Zyra e Kryeministrit -Ured Premijera -Office of the Prime Minister
Agjencia e Statistikave të Kosovës - Agencija za Statistike Kosova - Kosovo Agency of Statistics
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Statistiska centralbyrån
Statistics Sweden

# WOMEN AND MEN IN KOSOVO 2014-2015 

## Publication was preparedby:

Sanije Uka - Chairperson
Bujar Hajrizi - Member
Emina Deliu - Member
Sanie Ismaili - Member
Arijeta Sojeva - Member
Elvira Tahiri - Member
Vjollca Berisha - Member
Senavere Radoni-Bahtijari - Member
Violeta Gashi - Member
Valdete Navakazi - Member

Publisher: Kosovo Agency of Statistics (KAS)
Publication date: December 2016
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## Foreword

The publication "Women and Men in Kosovo" is a publication with long-term statistical data and short analysis, in order to help in the perception of the gender situation in the country.
Kosovo Agency of Statistics used all the available data sources which offer complete statistical information in order to present gender situation according to sector of social and economic life in the country. This publication has taken a new form proposed by UN WOMEN. KAS special thanks goes to Statistics Sweden International Development Agency (SIDA). KAS also thanks Gender Equality Office within the Office of the Prime Minister.


Chief Executive of the Kosovo Agency of Stataistics,
Mr. Isa Krasniqi


## Gender equality and mechanisms

Gender is related to role of the women and men, girls and boys, play in society and where there are similarities and differences beyond those based on biological sex. Gender is a social construct that affects the division of labour between men and women, access to education, labour and employment types that people have, access to income and family wealth, health and migration.

Gender equality refers to women and men on equal opportunities, rights and duties in their social, professional and family environment. According to the Constitution of the Republic of Kosovo there are a number of binding national and international important documents which guarantee the equality of men and women and prohibit discrimination based on gender, particularly the Europe's Council of Social Chart and the European Convention on Human Rights and Convention of United Nations on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The Republic of Kosovo has signed a number of important documents and binding international standards which guarantee the equality of men and women and prohibit discrimination based on gender, particularly the Council of Social Charter and the European Convention on Human Rights and the Convention of the United Nations on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Internal guarantees for gender equality are the Constitution of the Republic of Kosovo, and relevant laws and regulations.

The Constitution of the Republic of Kosovo (adopted in 2008) provides the legal basis for introduction and regulation of the principles of gender equality in Kosovo and establishes gender equality as a fundamental constitutional right. Under Article 15 of the Constitution, the state must guarantee equality between women and men and develop equal opportunity policies. The Constitution also sets out the principle of the prohibition of discrimination, including, inter alia, gender-based discrimination.

The new law adopted in 2015 No. 05/L-020 on Gender Equality, the official Gazette of the Republic of Kosovo No.16/26 June 2015 requires all public authorities to actively pursue the principles of equality between men and women.

But in reality women do not enjoy their rights as men. This disparity is evident in many planes of social and economic life and therefore the content of this publication is focused on six (6) specific areas: 1 ) integration of women in the economy, 2) integration of women in the workforce and social care for categories affected with social problems, 3) women in the decision-making process, 4) health care and access of women and men in health services, 5) education, and 6) participation and representation in culture and media.

Kosovo program for gender equality was adopted in 2008. With the approval of KPGE, the Government is meeting the obligation under Article 4.4 of the Law on Gender Equality, the obligations deriving from EPAP respectively point 39 (Define and adopt a government program to promote women's rights in Kosovo) and paragraph 116 (Implements gender equality law, ensure the holding of women's rights in all existing policies and legislation). It is worth mentioning that with this action the Government of RK has fulfilled one of the objectives set forth in the "Millennium Goals - MDG" resolution signed by the Kosovo Assembly, respectively MDG action III - PROMOTING GENDER EQUALITY AND WOMEN EMPOWERMENT "the Millennium's aims -MDGand CEDAW Convention served as the basis for drafting the KPGE document and objectives set in this program.

## Institutional mechanisms for gender equality <br> Assembly of the Republic of Kosovo

- The group of women MPs
- Parliamentary Committee for Freedom and Human Rights, Gender Equality, Missing Persons and Petitions


## The Government of the Republic of Kosovo

- Gender Equality Agency / Office of the Prime Minister of the Republic of Kosovo
- Ombudsperson Institution - Gender Equality Unit
- Officials for gender equality in the Ministries and municipalities
- Inter-Ministerial Council for Gender Equality
- Sector for Gender Issues - MPLA


## Mechanisms at Local Level

- Officials for gender equality in municipalities
- Municipal committees for gender equality


## Non-governmental mechanisms

- Non-governmental organizations


## Government mechanisms to deal with domestic violence

- Domestic Violence Unit - Kosovo Police Service
- Division of Protection and Assistance to Victims - Ministry of Justice
- Prosecution and Courts
- Centres for Social Work - Ministry of Labour and Social Welfare
- Shelters (in six cities)

Gender sensitive statistics go beyond simple presentation of degradation of existing data by gender (male / female), and the need for monitoring of various problems and challenges faced by women and men in all spheres of life.

The first official international debate about the sensitivity of gender statistics was held at the First World Conference on Women in Mexico (Mexico City) in 1975. In 1995, the Beijing Declaration and Platform for Action, offered a clear set of recommendations and guidelines for improving the status of women, also addressing gender sensitivity statistics. The statement sets out the obligation of states to ensure that statistics collected regularly dealing with individuals compiled, analysed and presented by gender and age, and it reflects the problems, issues and questions related to women and men in society.

Regular and comprehensive monitoring and presentation of gender sensitive data enables the identification of gender discrimination in society, ie, determining whether there is inequality between men and women. It also facilitates the design, planning and implementation of policies aimed at eliminating inequality and improving the status of discriminated groups or individuals.

## Some important facts

- The total population resident in Kosovo at the end of 2014 was $1,804,944$ inhabitants while for 2015 was $1,771,604$
- Household size was 5.71 persons.
- The population density in 2015 was 162.41 inhabitants per km2.
- The average age of the population is 30.2 years.
- Life expectancy at birth in 2011 was 74.1 years for men and 79.4 years for women.
- Average age of marriage in 2015 was 29.1 years, 27.3 for women and 30.8 years for men.
- Fertility data have declined compared to previous years from 3 children per woman in 2003, to 2 children in 2014.
- Coefficient of masculinity is 110.1 males per 100 females - higher than the general of the gender ratio of population.
- Illiteracy rate was $6.1 \%$ in the population aged over 15 years.
- Participation rate in the labour force in 2014 was $41.6 \%$, while in 2015 it was $37.6 \%$
- Inactivity rate for 2014 was $58.4 \%$ while in 2015 was $62.4 \%$.
- Total unemployment rate for 2014 was $35.3 \%$ while in 2015 it was $32.9 \%$.
- Unemployment rate for women in 2014 was $41.6 \%$ versus $33.1 \%$ for men while for women in 2015 was $36.6 \%$ versus $31.8 \%$ of men.
- Unemployment rate among young people (age 15-24) for 2014 was $61.0 \%$, while in 2015 it was $57.7 \%$.
- $68 \%$ * of women do not know any language other than Albanian.
- Sources of individual income in Kosovo in 2015, according to the Household Budget Survey for women were revenues from wages, pensions and cash sent from abroad-family.
- Women heads of households in 2015 had consisted of $12 \%$, reflecting an increase of $4 \%$ compared with 2014.
- In 2015, women owned the house - apartment, only $5 \%$.
- According to the results derived from the Census of Agriculture in Kosovo in 2014, only 4.9\% of women were carrying the ownership of agricultural land.
- Despite improvements, women continue to be underrepresented in decision-making processes at all levels.
- Women own $13 \%$ of businesses.


## Abbreviations

| KAS | - | Kosovo Agency of Statistics |
| :--- | :--- | :--- |
| AGE | - | Agency for Gender Equality |
| LFS | - | Labour Force Survey |
| HBS | - | Household Budget Survey |
| MICS | - | Multiple Indicator Cluster Survey |
| DSRHS | - | Demographic, Social and Reproductive Health Survey in Kosovo |
| DCSA | - | Department of Civil Service Administration |
| MPA | - | Ministry of Public Administration |
| KP | - | Kosovo Police |
| REKOS | - | Census of Agriculture 2011 |
| BC | - | Basic Courts |
| MKSF | - | Ministry of Kosovo Security Force |
| MFA | - | Ministry of Foreign Affairs |

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> POPULATION

## Population

This chapter gives a broad picture of the population in Kosovo with significant emphasis on gender issues.
Estimation of the population is based on Census results and on the results of the statistical natural and mechanical movements of population (internal migrations).

Projections of population show a projected number of inhabitants for the reference year. The data presented are calculated as a variant of the low average. This variant is a combination of hypotheses regarding low average fertility rate, mortality rate differentials and migration in the period of projection. Population by family structure consists of the population according to gender and marital characteristics, and family relations.

Migrant population includes people who changed their usual residence in the reference year.

The average age of the population represents the average age of the population in the reference year. Total fertility rate represents the total number of live births to a woman aged 15-49.

## Graph 1. Population according to year



Source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012, 2013, 2014 and 2015 by the Labour Force Survey, KAS

Low birth rate compared to previous years, and a high rate of emigration, has affected in the gradually decline of the number of Kosovo population.

Table 1. Natural movement of population, 1953-2015

| Year | Population |  | Live births |  | Deaths |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Female | Male | Women | Men |
| 1953 | 395531 | 412610 | 16532 | 18063 | 8734 | 7992 |
| 1961 | 471358 | 492726 | 19527 | 21034 | 6039 | 5720 |
| 1971 | 597735 | 636958 | 22456 | 24604 | 4879 | 5433 |
| 1981 | 766048 | 818392 | 22579 | 25532 | 4332 | 5345 |
| 2011 | 863925 | 875900 | 13232 | 14394 | 2962 | 4149 |
| 2012 | 901554 | 914051 | 13163 | 14580 | 3026 | 4291 |
| 2013 | 904050 | 916581 | 13826 | 15501 | 2947 | 4188 |
| 2014 | 900390 | 911131 | 12220 | 13709 | 3195 | 4439 |
| 2015 | 869612 | 888231 | 11701 | 12893 | 3564 | 4638 |

Source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012, 2013, 2014 and 2015 by the Labour Force Survey, KAS

The gender ratio at birth or coefficient of masculinity is 110.1 males per 100 females - higher than the total ratio of the total population gender ratio, which for 2015 is 102 males per 100 females and there are no major changes over the years. It is quite different in the EU where the ratio males / females in percentage is 96.

Table 2. Natural movement of population per 1000 inhabitants (\%), 1953-2015

|  | Population |  | Live births |  | Deaths |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Female | Male | Women | Man |
| 1953 | 489 | 511 | 20 | 22 | 11 | 10 |
| 1961 | 489 | 511 | 20 | 22 | 6 | 6 |
| 1971 | 484 | 516 | 18 | 20 | 4 | 4 |
| 1981 | 483 | 517 | 14 | 16 | 3 | 3 |
| 2011 | 497 | 503 | 8 | 8 | 2 | 2 |
| 2012 | 497 | 503 | 7 | 8 | 2 | 2 |
| 2013 | 497 | 503 | 8 | 9 | 2 | 2 |
| 2014 | 497 | 503 | 7 | 8 | 2 | 2 |
| 2015 | 495 | 505 | 7 | 7 | 2 | 3 |

Source: Kosovo Censuses of 1953, 1961, 1971, 1981, 2011 and the data for 2012, 2013, 2014 and 2015 by the Labour Force Survey, KAS

Graph 2. Population Pyramid, 1953


Graph 3. Population Pyramid, 1961


Graph 4. Population Pyramid, 1971


Graph 5. Population Pyramid, 1981


Graph 6. Population Pyramid, 2011


Graph 7. Population Pyramid, 2012


Source: Labour Force Survey 2012, KAS

Graph 8. Population Pyramid, 2013


Source: Labour Force Survey 2013

Graph 9. Population Pyramid, 2014


Graph 10. Population Pyramid, 2015


Source: Labour Force Survey 2015

The population pyramid above shows the age and gender structure of the population of Kosovo, 2015. This indicates a decrease in the birth rate in recent years as the number of children aged 0-4 years is lower than that in the age group of 5-9 years old. While noticing the shrinking influence among 35-39 age pyramid for 45-49 years old and has been migration.

Table 3. Population according to age group and year

| Age | 1971 |  | 1981 |  | 2011 |  | 2012 |  | 2013 |  | 2014 |  | 2015 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men |
| 0-14 | 254 | 277 | 315 | 341 | 235 | 252 | 240 | 251 | 317 | 344 | 312 | 334 | 208 | 221 |
| 15-59 | 303 | 312 | 396 | 425 | 539 | 543 | 575 | 557 | 474 | 471 | 477 | 474 | 548 | 562 |
| 60+ | 50 | 48 | 52 | 50 | 90 | 80 | 87 | 97 | 109 | 96 | 111 | 104 | 113 | 105 |

Source: Kosovo Censuses of 1971, 1981, 2011, and data for 2012, 2013, 2014 and 2015 from the Labour Force Survey, KAS

Graph 11. National migrant population (internal) according to year


Source: Population censuses in Kosovo 2011, KAS

Graph 12. National migrant population (internal) according to age group


Source: Population censuses in Kosovo 2011, KAS

Graph 13. Average age of the population according to year of the Census


Source: Population censuses in Kosovo 2011, KAS

The average age of the population of Kosovo has minimal differences according to gender structure.

Graph 14. First marriages (first marriage) according to age, 2014


[^0]Graph 15. First marriages (first marriage) according to age, 2015


Source: Marriages in Kosovo 2015

As seen from the graph, in wedlocks at first marriage accordingnto age, significant differences exist between men and women, men marry later and women marry earlier. The average age of marriage in 2015 was 29.1 years, 27.3 for women and 30.8 years for men.

Graph 16. Marriages and divorces per 1000 inhabitants according to year


Source: Marriages and Divorces in Kosovoaccording to years, KAS
Table 4. Key indicators on marriages and divorces

|  | 2004 | 2006 | 2011 | 2012 | 2013 | 2014 | 2015 |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Marriages per 1000 inhabitants (\%) | 8.3 | 7.5 | 10 | 10 | 8.5 | 9.0 | 9.2 |
| Divorces per 1000 inhabitants (\%) | 0.6 | 0.7 | 0.8 | 0.6 | 0.7 | 0.7 | $:$ |
| Divorces per 1,000 marriages (\%) | 76.1 | 93.5 | 84.7 | 73.1 | 67.4 | 76.5 | $:$ |
|  | $5-9$ | $5-9$ | $5-9$ | $5-9$ | $5-9$ | $5-9$ | $:$ |
| The average duration of marriage (years) |  |  |  | 27.0 |  |  |  |
| Average age of women in marriage | 27.0 | 27.0 | 28.0 | 27.4 | 27.3 | 27.2 | 27.7 |
| Average age of men in marriage | 30.3 | 30.3 | 32.0 | 31.1 | 30.8 | 30.7 | 31.2 |

Source: Marriages and Divorces in Kosovoaccording to years, KAS

Graph 17. Fertility rate in Kosovo according to year


Source: Vital Statistics, DSRHSK and OGE survey, KAS

The fertility rate in Kosovo compared across years is declining as a result of low birth rates. The data show that compared to 2003 when fertility was 3 children per woman, in 2014 were 2 children.

Graph 18. Born alive according to year


Source: Statistics of birth in Kosovo according to years, KAS

Statistical data show that the live birth rate has decreased over the years. Our country had previously been characterized by a young population and a large number of births. In recent years these indicators have changed to take into account the large emigration of young people who influence gender differences in the structure and consequently in the coming years will see the signs of an aging population.

Table 5. Live births according to marital status and average maternal age according to year

| Year | In wedlock | Outside wedlock | Unknown | illegitimate | Average age of <br> the mother |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2002 | 19,374 | 2,473 | 14,288 | 0 | 28 |
| 2006 | 18,142 | 13,816 | 2,229 | 0 | 27 |
| 2011 | 20,570 | 13,671 | 0 | 21 | 28 |
| 2012 | 14,773 | 12,797 | 167 | 6 | 28 |
| 2013 | 18,428 | 10,556 | 335 | 8 | 28 |
| 2014 | 14,446 | 11,241 | 240 | 2 | 28 |
| 2015 | 13,611 | 10,466 | 516 | 1 | 28 |

Source: Statistics of birth in Kosovo according to years, KAS

Graph 19. Live births according to age group of mothers and year


Source: Statistics of birth in Kosovo according to years, KAS

As can be seen from the graph above, data show that the majority of mothers give birth according to age in years 25-29.


HEALTH AND WELFARE

## Health Care

- Life expectancy for women / men shows the average age of which will reach children born alive (expected to live) in the reference year.
- Modern contraceptive methods refers to the use of condoms, pills, spirals intraurinare, local chemical products and diaphragms.
- Traditional methods of contraception refers to infertile days and deliberate interruption of sexual act (withdrawing from the sexual act).
- Main cause of death defines illness or injury which initiated the chain of direct lethal causes, by causing death, circumstances of the accident or violence which result in fatal injuries.
- Mortality rate by cause of death represents the total number of deaths due to specific causes, per 100,000 inhabitants in the reference year.
- Infant mortality rate is the number of infant deaths (less than one year) for 1000 live births in the reference year.


## Graph 20. Life expectancy according to year



Source: Statistical Yearbook of SAP Kosovo, the ADA's survey for 2011 Population Projection, KAS

Based on previous years, life expectancy for the population of Kosovo is growing. In 2011 was 74.1 years for men and 79.4 years for women.

Graph 21. Contraceptive methods used by women age 15-49


Source: GEO's 2009, and for 2013/2014

Of all women aged 15-49 it may be noted that the age group 35-39 and 40-44, in general, mostly used contraceptives.

## Graph 22. Use of contraception



Source: DSRHSK survey and for 2013/2014 OGE, KAS

Table 6. Percentage of women using contraception on the basis of the usage decision, according to age and settlement 2013/2014

| Characteristics and age | Personal decision | Husband / partner | Joint | Other | Number of females |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 15-19 | 0.0 | 0.0 | 0.0 | 0.0 | 17 |
| 20-24 | 1.5 | 0.9 | 97.6 | 0.0 | 132 |
| 25-29 | 0.7 | 1.2 | 97.4 | 0.7 | 261 |
| 30-34 | 1.3 | 3.4 | 95.2 | 0.1 | 402 |
| 35-39 | 3.7 | 2.8 | 92.4 | 1.0 | 482 |
| 40-44 | 3.5 | 1.7 | 93.9 | 0.7 | 498 |
| 45-49 | 3.6 | 3.5 | 91.2 | 1.4 | 327 |
| Totali | 2.7 | 2.4 | 94.1 | 0.7 | 2120 |
| Settlement |  |  |  |  |  |
| Urban | 3.6 | 2.8 | 92.9 | 0.6 | 827 |
| Rural | 2.1 | 2.2 | 94.8 | 0.7 | 1293 |

Source: DSRHSK, KAS

Table 7. Causes of deaths according to age group, 2013

| Causes of death in 2013 | 0-14 |  | 15-29 |  | 30-44 |  | 45-59 |  | 60+ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Total | 2.5 | 3.3 | 0.6 | 1.4 | 0.5 | 0.8 | 6.3 | 10.7 | 31.6 | 42.3 |
| Cardiovascular | 0.3 | 0.6 | 0.3 | 0.4 | 0.4 | 0.4 | 5.2 | 8.8 | 36.8 | 46.8 |
| Tumors | 1.0 | 0.4 | 0.7 | 0.8 | 0.9 | 0.7 | 13.5 | 15.8 | 22.2 | 43.9 |
| The respiratory system | 0.6 | 1.9 | 0.6 | 0.0 | 0.0 | 0.0 | 7.5 | 6.8 | 35.4 | 47.2 |
| Trauma, poisoning, accidents (external causes) | 3.8 | 5.7 | 4.2 | 21.7 | 1.9 | 6.1 | 4.2 | 33.5 | 3.8 | 15.1 |
| Other | 10.1 | 13.4 | 1.0 | 1.4 | 0.5 | 1.1 | 4.1 | 8.6 | 28.0 | 31.9 |

Source: Causes of Deaths in Kosovo 2013, KAS

The table shows that dead persons are mainly due to cardiovascular disease, which dominates the 60+ age group ( $46.8 \%$ men and $36.8 \%$ women). Tumors again ranked second in the same age group.

Graph 23. Deceased persons in violent manner, according to year


Source: Statistics of Deaths in Kosovo according to years, KAS
In Kosovo, the majority of people who die violently, over the years, are from fatalities.

Graph 24. Deaths in Kosovo according to year


Source: Statistics of Deaths in Kosovo according to years, KAS

Graph 25. Deaths according to age group, 2014


[^1]Graph 26. Deaths according to age group, 2015


[^2]
## Graph 27. Deaths of infants according to year



Source: Statistics of Deaths in Kosovo according to years, KAS

* Infant deaths are all those deaths occur from 0 to 365 days.

Deaths of infants under one year of age, by years, show to be higher for males. It is thought that boys have lower and not stable immunity compared with girls.

## Education

- Primary education includes children aged 6 years, where the number of children aged 6 years enrolled in primary school is a percentage of the total population of children in this age.
- Primary education includes children aged 6-15 years and represents the number of children aged 6-15 years enrolled in primary school as a percentage of the total population of children in this age.
- Secondary education includes children aged 15 years and represents the number of children aged 15 years old enrolled in school as a percentage of the total population of children in this age.
- Secondary education includes children aged 15-18 years; It represents the number of children aged 15-18 enrolled in school as a percentage of the total population of children in this age.
- Graduate in primary and secondary schools are pupuils who perform nine years of primary school and the pupils who meet the third or fourth year of secondary school (depending on the duration of the educational profile in which they are enrolled).
- Teachers of primary and secondary school are all teachers employed in elementary and secondary schools, full-time and part-time.
- Students enrolled in tertiary education are persons enrolled in the first year/degree of academic studies, first degree of professional studies, second degree of academic studies (Master), specialist academic studies, specialist professional studies and doctoral academic studies.
- Graduates are persons who have received vocational training, university degree or other academic degree.
- Participation of the population aged 25-64 in education and training represents persons aged 25 to 64 who attend any form of education or training as a percentage of the population of that age.

Graph 28. Population aged 15-65 according to educational level in\%


Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

Graph 29. P Population aged 15-65 according to educational level in\%


[^3]Grraph 30. Illiterates according to Census year (population aged 10+) in\%


Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

Table 8. Illiterates according to region (population 15+)

| Region | 2009 |  | 2013/2014 |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Total | Women | Men | Total |
|  |  | 6 | 8 | 10 | 4 | 7 |
| Urban | 8 | 3 | 5 | 6 | 3 | 4 |
| Total | 10 | 5 | 7 | 9 | 4 | 6 |

Source: Demographic, Social and Reproductive Health Survey 2009, Multiple Indicator Cluster Survey for 2013/2014, KAS

Table 9. Number of preschoolers, pupuils and students in percentage in public and private education, in 2014/2015 and 2015/2016

| Level |  | Distribution according to genderin\% 2014/2015 |  | Distribution according to gender in\% 2015/2016 |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Female | Male | Female | Male |
| 0 | Preschool | 48.4 | 51.6 | 48.1 | 51.9 |
| 1+2 | Primary and lower secondary | 48.4 | 51.6 | 48.4 | 51.6 |
| 3 | Upper secondary | 47.0 | 53.0 | 47.5 | 52.5 |
| 1+2 | Primary and lower secondary specia | 42.3 | 57.7 | 42.9 | 57.1 |
| 3 | Upper secondary special | 42.0 | 58.0 | 46.6 | 53.4 |
| 5+6 | University | 52.9 | 47.1 | 48.6 | 51.4 |

[^4]Table 10. Structure of teachers by level of education (public and private) for the 2014/2015 and 2015/2106

| Level | Teachers | Distribution according to gender in\%2014/2015 |  | Distribution according to gender in\%2015/2016 |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Women | Men | Women | Men |
| 0 | Preschool | 99.6 | 0.4 | 99.5 | 0.5 |
| 1+2 | Primary and lower secondary | 51.9 | 48.1 | 52.8 | 47.2 |
| 3 | Upper secondary | 38.8 | 61.2 | 39.3 | 60.7 |
| 5+6 | University | 31.5 | 68.5 | 34.3 | 65.7 |

Source: Statistics of Education, 2014/2015 and 2015/2016, ASK

Graph 31. Structure of teachers according to the level, in public and private education, 2014/2015


Source: Statistics of Education, 2014/2015, KAS

Graph 32. Structure of teachers according to the level, in public and private education , 2015/2016


[^5]Table 11. Number of educators and children according to year

| School year | Number of educators |  | Number of children |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Female | Male | Female | Male |
| $2008-2009$ | 1,125 | 43 | 11,365 | 12,461 |
| $2009-2010$ | 1,179 | 41 | 11,158 | 12,875 |
| $2010-2011$ | 1,256 | 47 | 11,709 | 12,946 |
| $2011-2012$ | 1,289 | 44 | 11,897 | 13,048 |
| $2012-2013$ | 1,402 | 48 | 12,545 | 13,886 |
| $2013-2014$ | 1,492 | 42 | 12,933 | 13,835 |
| $2014-2015$ | 526 | 2 | 12,562 | 13,366 |
| $2015-2016$ | 574 | 3 | 12,619 | 13,535 |

Source: Statistics on Education according to years, KAS

* Data about the number of educators in primary education for the years 2014/2015 and 2015/2016 are missing (included only data for preschool)

Table 12. Schools, classes, pupils and teachers in lower secondary education according to school year

| School year | Schools | Classes | Pupils |  | Teachers |  | Number of pupils |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Female | Male | Female | Male | per teacher |
| $2008-2009$ | 972 | 13,374 | 153,081 | 166,073 | 7,447 | 9784 | 18 |
| $2009-2010$ | 984 | 12,926 | 146,873 | 159,426 | 7,653 | 9574 | 18 |
| $2010-2011$ | 1030 | 13,192 | 145,675 | 156,578 | 8,150 | 9706 | 17 |
| $2011-2012$ | 1029 | 13,172 | 141,872 | 152,547 | 8,376 | 9446 | 17 |
| $2012-2013$ | 1034 | 12,935 | 13,804 | 272,873 | 8,548 | 9115 | 16 |
| $2013-2014$ | 1046 | 13,033 | 135,662 | 145,161 | 8,898 | 8953 | 16 |
| $2014-2015$ | 985 | $:$ | 132,481 | 141,168 | 9,139 | 8455 | 16 |
| $2015-2016$ | 1012 | $:$ | 126,440 | 134,696 | 9,623 | 8612 | 14 |

Source: Statistics on Education according to years, KAS

Graph 33. Gender distribution (\%) of students (bachelor and master) in public and private universities in Kosovo, 2015/2016


[^6]Table 13. Schools, classes, pupils and teachers in upper secondary education according to school year

| School year | School | Classes | Pupils |  |  | Teachers |  |  | Number of pupils per teacher |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Total | Female | Male | Total | Female | Male |  |
| 2008-2009 | 121 | 3,130 | 96,765 | 43,327 | 53,438 | 5,157 | 1,717 | 3,440 | 19 |
| 2009-2010 | 125 | 3,308 | 104,806 | 47,242 | 57,564 | 5,519 | 1,923 | 3,596 | 19 |
| 2010-2011 | 137 | 3,483 | 108,503 | 49,788 | 58,715 | 5,957 | 2,134 | 3,823 | 18 |
| 2011-2012 | 142 | 3,874 | 109,513 | 50,290 | 59,223 | 6,095 | 2,237 | 3,858 | 18 |
| 2012-2013 | 140 | 3,608 | 107,303 | 49,518 | 57,785 | 6,142 | 2,316 | 3,826 | 17 |
| 2013-2014 | 131 | 3,472 | 103,038 | 47,865 | 55,173 | 6,374 | 2,494 | 3,880 | 16 |
| 2014-2015 | 120 | : | 83,743 | 39,358 | 44,385 | 5,358 | 2,081 | 3,277 | 16 |
| 2015-2016 | 119 | : | 85,377 | 40,667 | 44,710 | 5,275 | 2,211 | 3,413 | 16 |

Source: Education Statistics, 2015/2016, KAS

Table 14. Total number of students (bachelor and master) in public and private universities in Kosovo 2015/2016

|  |  |  |
| :--- | ---: | ---: |
| University / College | Female | Male |
| University of Prishtina | 26,837 | 20,986 |
| University of Prizreni | 3,674 | 3,200 |
| University of Peja | 4,034 | 4,861 |
| University of Gjilani | 2,430 | 1,992 |
| University of Gjakova | 1,683 | 533 |
| University of Mitrovica | 1,129 | 1,247 |
| Faculty of Islamic Studies | 156 | 231 |
| Kosovo Academy for Public Safety | 13 | 105 |
| Private colleges | 19,075 | 28,243 |

Source: Ministry of Education - Education Indicators in Kosovo

Graph 34. Gender distribution in\% of academic staff at public and private universities in Kosovo, 2015/2016


[^7]Table 15. Gross enrollment rate (GER) according to level of education

| Gross enrollment rate (GER) by level of <br> education | Gender distribution in\% |  | 2012/2013 | Gender distribution in\% <br> 2013/2014 |  |
| :--- | :---: | :---: | :---: | ---: | :---: |
|  | Female | Male | Female | Male |  |
| Preschool and pre-primary education | 15.0 | 14.9 | 14.7 | 14.9 |  |
| Primary education (grades 1-5) | 98.5 | 98.7 | 96.0 | 96.8 |  |
| Lower secondary education (grades 6-9) | 98.1 | 99.1 | 97.8 | 98.3 |  |
| Upper secondary education (grades 9-12) | 85.3 | 91.9 | 84.4 | 89.4 |  |

Source: Ministry of Education - Education Indicators in Kosovo

Table 16. Gross rate of inclusion of children with special needs in educational levels

| Primary and lower secondary level | Female | Male |
| :--- | :--- | :--- |
| $\begin{array}{l}\text { "The inclusion of children with special needs in } \\ \text { the levels of primary and lower secondary (grades } \\ 1-9) " ~\end{array}$ | 37.0 | 44.0 |
| Primary and lower secondary level |  | Female |$]$ Male | "The inclusion of children with special needs in <br> upper secondary education (grades 10-12)" | 15.7 | 18.3 |
| :--- | :--- | :--- |
| Source: Ministry of Education - Education Indicators in Kosovo |  |  |

[^8]SOCIALWELFARE

## Social Welfare

- Social protection consists of organized social activities carried out in the public interest to empower citizens to make an independent and productive life in the community, preventing rapid social exclusion and elimination of their consequences.
- Beneficiaries of institutional accommodations of social protection are persons who can not be accommodated in their biological families or in another family, or obtain municipal services, for which such placement would not be in their best interest.
- Institutions for social protection for the accommodation of beneficiaries include institutions for accommodation of children without parental care, support centers for care, correctional institutions for children and youth, homes for the elderly and pensioners, and institutions for accommodation of persons with special needs in development.
- The pension is a monthly cash benefit to which an individual is entitled to the achievement of old age, disability, death and physical debit. There are three categories of pension, old age, disability and family pension.

Graph 35. Persons temporarily present in collective residential quarters according to age


Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

Graph 36. Children placed in shelters according to age group


[^9]Graph 37. Children abandoned according to year


Source: Statistics of Social Welfare according to years, KAS

Table 17. Persons without family care placed in elderly homes according to year

|  | Year | Momen | Total |
| :--- | :---: | :---: | :---: |
| 2012 | 55 | 74 | 129 |
| 2013 | 55 | 68 | 123 |
| 2014 | 52 | 64 | 116 |
| 2015 | 53 | 60 | 113 |

Source: Statistics of Social Welfare according to years, KAS

Graph 38. Gender distribution of persons placed in homes for the elderly according to year


Source: Statistics of Social Welfare according to years, KAS

Graph 39. Pension contributions over the years, in\%


Source: Statistics of Social Welfare according to years, KAS

Graph 40. Resident Population according to difficulty


[^10]Graph 41. Gender distribution of pensions for persons with disabilities according to year


Source: Statistics of Social Welfare according to years, KAS

Table 18. Pensions of persons with disabilities according to year

| Year | Women | Men | \% Women | \% Men |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2012 | 8351 | 9180 | 6264 | 17531 | 48 |
| 2013 | 5976 | 9541 | 12240 | 49 | 52 |
| 2014 | 8777 | 9743 | 18318 | 48 | 52 |
| 2015 | 9312 | 19055 | 49 | 51 |  |

Source: Statistics of Social Welfare according to years, KAS

Table 19. Percentage of smokers in the population aged 16 and above, 2014-2015

| Number of cigarettes | Men (\%) |  | Women (\%) |  | All (\%) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2014 | 2015 | 2014 | 2015 | 2014 | 2015 |
| 1 up to 10 | 2 | 2 | 2 | 2 | 2 | 2 |
| 11 up to 20 | 18 | 20 | 4 | 5 | 11 | 12 |
| 21+ | 3 | 3 | 0 | 0 | 1 | 2 |
| Percentage of smokers | 23 | 25 | 6 | 7 | 14 | 16 |

Source: Statistics of Social Welfare according to years, KAS

Smokers in 2015, shows an increase of $2 \%$ of the total consumption of tobacco and men, and $1 \%$ of women. Percentage of smokers who consume 11 to 20 cigarettes a day have undergone change during 2014-2015 in all groups.

Table 20. Gender structure of employees in health institutions, 2015

| Health institutions | Women | Men | \% |  | Total | Gender distribution (\%) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Women | Men |  | Women | Men |
| Clinical Hospital and University Service of Kosovo | 4,363 | 2,348 | 53 | 41 | 6711 | 65 | 35 |
| Family Health Centers in Kosovo | 2,940 | 2,480 | 36 | 43 | 5420 | 54 | 46 |
| Prison Health Department | 31 | 80 | 0 | 1 | 111 | 28 | 72 |
| Public health program | 166 | 220 | 2 | 4 | 386 | 43 | 57 |
| National Center for Blood Transfusion | 38 | 22 | 0 | 0 | 60 | 63 | 37 |
| Trainee doctors | 333 | 211 | 4 | 4 | 544 | 61 | 39 |
| Central support for health care programs | 211 | 234 | 3 | 4 | 445 | 47 | 53 |
| Chamber of Health Professionals | 137 | 165 | 2 | 3 | 302 | 45 | 55 |
| Regulation of the pharmaceutical market | 32 | 22 | 0 | 0 | 54 | 59 | 41 |
| Total | 8,251 | 5,782 | 100 | 100 | 14,033 | 59 | 41 |

Source: Health Statistics 2015, KAS

## JURISPRUDENCE

## Jurisprudence

- The convict is a person who is found guilty and punished for the offense in question by the general judiciary in the respective year.
- Convicted Minor is a person aged 14 to 18 at the time of the crime, which has become a criminal offense and sentenced to imprisonment for minors or educational measure.
- Convicted Adult is a person, convicted and sentenced perpetrator. Adult perpetrators of criminal acts at the time the crime was committed were aged over 18 years.

Table 21. Judges in the Republic of Kosovo according to year

| Year | Women | Men | Wender distribution (\%) |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  | 252 | 28 |
| 2012 | 90 | 240 | 27 | 72 |
| 2013 | 89 | 234 | 28 | 73 |
| 2014 | 101 | 245 | 29 | 72 |
| 2015 |  |  | 71 |  |

Source: Kosovo Judicial Council

As seen from the table, number of women judges compared with men, according to the years, is generally lower.

Table 22. Adult persons convicted in first instance courts according to year

| Year | Basic Courts |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Gender distribution (\%) |  |
|  |  |  | Women | Men |
| 2013 | 573 | 14473 | 4 | 96 |
| 2014 | 743 | 16747 | 4 | 96 |
| 2015 | 769 | 15575 | 5 | 95 |

Source: Statistics of jurisprudence for adult persons, KAS

Referring to the statistical data on persons convicted according to years, women are much smaller percentage compared with the convicted men.

Table 23. Minors convicted in first instance courts according to year

| Year | Basic Courts |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total | Female | Male | Female \% | Male \% |
| 2013 | 786 | 17 | 769 | 2.2 | 97.8 |
| 2014 | 840 | 14 | 826 | 1.7 | 98.3 |
| 2015 | 563 | 15 | 548 | 2.7 | 97.3 |

Source: Statistics of jurisprudence for adult persons, KAS

Referring to the statistical data of juveniles in years, girls are in much smaller percentage than boys convicted.

Graph 42. Victims of domestic violence according to year


Source: Department for serious crimes, KP

Table 24. Victims of domestic violence reported by region and year in\%

|  | 2013 |  | 2014 |  | 2015 |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men | Women | Men |
| Prishtina | 213 | 38 | 221 | 47 | 210 | 18 |
| Prizeren | 158 | 36 | 164 | 60 | 147 | 46 |
| Peja | 180 | 31 | 190 | 42 | 84 | 8 |
| Mitrovica | 128 | 40 | 114 | 24 | 100 | 17 |
| Gjilan | 88 | 36 | 112 | 63 | 90 | 44 |
| Ferizaj | 102 | 39 | 93 | 36 | 114 | 51 |

Source: Department for serious crimes, KP

Graph 43. Victims of domestic violence reported by region and year in\%


Source: Department for serious crimes, KP

LABOUR MARKET

## Employment

- Active population (labor force) comprises all persons employed and unemployed aged 15 and older.
- Inactive population represents the population aged $15+$ who do not fall into the active population.
- Officially employed persons who are employed by the employer (enterprise, institution or enterprise cooperative or any other) on the basis of written employment contract for a fixed period or indefinite time and who have social and legal protection. These include employees in legal entities, companies, person employed by the employer and persons exercising independently their profession.
- Term employment in the Labour Force Survey means persons who during the week concerned (referred) have done paid work (in cash or in kind) for at least an hour and persons employed are those which had been absent from work during the reference week.
- The term employed in legal entities includes employees in companies, enterprises, institutions, cooperative and other organizations in the formal sector
- Term unemployed in the Labour Force Survey means the person, who during the corresponding week (the reference), made no work and who has not missed any work where and to which would return after the break. But this refers to the following points:
During the last four weeks, these people have taken active steps to find work and if he is offered a job, they will start working within two weeks;
In the last four weeks, these people have not taken active steps to find work since they have already found a job and work is expected to begin sometime after the reference week at the latest within three months.
- The registered unemployed are people aged 15 to 65 who are able and willing to work, but who are unemployed or otherwise are those who have earned the right to work, and who are registered as unemployed at the national employment Service and are actively looking for work.
- The rate of active population represents the percentage of the active population in the total population aged 15 and older.
- Inactive population rate is the percentage of the inactive population in the total population aged 15 and older.
- Employment rate is the percentage of employees in the total population aged 15 and older.
- Unemployment rate is the percentage of unemployed in the total number of active population.
- Long-term unemployment rate represents the percentage of the unemployed for a year or longer in total active population.
- Informal employment presents the percentage of persons who do informal work (unreported) out of total number of employees. Unreported work includes employees in registered enterprise, but without any formal employment contract and without paying social security and pension and family members who contribute free.

Graph 44. Employment rate according to year


Source: Labour Force Survey, KAS
In 2015, in the active population (working age), $25.2 \%$ were employed. The employment rate was higher for men than for women: $38.7 \%$ of men of working age were employed compared to $11.5 \%$ of women of working age. During the four-year period ( 2012 to 2015), the employment rate of women has undergone little change, with an increase of 2.2 percentage points from 2012 to 2013, a decrease of 1.4 percentage points in 2015.

Table 25. Employment to population ratio, according to age group (\%)

| Age group | 2012 |  | 2013 |  | 2014 |  | 2015 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men | Women | Men | Women | Men |
| $15-24$ | 4.6 | 14.4 | 4.6 | 15.1 | 4.2 | 13.4 | 3.7 | 12.9 |
| $25-34$ | 14.3 | 45.8 | 16.4 | 52.1 | 15.5 | 48.8 | 14.4 | 42.6 |
| $35-44$ | 14.0 | 56.4 | 16.2 | 61.8 | 15.7 | 60.0 | 15.1 | 56.6 |
| $45-54$ | 14.2 | 59.0 | 18.7 | 62.7 | 18.0 | 58.7 | 17.5 | 56.8 |
| $55-64$ | 7.9 | 44.5 | 12.2 | 50.4 | 13.4 | 47.2 | 9.6 | 45.2 |

Source: Labour Force Survey, KAS
Eemployment rate of women is higher in the 45-54 age group.

Graph 45. Employment to population ratio, according to age group (\%)


[^11]Table 26. Employees according to employment status and year

| Employment status | 2012 |  | 2013 |  | 2014 |  | 2015 |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men | Women | Men | Women | Men |
| Employee | 86.4 | 71.4 | 78.3 | 66.5 | 78.9 | 65.0 | 79.3 | 68.6 |
| Self-employed with employees | 2.1 | 10.1 | 2.6 | 8.3 | 2.1 | 8.2 | 1.9 | 7.5 |
| Self-employed without employees | 6.2 | 12.6 | 10.0 | 17.2 | 11.5 | 17.9 | 11.9 | 15.7 |
| Unpaid family worker | 5.4 | 5.8 | 9.1 | 7.9 | 7.4 | 8.9 | 6.8 | 8.2 |

Source: Labour Force Survey, KAS
The majority of employed women had the status of employees, followed by the self-employed without employees, unpaid family workers and self-employed with employee.

Graph 46. Employees according to employment status and year


Source: Labour Force Survey, KAS

Table 27. Employees according to occupation (\%), 2015

| Employees by occupation | Women | Men | \% |  | Gender distrubution |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Women | Men | Women | Men |
| Legislators, senior officials and managers | 3236 | 22247 | 4.8 | 9.7 | 12.7 | 87.3 |
| Professionals | 22328 | 27832 | 33.4 | 12.3 | 44.5 | 55.5 |
| Technical and related occupations | 7320 | 13208 | 10.9 | 5.8 | 35.7 | 64.3 |
| Clerk | 6403 | 8942 | 9.5 | 3.9 | 41.7 | 58.3 |
| Service and sellers | 11166 | 40899 | 16.6 | 17.7 | 21.4 | 78.6 |
| Skilled workers in agriculture and fisheries | 50 | 2601 | 0.1 | 1.1 | 1.9 | 98.1 |
| Craft and trade workers | 6686 | 35578 | 10.0 | 15.4 | 15.8 | 84.2 |
| Fabrics and machinery operators and assemblers | 462 | 19458 | 0.7 | 8.5 | 2.3 | 97.7 |
| Elementary occupations | 9333 | 59191 | 14.1 | 25.7 | 13.6 | 86.4 |

Source: Labour Force Survey, KAS
Almost half of employed women were professional, technical and related occupations with (44.3\%), 16.6\% were in services and sales and $14.1 \%$ in elementary occupations.

Table 28. Employees according to activity (\%), 2014

| Activity | Distribution in\% |  |  | Gender distribution |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Total | Women | Men |
| Agriculture, forestry and fishing | 1.1 | 2.6 | 2.3 | 10.6 | 89.4 |
| Mining and ore | 0.0 | 1.1 | 0.8 | 0.9 | 99.1 |
| Manufacturing | 6.7 | 17.0 | 14.6 | 10.2 | 89.8 |
| Electricity, gas, steam and air conditioning supply | 0.4 | 2.2 | 1.8 | 5.4 | 94.6 |
| Water supply, sewerage, waste management | 0.6 | 1.8 | 1.5 | 8.8 | 91.2 |
| Construction | 0.7 | 12.0 | 9.5 | 1.6 | 98.4 |
| Wholesale and retail trade; car and motorcycle repairs | 14.4 | 14.2 | 14.3 | 22.8 | 77.2 |
| Transportation and storage | 0.6 | 3.5 | 2.8 | 4.8 | 95.2 |
| Accommodation and food service activities | 4.1 | 7.4 | 6.6 | 13.5 | 86.5 |
| Information and communication | 3.5 | 3.1 | 3.2 | 24.5 | 75.5 |
| Financial and insurance activities | 2.9 | 1.7 | 2.0 | 33.0 | 67.0 |
| Real estate activities | 0.1 | 0.1 | 0.1 | 24.2 | 75.8 |
| Professional, scientific and technical activities | 2.3 | 1.7 | 1.8 | 26.5 | 73.5 |
| Administrative and support service activities | 2.5 | 3.9 | 3.6 | 15.9 | 84.1 |
| Public administration and defense; compulsory social security | 7.8 | 7.3 | 7.4 | 24.0 | 76.0 |
| Education | 21.6 | 9.4 | 12.2 | 40.4 | 59.6 |
| Activities of human health and social work | 15.6 | 3.5 | 6.2 | 56.8 | 43.2 |
| Arts, entertainment and recreation | 1.1 | 1.6 | 1.5 | 16.7 | 83.3 |
| Other service activities | 4.7 | 4.0 | 4.2 | 25.3 | 74.7 |
| * Household employment activity | 7.6 | 0.9 | 2.4 | 71.6 | 28.4 |
| Activities of the institutions and extra-territorial organizations | 1.7 | 1.0 | 1.2 | 32.3 | 67.7 |

Source: Labour Force Survey, KAS
Table 29. Employees according to activity (\%), 2015

| Activity |  | Distribution in\% |  |  | Gender distribution |  |
| :--- | ---: | ---: | ---: | ---: | ---: | :---: |
|  | Women | Men | Total | Women | Men |  |
| Agriculture, forestry and fishing | 1.5 | 3.0 | 2.6 | 12.8 | 87.2 |  |
| Mining and ore | 0.3 | 1.4 | 1.1 | 5.9 | 94.1 |  |
| Manufacturing | 7.2 | 15.8 | 13.8 | 12.0 | 88.0 |  |
| Electricity, gas, steam and air conditioning supply | 0.5 | 2.1 | 1.7 | 6.3 | 93.7 |  |
| Water supply, sewerage, waste management | 0.2 | 1.3 | 1.0 | 5.3 | 94.7 |  |
| Construction | 1.2 | 13.9 | 10.9 | 2.6 | 97.4 |  |
| Wholesale and retail trade; car and motorcycle repairs | 16.0 | 13.9 | 14.4 | 25.8 | 74.2 |  |
| Transportation and storage | 0.6 | 4.2 | 3.4 | 4.4 | 95.6 |  |
| Accommodation and food service activities | 3.8 | 6.7 | 6.0 | 14.5 | 85.5 |  |
| Information and communication | 2.7 | 3.0 | 2.9 | 21.5 | 78.5 |  |
| Financial and insurance activities | 1.8 | 1.8 | 1.8 | 23.4 | 76.6 |  |
| Real estate activities | 0.2 | 0.0 | 0.0 | 82.8 | 17.2 |  |
| Professional, scientific and technical activities | 2.6 | 1.8 | 2.0 | 30.5 | 69.5 |  |
| Administrative and support service activities | 1.8 | 3.8 | 3.4 | 12.7 | 87.3 |  |
| Public administration and defense; compulsory social security | 7.1 | 6.1 | 6.4 | 25.8 | 74.2 |  |
| Education | 21.8 | 8.9 | 11.9 | 42.4 | 57.6 |  |
| Activities of human health and social work | 17.3 | 4.2 | 7.2 | 55.4 | 44.6 |  |
| Arts, entertainment and recreation | 1.1 | 1.6 | 1.5 | 17.2 | 82.8 |  |
| Other service activities | 3.4 | 3.4 | 3.4 | 22.9 | 77.1 |  |
| * Household employment activity | 7.0 | 1.6 | 2.9 | 56.8 | 43.2 |  |
| Activities of the institutions and extra-territorial organizations | 2.0 | 1.4 | 1.5 | 30.6 | 69.4 |  |

## Source: Labour Force Survey, KAS

Education and health care were the two main employers for women (employing almost 40\% of employed women). Production, trade and construction sectors are the most common occupations for men (employing $43 \%$ of employed men).

Graph 47. Net monthly wage for employees (\%)


Source: Labour Force Survey, KAS

Most of the net monthly wages were between $€ 300$ and $€ 400$, among those who responded. Very small differences were observed in gender, with a slight tendency for men to receive higher wages.

Graph 48. Unemployment rate according to age group 15-64 (\%)


[^12]Uunemployment rate was higher for women than for men, with a tendency to fall from year to year.

Graph 49. Unemployment rate according to age group and year


Source: Labour Force Survey, KAS

About $60 \%$ of the young people were unemployed in Kosovo. The lowest unemployment rate was found among those aged 55-64 years. Regarding the distribution of the unemployed, as for both women to men, belong to age between 15 and 34 years.

Table 30. Active enterprises according to ownership and economic activity, in\%

| Economic activity | 2014 |  | Men | Women |
| :--- | :---: | :---: | :---: | :---: |
|  | Women | 91 | 9 | Men |
| Producers of goods | 9 | 87 | 14 | 91 |
| Agriculture, forestry \& fisheries | 13 | 90 | 10 | 86 |
| Industry | 10 | 94 | 6 | 90 |
| Construction | 6 | 86 | 14 | 94 |
| Producers of services | 14 | 87 | 13 | 86 |
| Trade | 13 | 95 | 5 | 87 |
| Transport \& warehouse | 5 | 91 | 10 | 95 |
| Accommodation and food services | 9 | 89 | 11 | 90 |
| Information \& Communication | 11 | 79 | 21 | 89 |
| Other services | 21 |  | 79 |  |

Source: Statistical Business Register 2014/2015, KAS

Table 31. Structure of active enterprises according to groups of employees and owners, in\%

| Category of <br> number of <br> employees | $1-9$ |  | $10-49$ |  | $50+$ |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men | Women |  |
|  | 11 | 89 | 7 | 93 | 13 | 87 |
| 2015 | 12 | 88 | 7 | 93 | 13 | 87 |

[^13]Graph 50. Graphical presentation of active enterprises according to gender of owners


Source: Statistical Business Register 2014/2015, KAS

Table 32. Owners of agricultural land and family members 2014

|  | Women | Men |
| :--- | :---: | :---: |
| Owner | 6388 | 124048 |
| Family members | 92630 | 66471 |
| Total | 99018 | 190519 |

Source: Census of Agriculture, final results 2014, KAS

Graph 51. Agricultural holdings


[^14]INCOME

## Income

- According to the Labour Law Code, the income of an employee must include: income after taxes and contributions paid by the employee's wages for work performed and time spent at work; Revenues from promotions; compensation income and other income (except for: financial support for personal, private and public transport, the time spent on trips at home and abroad, pension compensation, assistance from the union, premium jubilee, compensation in case of death and compensation for injury received at work or occupational disease). KAS accounts average income of the amount of income paid in the reporting month, divided with the number of employees (formally) by personnel records on legal entities and entrepreneurs who provide the data.
- The average income of employees in legal entities distinct from the average income in general because they do not include money of those employed by entrepreneurs. Average salaries for formail employees can be presented by gender only to employees in legal units because their salaries are identified through statistical surveys. Salaries of employees of entrepreneurs are obtained in the database records of the Tax Administration, which does not provide data disaggregated by gender.
- Gender pay gap is the difference in average gross income earned by male employees and average gross income earned by women's employment, as a percentage of average gross income of males. The difference in average earnings presented in this chapter are not comparable with the differences provided by the definition of Eurostat gender gap payments (unregulated) because they do not include the income of workers employed by entrepreneurs and are not based in earnings per hour.
- Level of education (qualification) to perform certain tasks and duties is the certain level of education required for a position (by general decree, or decree / document for classification of duty).

Graph 52. Main sources of living, 2014


## Source: Household Budget Survey 2014, KAS

## Graph 53. Main sources of living 2015



Source: Household Budget Survey 2015, KAS
Salaries of regular employment are more important for women than for men, but the income from own business are more important for men ( 13 percent) than for women ( 3 percent).
Pensions from Kosovo by 17 percent compared to only 6 percent of men constitute the source of the second most important income for women.
The third important source for women are cash from abroad by 10 percent compared with 6 percent for men. Important source of income for men is agriculture with 18 percent, while only 1 percent for women.

Table 33. Ownership in 2014-2015, in\%

| Owners of the house (apartment) | 2014 | 2015 |
| :--- | :---: | :---: |
| Women | 9 | 5 |
| Men | 91 | 95 |

Source: Household Budget Survey, KAS

According to table 33, the tradition continues that the man is the owner of the house or apartment.

TIME USE

## Time Use

- Average time is the average time spent on specific activities by all persons.
- Percentage of makers of works represents the number of persons performing a specific activity expressed as a percentage of all persons.
- Average time for makers of works is the average time that people get to make a specified activity within the activity.
- Activities are activities (operations) aggregated to a higher level, carried out by the respondent during the day.
- Work on free shows time spent on main or secondary work, meal breaks during working hours, round trip / arrivals at work and other related activities.
- Unpaid work consists of managing food, care for clothing, maintenance and management of the house, work in the garden and pet care, construction and repairs, shopping and services, child care, other care of the household and family and travel related with the activities of the household and family care.
- Personal care refers to sleep, food, cleaning, dressing and other activities of personal care.

Graph 54. Time spent for women and men according to age group and type of work, in hours


Source: Household Budget Survey, KAS

Graph 55. Time use, the average per working day


[^15]Graph 56. Time use for personal care and leisure


Source: Household Budget Survey, KAS

Graph 57. Women's participation in decision-making positions in Ministries and Municipalities (\%)


Source: Research report, participation, role and position of women in central and local institutions and political parties in Kosovo, MPA 2014

Table 34. Menagerial positions in ministries, executive agencies and local administration level, 2015

| Central and local <br> level | Senior management level |  | Management level |  |
| :--- | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men |
|  |  |  |  | 376 |
| Municipality | 0 | 72 | 172 | 1005 |

Source: MPA - DCSA, May 2015

## Table 35. Ministers and Deputy Ministers

| Ministry | Ministers |  | Deputy / Ministers |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Women | Men |
| Ministry of Foreign Affairs | 0 | 1 | 0 | 1 |
| Ministry of European Integration | 1 | 0 | 0 | 2 |
| Ministry of Justice | 0 | 1 | 0 | 2 |
| Ministry of Kosovo Security Force | 0 | 1 | 1 | 2 |
| Ministry of Internal Affairs | 0 | 1 | 0 | 3 |
| Ministry of Finance | 0 | 1 | 0 | 1 |
| Ministry of Trade and Industry | 0 | 1 | 0 | 1 |
| Ministry of Culture, Youth and Sports | 0 | 1 | 0 | 3 |
| Ministry of Economic Development | 0 | 1 | 0 | 2 |
| Ministry of Education, Science and Technology | 0 | 1 | 0 | 3 |
| Ministry of Local Government | 0 | 1 | 0 | 2 |
| Ministry of Public Administration | 0 | 1 | 0 | 2 |
| Ministry of Infrastructure | 0 | 1 | 0 | 2 |
| Ministry of Agriculture, Forestry and Rural Development | 0 | 1 | 0 | 2 |
| Ministry of Health | 0 | 1 | 0 | 2 |
| Ministry of Environment and Spatial Planning | 0 | 1 | 0 | 2 |
| Ministry of Communities and Returns | 0 | 1 | 0 | 2 |
| Ministry of Diaspora | 0 | 1 | 0 | 0 |
| Total | 1 | 17 | 1 | 34 |
| \% | 5.6 | 94.4 | 2.9 | 97.1 |

Source: Kosovo Gender Profile 2014, AGE

Table 36. Employees in decision-making positions according to the Ministry

| Ministry | Decision-making positions |  |  |  | Leadership positions |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Gender |  | Gender distribution |  | Gender |  | Gender distribution |  |
|  | Women | Men | Women | Men | Women | Men | Women | Men |
| Prime Minister's Office | 3 | 17 | 15 | 85 | 38 | 89 | 30 | 70 |
| Ministry of Environment and Spatial Planning | 0 | 3 | 0 | 100 | 25 | 47 | 35 | 65 |
| Ministry of Trade and Industry | 2 | 7 | 22 | 78 | 10 | 31 | 24 | 76 |
| Ministry of Health | 0 | 5 | 0 | 100 | 20 | 35 | 36 | 64 |
| Ministry of Culture, Youth and Sports | 0 | 3 | 0 | 100 | 22 | 36 | 38 | 62 |
| Ministry of Infrastructure * | 0 | 1 | 0 | 100 | 4 | 27 | 13 | 87 |
| Ministry of Labour and Social Welfare | 0 | 5 | 0 | 100 | 27 | 69 | 28 | 72 |
| Ministry of Public Administration | 0 | 2 | 0 | 100 | 18 | 36 | 33 | 67 |
| Ministry of Education, Science and Technology | 0 | 8 | 0 | 100 | 15 | 49 | 23 | 77 |
| Ministry of Finance | 0 | 4 | 0 | 100 | 60 | 150 | 29 | 71 |
| Ministry of Agriculture, Forestry and Rural Development | 0 | 3 | 0 | 100 | 10 | 48 | 17 | 83 |
| Ministry of Economic Development | 0 | 3 | 0 | 100 | 11 | 23 | 32 | 68 |
| Ministry of Local Government | 0 | 1 | 0 | 100 | 8 | 16 | 33 | 67 |
| Ministry of Communities and Returns | 0 | 1 | 0 | 100 | 3 | 11 | 21 | 79 |
| Ministry of Foreign Affairs | 1 | 2 | 33 | 67 | 5 | 16 | 24 | 76 |
| Ministry of Justice | 0 | 4 | 0 | 100 | 16 | 61 | 21 | 79 |
| Ministry of Kosovo Security Force | 0 | 1 | 0 | 100 | 12 | 28 | 30 | 70 |
| Ministry of Internal Affairs | 0 | 4 | 0 | 100 | 30 | 150 | 17 | 83 |
| Ministry of Diaspora | 0 | 1 | 0 | 100 | 4 | 9 | 31 | 69 |
| Ministry of European Integration | 0 | 1 | 0 | 100 | 6 | 16 | 27 | 73 |

Source: The data in the ministries and executive agencies - Report of research Participation, the role and position of women in central and local institutions, and political parties in Kosovo, MPA, May 2014

Table 37. Employees in municipal administration

| Municipality | Total number of employees | Gender structure |  | \% |  | Gender distribution |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Women | Men | Women | Men | Women | Men |
| Deçan | 133 | 27 | 106 | 1.5 | 2.2 | 20 | 80 |
| Dragash | 135 | 13 | 122 | 0.7 | 2.5 | 10 | 90 |
| Ferizaj | 287 | 80 | 207 | 4.5 | 4.3 | 28 | 72 |
| Fushë Kosovë | 138 | 50 | 88 | 2.8 | 1.8 | 36 | 64 |
| Gllogove | 155 | 112 | 43 | 6.3 | 0.9 | 72 | 28 |
| Gjakovë | 300 | 78 | 222 | 4.4 | 4.6 | 26 | 74 |
| Gjilan | 331 | 79 | 252 | 4.4 | 5.2 | 24 | 76 |
| Istog | 158 | 44 | 114 | 2.5 | 2.4 | 28 | 72 |
| Kaçanik | 129 | 22 | 107 | 1.2 | 2.2 | 17 | 83 |
| Kamenicë | 207 | 46 | 161 | 2.6 | 3.3 | 22 | 78 |
| Klinë | 136 | 28 | 108 | 1.6 | 2.2 | 21 | 79 |
| Lipjan | 209 | 49 | 160 | 2.7 | 3.3 | 23 | 77 |
| Malishevë | 157 | 26 | 131 | 1.5 | 2.7 | 17 | 83 |
| Mitrovicë | 335 | 110 | 225 | 6.2 | 4.7 | 33 | 67 |
| Mitrovicë e Veriut | 88 | 33 | 55 | 1.8 | 1.1 | 38 | 62 |
| Novobërdë | 70 | 12 | 58 | 0.7 | 1.2 | 17 | 83 |
| Obiliq | 83 | 34 | 49 | 1.9 | 1.0 | 41 | 59 |
| Pejë | 323 | 102 | 221 | 5.7 | 4.6 | 32 | 68 |
| Podujevë | 260 | 52 | 208 | 2.9 | 4.3 | 20 | 80 |
| Prishtinë | 660 | 230 | 430 | 12.9 | 8.9 | 35 | 65 |
| Prizren | 365 | 92 | 273 | 5.1 | 5.7 | 25 | 75 |
| Rahovec | 178 | 20 | 158 | 1.1 | 3.3 | 11 | 89 |
| Skënderaj | 215 | 37 | 178 | 2.1 | 3.7 | 17 | 83 |
| Suharekë | 155 | 30 | 125 | 1.7 | 2.6 | 19 | 81 |
| Shtërpcë | 96 | 24 | 72 | 1.3 | 1.5 | 25 | 75 |
| Shtime | 111 | 26 | 85 | 1.5 | 1.8 | 23 | 77 |
| Viti | 187 | 19 | 168 | 1.1 | 3.5 | 10 | 90 |
| Vushtrri | 223 | 51 | 172 | 2.9 | 3.6 | 23 | 77 |
| Hani I Elezit | 52 | 4 | 48 | 0.2 | 1.0 | 8 | 92 |
| Mamushë | 42 | 9 | 33 | 0.5 | 0.7 | 21 | 79 |
| Junik | 54 | 9 | 45 | 0.5 | 0.9 | 17 | 83 |
| Kllokot | 46 | 12 | 34 | 0.7 | 0.7 | 26 | 74 |
| Partesh | 43 | 7 | 36 | 0.4 | 0.7 | 16 | 84 |
| Ranillug | 49 | 12 | 37 | 0.7 | 0.8 | 24 | 76 |
| Graçanicë | 87 | 25 | 62 | 1.4 | 1.3 | 29 | 71 |
| Leposaviq | 127 | 48 | 79 | 2.7 | 1.6 | 38 | 62 |
| Zubin Potok | 226 | 108 | 118 | 6.0 | 2.4 | 48 | 52 |
| Zveqan | 57 | 28 | 29 | 1.6 | 0.6 | 49 | 51 |

Source: MPA, June 2014

Table 38. Employees in diplomatic missions according to years and positions


Source: Ministry of Foreign Affairs

Table 39. Structure of employees in Kosovo Police

| RANK | 2014 |  |  |  | 2015 |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Women | Men | Total | Women | Men | Total |
| COLONEL | 2 | 16 | 18 | 2 | 16 | 18 |  |
| LIEUTENANT-COLONEL | 3 | 39 | 42 | 3 | 38 | 41 |  |
| MAJOR | 5 | 46 | 51 | 4 | 48 | 52 |  |
| CAPTAIN | 12 | 128 | 140 | 11 | 126 | 137 |  |
| LIEUTENANT | 27 | 315 | 342 | 33 | 324 | 357 |  |
| SERGEANT | 80 | 867 | 947 | 91 | 871 | 962 |  |
| POLICE OFFICER | 717 | 5426 | 6143 | 747 | 5565 | 6312 |  |
| CIVILIAN STAFF | 370 | 764 | 1134 | 366 | 731 | 1097 |  |
| Total (Uniform + Civil Staff) | 1216 | 7601 | 8817 | 1257 | 7719 | 8976 |  |
| Source: Ministry of Internal Affairs |  |  |  |  |  |  |  |

Source: Ministry of Internal Affairs

Table 40. Structure of employees in the Kosovo Police, according to positions in uniformed staff

| Decision-making positions (Uniform) |  | Women | Men |
| :--- | :---: | :---: | :---: |
| Year 2014 | 129 | 1411 | 1540 |
| Year 2015 | 144 | 1423 | 1567 |

Source: Ministry of Internal Affairs

Table 41. Structure of employees in the Kosovo Police, according to decision-making positions in the civil staff

| Decision-making positions for Civil Staff | Women | Men | Total |
| :--- | :---: | :---: | :---: |
| Year 2015 | 23 | 44 | 67 |
| Year 2014 | 23 | 43 | 66 |

[^16]Table 42. Military staff employees according to age group in the MKSF / KSF, 2015

| Age group | 2015 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | ---: | ---: |
|  | Women | Men | Total | Women | Men |  |
| $18-24$ | 29 | 223 | 252 | 1 | 9 |  |
| $25-29$ | 102 | 649 | 751 | 4 | 26 |  |
| $30-34$ | 35 | 283 | 318 | 1 | 11 |  |
| $35-39$ | 14 | 362 | 376 | 1 | 14 |  |
| $40-44$ | 13 | 472 | 485 | 1 | 19 |  |
| $45-49$ | 6 | 231 | 237 | 0 | 9 |  |
| $50-54$ | 4 | 75 | 79 | 0 | 3 |  |
| $55-59$ | 0 | 0 | 0 | 0 | 0 |  |
| $60-64$ | 0 | 0 | 0 | 0 | 0 |  |
| Total | 203 | 2295 | 2498 | 8 | 92 |  |

Source: Ministry of KSF, 2015

Graph 58. Military staff employees according to age group in the MKSF / KSF 2015


Source: Ministry of KSF, 2015

Table 43. Military staff employees in decision-making positions by age group in MKSF/KSF, 2015

| Age group | 2015 |  |  |  |  |  |  | $\%$ |  |
| :---: | :---: | :---: | :---: | :---: | ---: | :---: | :---: | :---: | :---: |
|  | Women | Men | Total | Women | Men |  |  |  |  |
| $18-24$ | 0 | 12 | 12 | 0 | 2 |  |  |  |  |
| $25-29$ | 2 | 55 | 57 | 0 | 9 |  |  |  |  |
| $30-34$ | 1 | 58 | 59 | 0 | 10 |  |  |  |  |
| $35-39$ | 1 | 157 | 158 | 0 | 26 |  |  |  |  |
| $40-44$ | 4 | 142 | 146 | 1 | 24 |  |  |  |  |
| $45-49$ | 3 | 126 | 129 | 1 | 21 |  |  |  |  |
| $50-54$ | 1 | 31 | 32 | 0 | 5 |  |  |  |  |
| $55-59$ | 0 | 0 | 0 | 0 | 0 |  |  |  |  |
| $60-64$ | 0 | 0 | 0 | 0 | 0 |  |  |  |  |
| Total | 12 | 581 | 593 | 2 | 98 |  |  |  |  |

Source: Ministry of KSF, 2015

Table 44. Political, Civil and support staff employees according to the age group in MSF / KSF, 2015

| Age group | 2015 |  |  |  |  |  |  | $\%$ |  |
| :---: | :---: | :---: | :---: | :---: | ---: | ---: | :---: | :---: | :---: |
|  | Women | Men | Total | Women | Men |  |  |  |  |
| $18-24$ | 0 | 1 | 1 | 0 | 0 |  |  |  |  |
| $25-29$ | 7 | 8 | 15 | 3 | 4 |  |  |  |  |
| $30-34$ | 11 | 22 | 33 | 5 | 10 |  |  |  |  |
| $35-39$ | 11 | 43 | 54 | 5 | 19 |  |  |  |  |
| $40-44$ | 9 | 29 | 38 | 4 | 13 |  |  |  |  |
| $45-49$ | 5 | 23 | 28 | 4 | 10 |  |  |  |  |
| $50-54$ | 8 | 25 | 33 | 1 | 11 |  |  |  |  |
| $55-59$ | 2 | 17 | 19 | 0 | 8 |  |  |  |  |
| $60-64$ | 0 | 3 | 3 | 24 | 1 |  |  |  |  |
| Total | 53 | 171 | 224 | 76 |  |  |  |  |  |

Source: Ministry of KSF, 2015

Table 45. Political, Civil and supporter staff employees according to age group in decision-making positions MSF/KSF, 2015

| Age group | 2015 |  |  | $\%$ |  |
| :---: | :---: | :---: | :---: | :---: | ---: |
|  | Women | Men | Total | Women | Men |
| $18-24$ | 0 | 0 | 0 | 0 | 0 |
| $25-29$ | 0 | 0 | 0 | 0 | 0 |
| $30-34$ | 1 | 1 | 2 | 3 | 3 |
| $35-39$ | 1 | 4 | 5 | 0 | 11 |
| $40-44$ | 0 | 6 | 6 | 6 | 17 |
| $45-49$ | 2 | 5 | 7 | 11 | 14 |
| $50-54$ | 4 | 7 | 11 | 0 | 0 |
| $55-59$ | 0 | 3 | 1 | 35 | 0 |
| $60-64$ | 0 | 27 |  | 23 | 3 |
| Total | 8 |  |  |  | 0 |

[^17]Graph 59. Employees in the Kosovo Agency of Statistics according to age group


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311-055.2(496.51)
```

Women and Men in Kosovo : 2014-2015 / Publication was preparedby Sanije Uka...et al. - Prishtinë : Kosovo Agency of Statistics, 2016. - 77 f. : ilsutr. ; 28 cm .

Foreword / Isa Krasniqi : p. 4
1.Uka, Sanije

ISBN 978-9951-22-317-1

Kosovo Agency of Statistic, brief description

Kosovo Agency of Statistics (KAS) is a professional office operating since 1948, KAS passed through some of the historic phases and has been structured by the state rule of that time. KAS restarted its work on August 2, 1999, as an independent and professional office working in the frames of the Ministry of Public Administration. The Agency is financed by the Kosovo Consolidated Budget and by donor for the special projects.

Kosovo Agency of Statistics acts according to the Law No. 04/L036 which entered into force on 12.12.2011. Strategic development plan is being implemented for the development of statistical system in correlation with the Statistics of European Union (EUROSTAT).

The Agency's mission is to meet the needs of users with objective statistical data and analyzes in order to support government departments and provide proper information for decision-markers and other users.

Address: Kosovo Agency of Statistic Str. "Zenel Salihu" No.4, Prishtina
Telephones: +381 (0) 31129
Chief Executive: +381 (0) 3820031132
Fax: +381 (0) 38235033
E-mail: infoask@rks-gov.net
Website: www.ask.rks-gov.net



[^0]:    Source: Marriages in Kosovo 2014, KAS

[^1]:    Source: Statistics of Deaths in Kosovo 2014, KAS

[^2]:    Source: Statistics of Deaths in Kosovo 2015, KAS

[^3]:    Source: Labour Force Survey 2015, KAS

[^4]:    Source: Statistics of Education, 2014/2015 and 2015/2016, KAS

[^5]:    Source: Statistics of Education, 2015/2016, KAS

[^6]:    Source: Ministry of Education - Education Indicators in Kosovo

[^7]:    Source: Ministry of Education - Education Indicators in Kosovo

[^8]:    Source: Ministry of Education - Education Indicators in Kosovo

[^9]:    Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

[^10]:    Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

[^11]:    Source: Labour Force Survey, KAS

[^12]:    Source: Labour Force Survey, KAS

[^13]:    Source: Statistical Business Register 2014/2015, KAS

[^14]:    Source: Census of Agriculture, final results 2014, KAS

[^15]:    Source: Household Budget Survey, KAS

[^16]:    Source: Ministry of Internal Affairs

[^17]:    Source: Ministry of KSF, 2015

