, Youth and Sports | 2 | 2 (100%) | 0 (0%) | 61 | 40 (66%) | 21 (34%) |
| 6. Ministry of Infrastructure | 1 | 1 (100%) | 0 (0%) | 37 | 32 (86%) | 5 (14%) |
| 7. Ministry of Labour and Social Welfare | 4 | 4 (100%) | 0 (0%) | 83 | 64 (77%) | 19 (23%) |
| 8. Ministry of Public Administration | 3 | 2 (67%) | 1 (33%) | 39 | 25 (64%) | 14 (36%) |
| 9. Ministry of Education, Science and Technology | 15 | 12 (80%) | 3 (20%) | 79 | 57 (72%) | 22 (28%) |
| 10. Ministry of Economy and Finance | 4 | 4 (100%) | 0 (0%) | 228 | 175 (77%) | 53 (23%) |
| 11. Ministry of Agriculture, Forestry and Rural Development | 4 | 4 (100%) | 0 (0%) | 67 | 48 (72%) | 19 (28%) |
| 12. Ministry of Economic Development | 2 | 2 (100%) | 0 (0%) | 33 | 25 (76%) | 8 (24%) |
| 13. Ministry of Local Governance Administration, | 1 | 0 (0%) | 1 (100%) | 22 | 11 (50%) | 11 (50%) |
| 14. Ministry of Environment and Spatial Planning | 3 | 3 (100%) | 0 (0%) | 55 | 34 (62%) | 21 (38%) |
| 15. Ministry of Justice | 8 | 8 (100%) | 0 (0%) | 112 | 81 (72%) | 31 (28%) |
| 16. Ministry of Internal Affairs | 6 | 6 (100%) | 0 (0%) | 263 | 200 (76%) | 63 (24%) |
| 17. Ministry of Foreign Affairs | 3 | 3 (100%) | 0 (0%) | 20 | 16 (80%) | 4 (20%) |
| 18. Ministry for Communities and Returns | 1 | 1 (100%) | 0 (0%) | 14 | 11 (79%) | 3 (21%) |
| 19. Ministry of European Integration | 1 | 1 (100%) | 0 (0%) | 23 | 15 (65%) | 8 (35%) |
| 20. Ministry of Diaspora | 1 | 0 (0%) | 1 (100%) | 18 | 14 (78%) | 4 (22%) |
| 21. Ministry of Regional Development | 1 | 1 (100%) | 0 (0%) | 6 | 3 (50%) | 3 (50%) |
| 22. Ministry of Innovation and Entrepreneurship | 1 | 1 (100%) | 0 (0%) | 1 | 0 (0%) | 1 (100%) |
| 23. Assembly | 3 | 3 (100%) | 0 (0%) | 47 | 28 (60%) | 19 (40%) |
| 24. Presidency | 1 | 1 (100%) | 0 (0%) | 31 | 14 (45%) | 17 (55%) |
| Gjithsej | 88 | 78 (89%) | 10 (11%) | 1468 | 1051 (72%) | 417 (28%) |

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

SENIOR MANAGERIAL LEVEL:

SOURCE: MAP, 2018

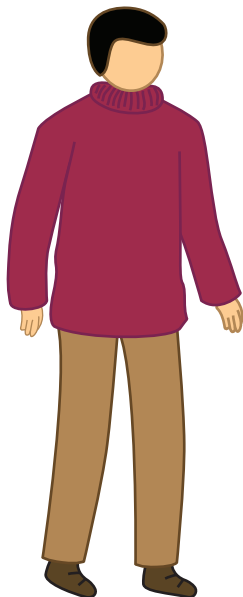
- Permanent Secretary
- Chief Executive Officer
- Chief Executive Director
- Director

MANAGEMENT LEVEL:

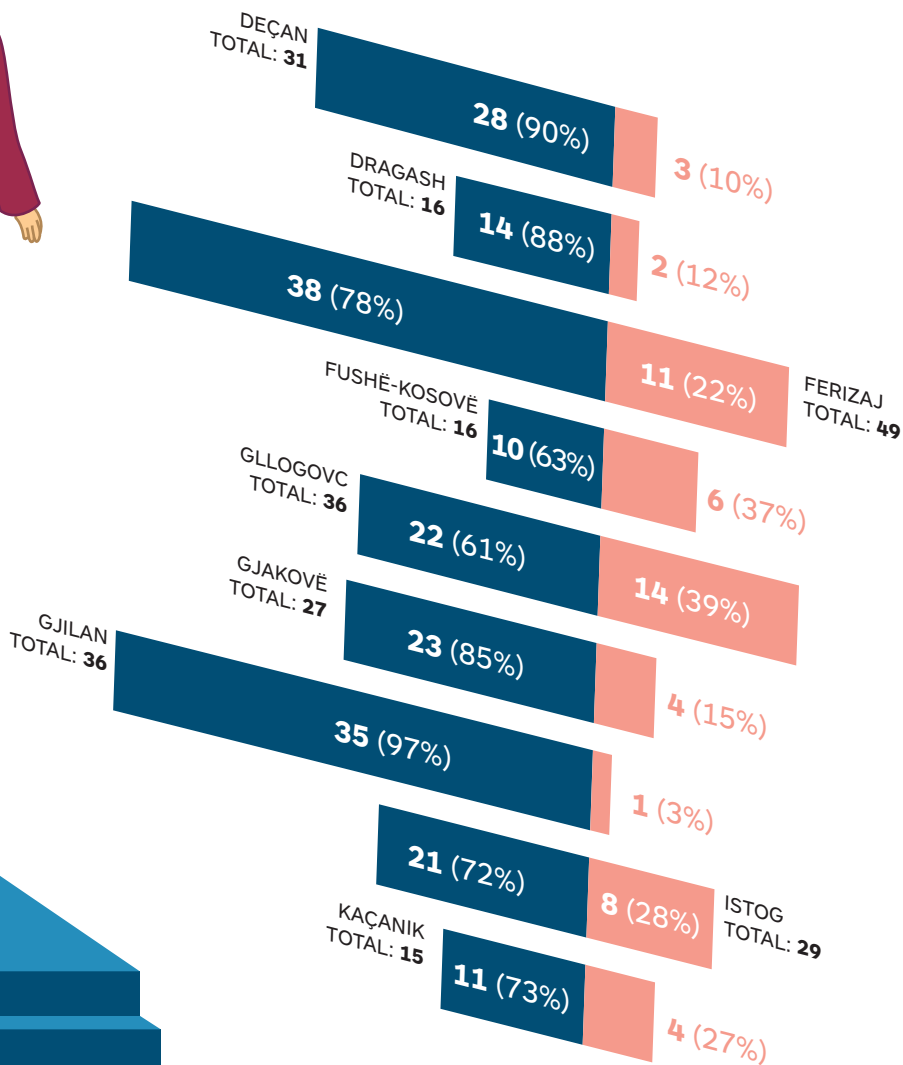
- Director of Department
- Deputy director
- Office director
- Division Chief
- Sector Chief
- Unit Chief
- Manager
- Auditor

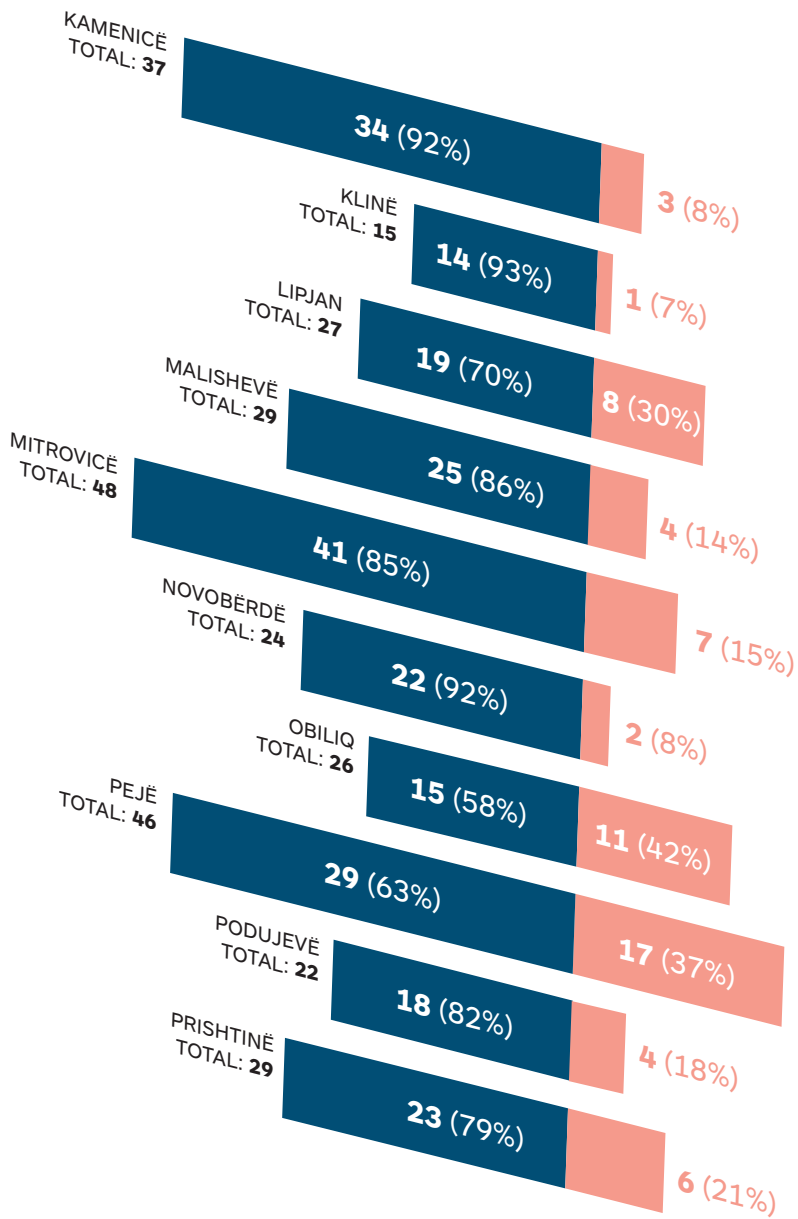
Gender structure in management positions in municipal administration

Source: MPA, 2018

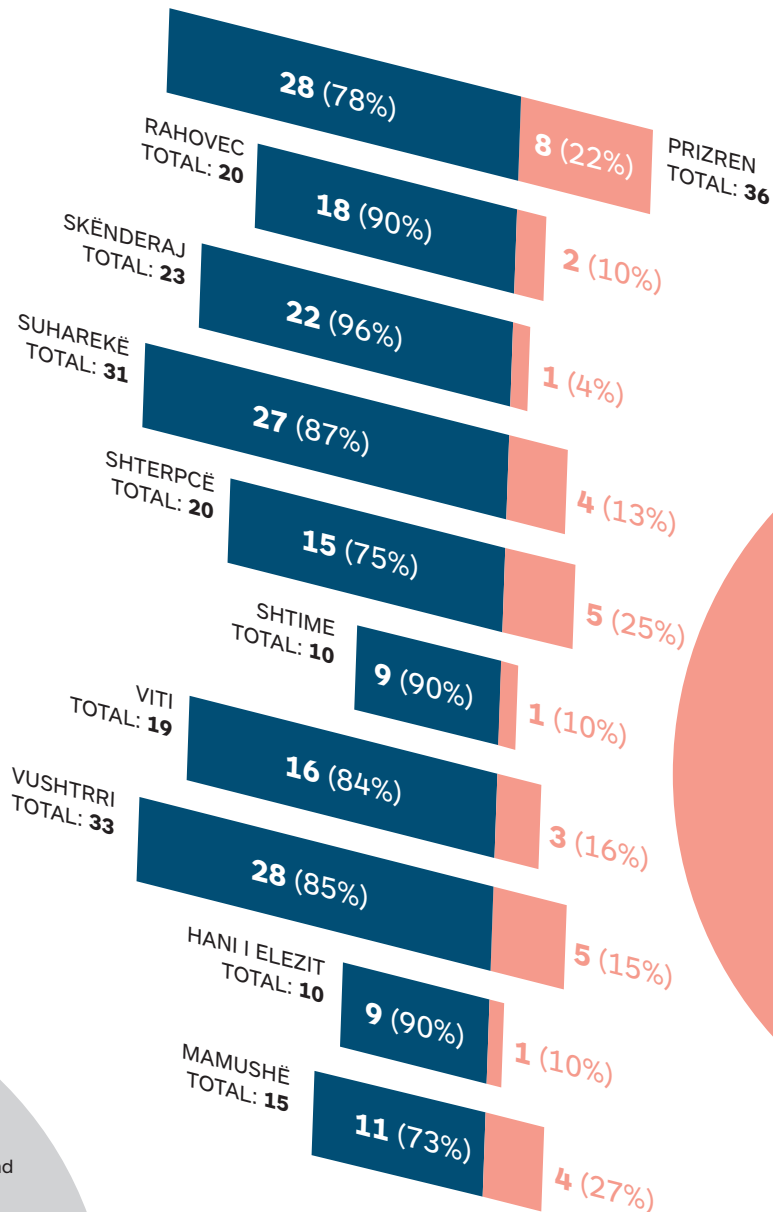


■ Men





■ Women



EXPLANATION:

Senior management level

- ➔ Head of Administration and Personnel
- ➔ Directors of Departments

Administration at the management level:

- ➔ Head of Sector
- ➔ Head of Service
- ➔ Head of Office

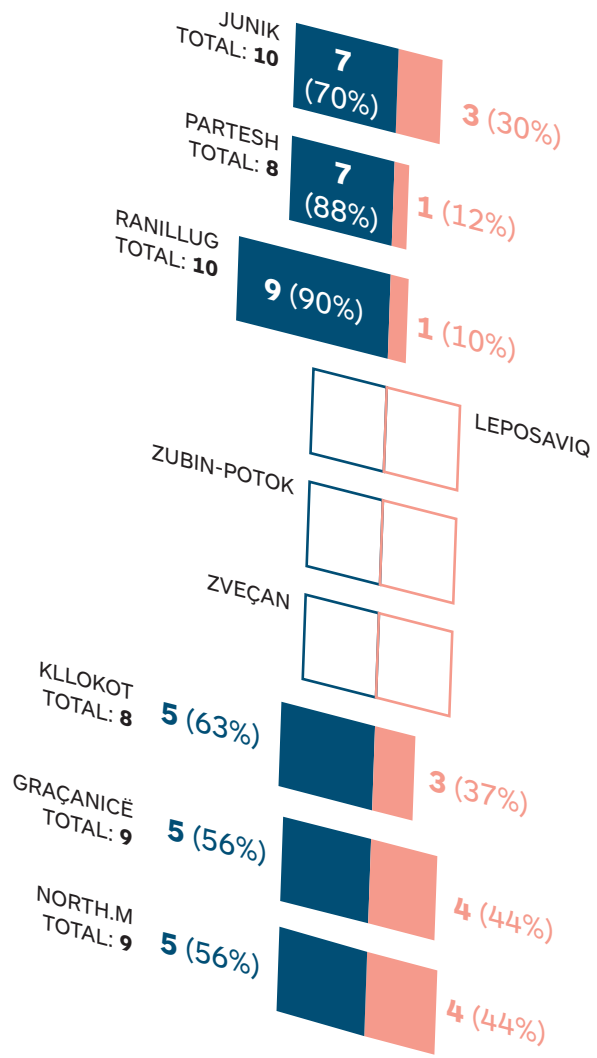
■ Men ■ Women

Note:

Data are missing for:
Leposavic, Zubin Potok and
Zvecan.

Note:

Data on Gjakova
are of 2017.



ADMINISTRATION-MANAGEMENT LEVEL:

- Head of Sector
- Head of Service
- Head of Office
- Head of Unit
- Head of Administration and Personnel

Total

829

Men



663 80%

Women



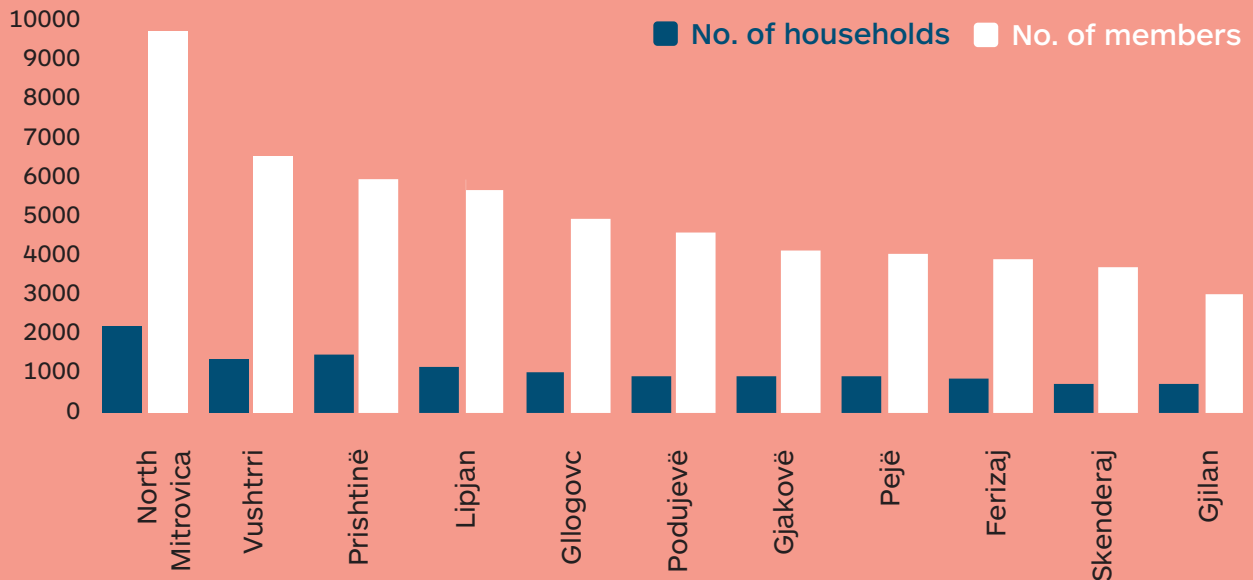
166 20%

Beneficiaries of social assistance by category and gender, September 2019

| 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 |
| | 7,605 | 9,251 | 16,856 | 678 | 6,992 | 7,670 | 8,283 | 16,243 | 24,526 |
| | 45.12% | 54.88% | 100% | 8.84% | 91.16% | 100% | 33.77% | 66.23% | 100% |

Source: MLSW, 2019.

Beneficiaries of social assistance in some key municipalities



Source: KAS, JUNE 2019

Social assistance



Category 1

- All household members are **dependents***, and
- No household member is employed



Category 2

One household member is able to work and:

- with at least one child under the age of five.
- permanent custodians of an orphan child <15 years of age.

Additional benefits:

- Subsidizing electricity up to 400 Kwh per month,
- Exemptions from water and heating costs (in some municipalities and utilities),
- Exemption from municipal taxes (in some municipalities),
- Covering expenses for the registration of semesters in public universities, etc.

* dependents:

- Persons > 18 years of age with permanent disability, unable to work,
- Persons > 65 years of age
- permanent custodians of persons with disabilities, > 65 years of age, five-year-old child, etc.

The GAP Institute is supported by:





