

# **WOMEN AND MEN IN KOSOVO**

## **2014-2015**

Prishtina, 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 Statistics,

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 -MDG- and CEDAW Convention served as the basis for drafting the KPGE document and objectives set in this program.

### **Institutional mechanisms for gender equality**

#### **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 km<sup>2</sup>.
- 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).

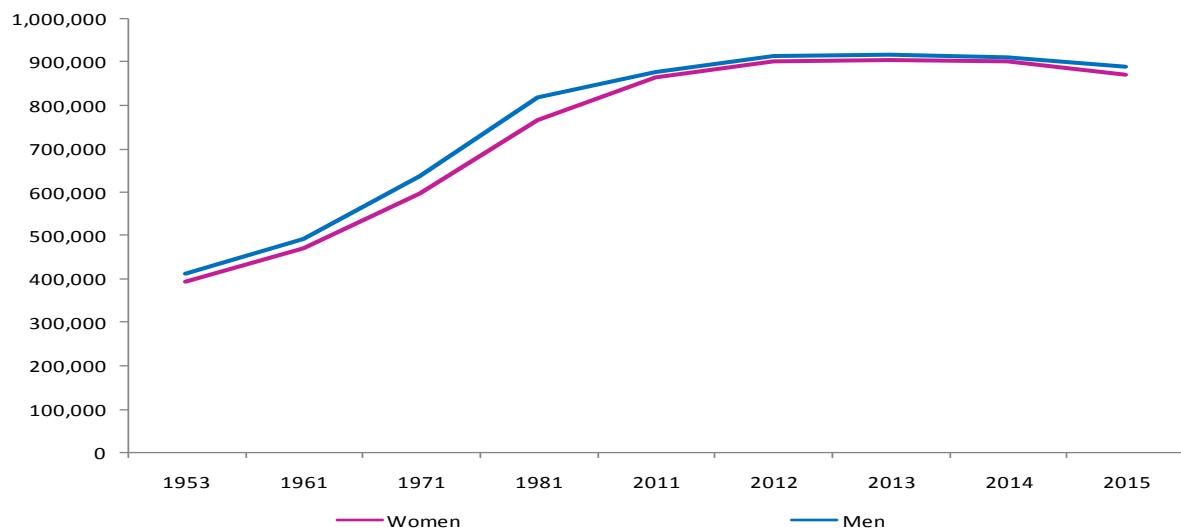
Projections of population show a projected number of inhabitants for the reference year. The data presented are calculated as a variant of the low average. This variant is a combination of hypotheses regarding low average fertility rate, mortality rate differentials and migration in the period of projection. 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

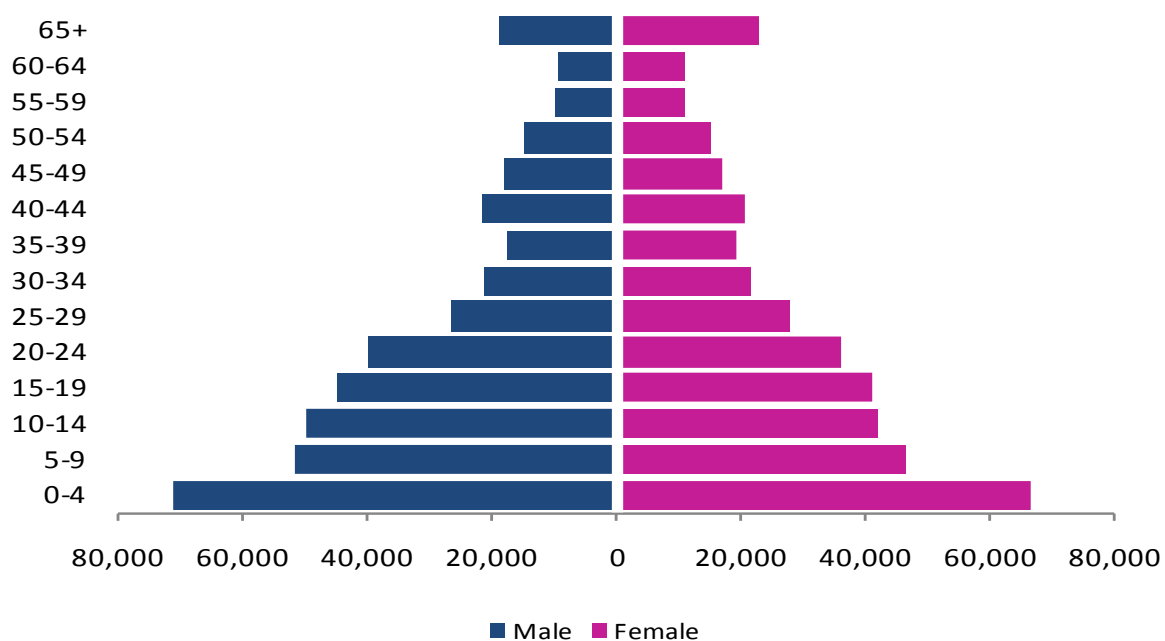
The gender ratio at birth or coefficient of masculinity is 110.1 males per 100 females - higher than the total ratio of the total population gender ratio, which for 2015 is 102 males per 100 females and there are no major changes over the years. It is quite different in the EU where the ratio males /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

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

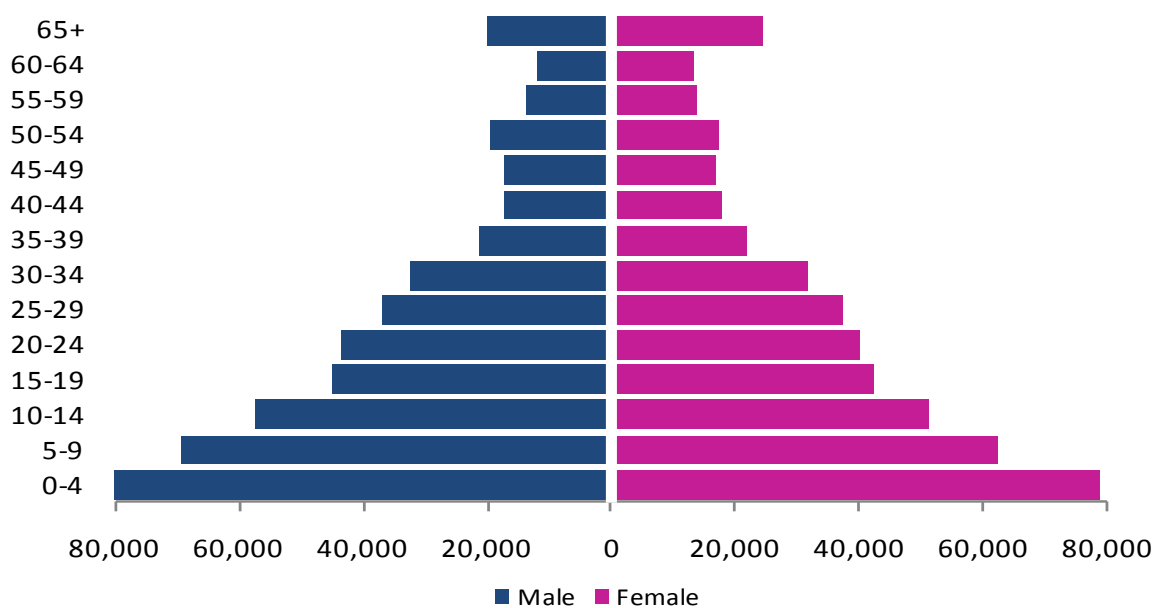
	Population		Live births		Deaths	
	Women	Men	Female	Male	Women	Man
1953	489	511	20	22	11	10
1961	489	511	20	22	6	6
1971	484	516	18	20	4	4
1981	483	517	14	16	3	3
2011	497	503	8	8	2	2
2012	497	503	7	8	2	2
2013	497	503	8	9	2	2
2014	497	503	7	8	2	2
2015	495	505	7	7	2	3

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**

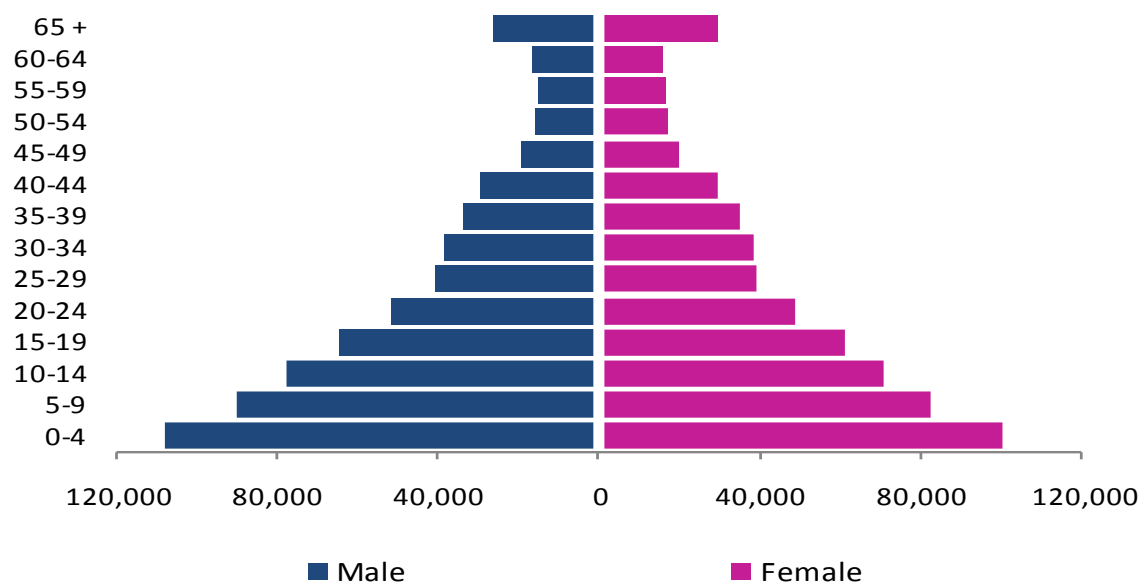


**Graph 3. Population Pyramid, 1961**

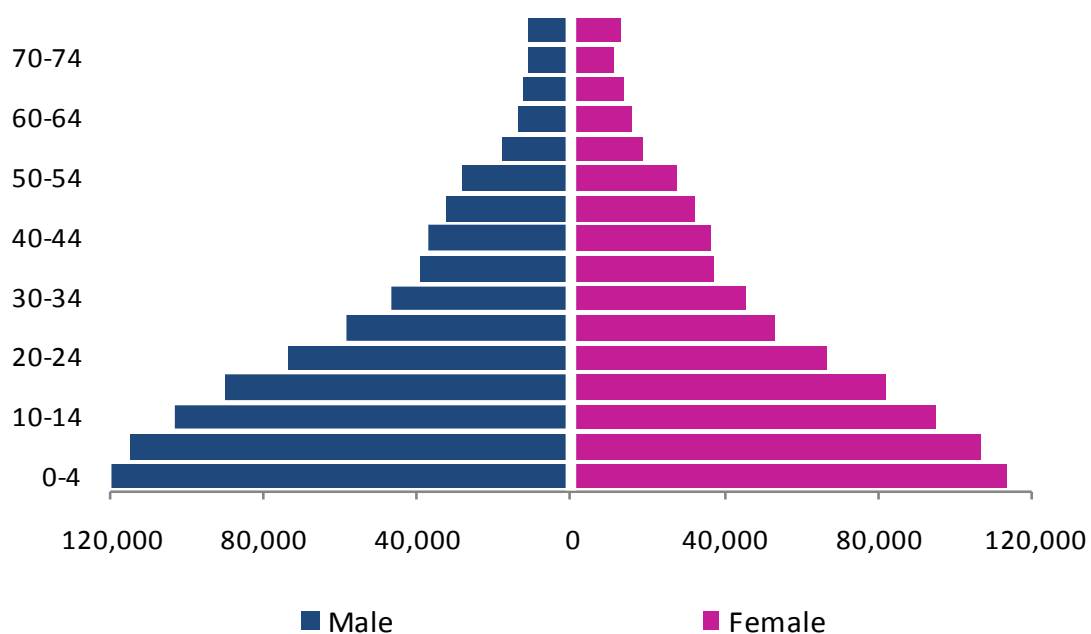




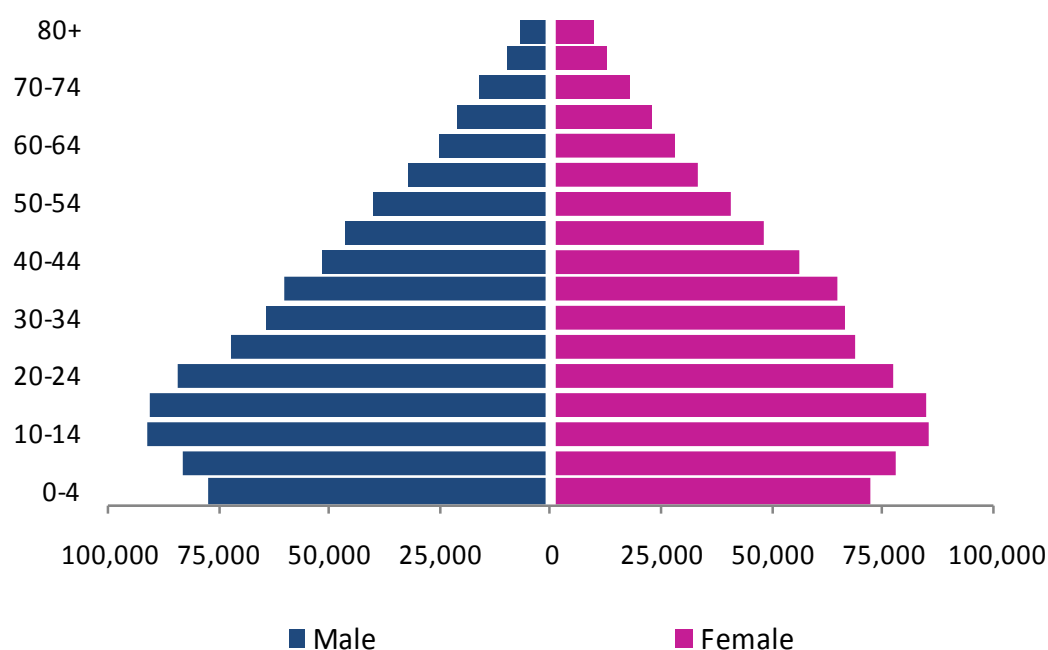
**Graph 4. Population Pyramid, 1971**



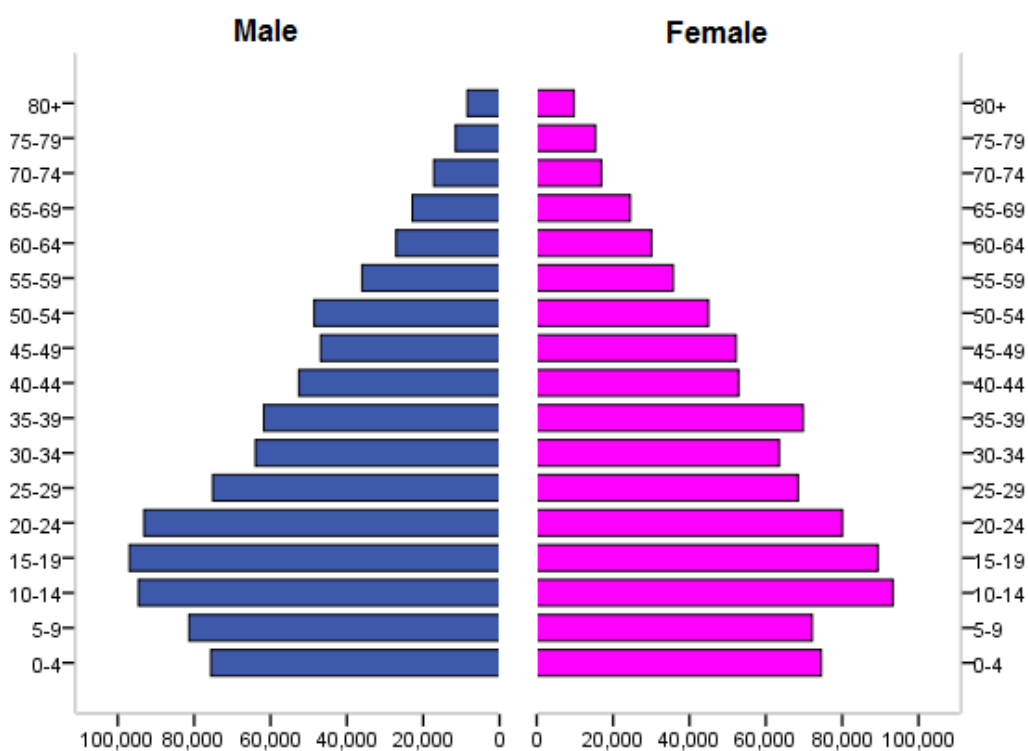
**Graph 5. Population Pyramid, 1981**



**Graph 6. Population Pyramid, 2011**

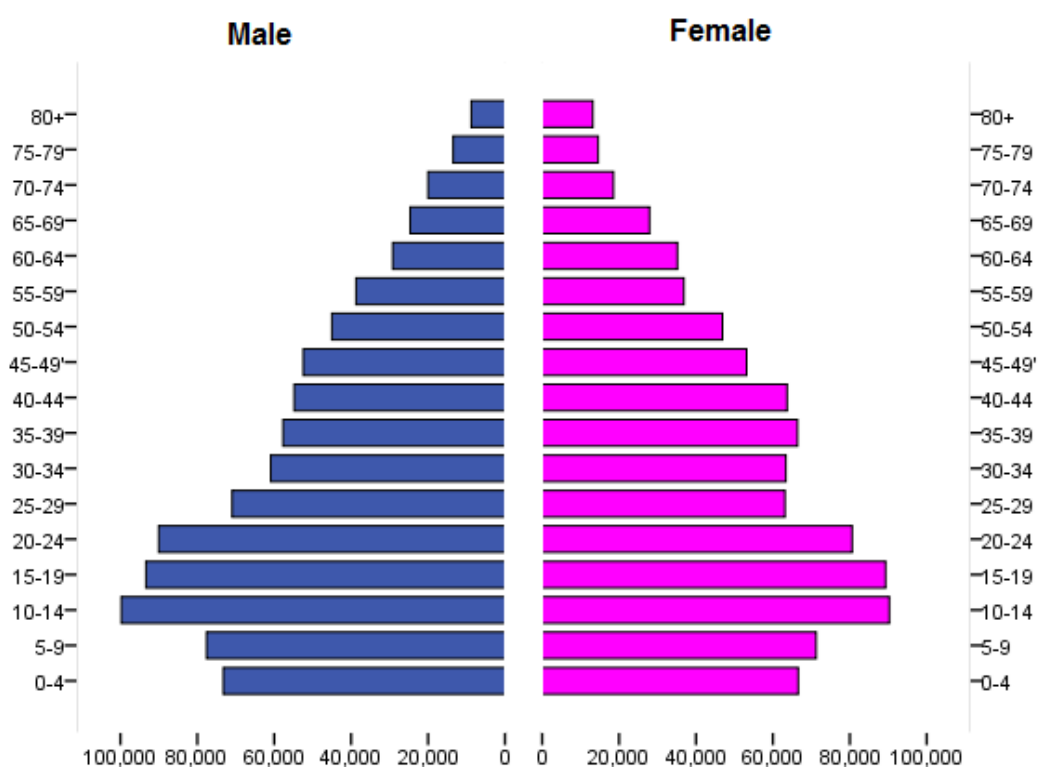


**Graph 7. Population Pyramid, 2012**



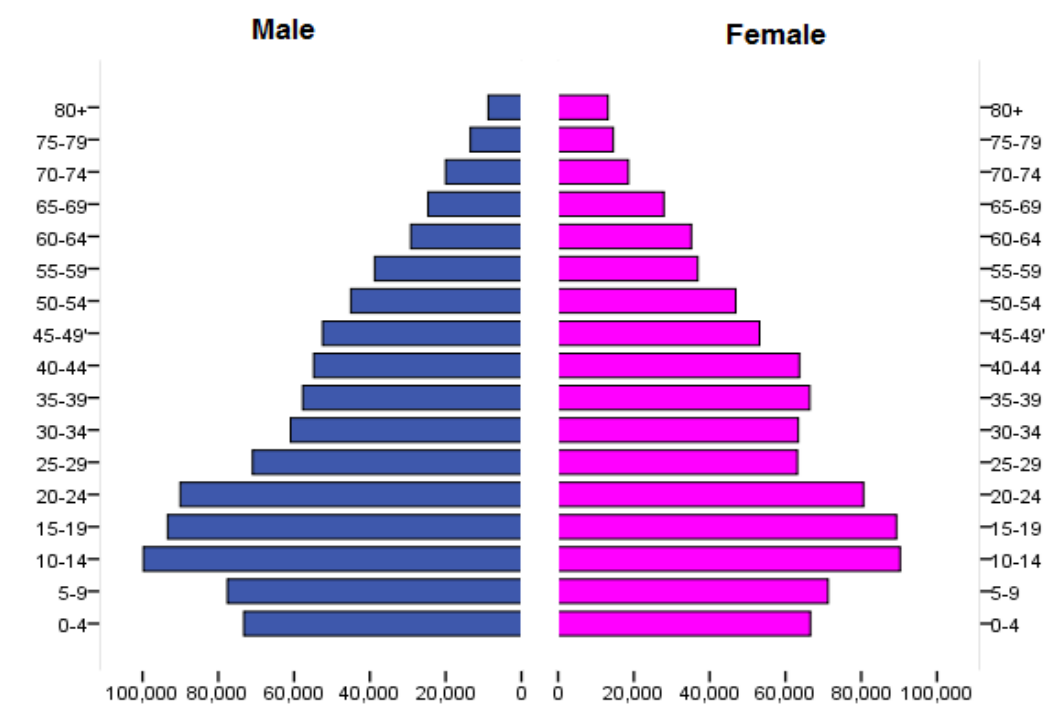
Source: Labour Force Survey 2012, KAS

**Graph 8. Population Pyramid, 2013**

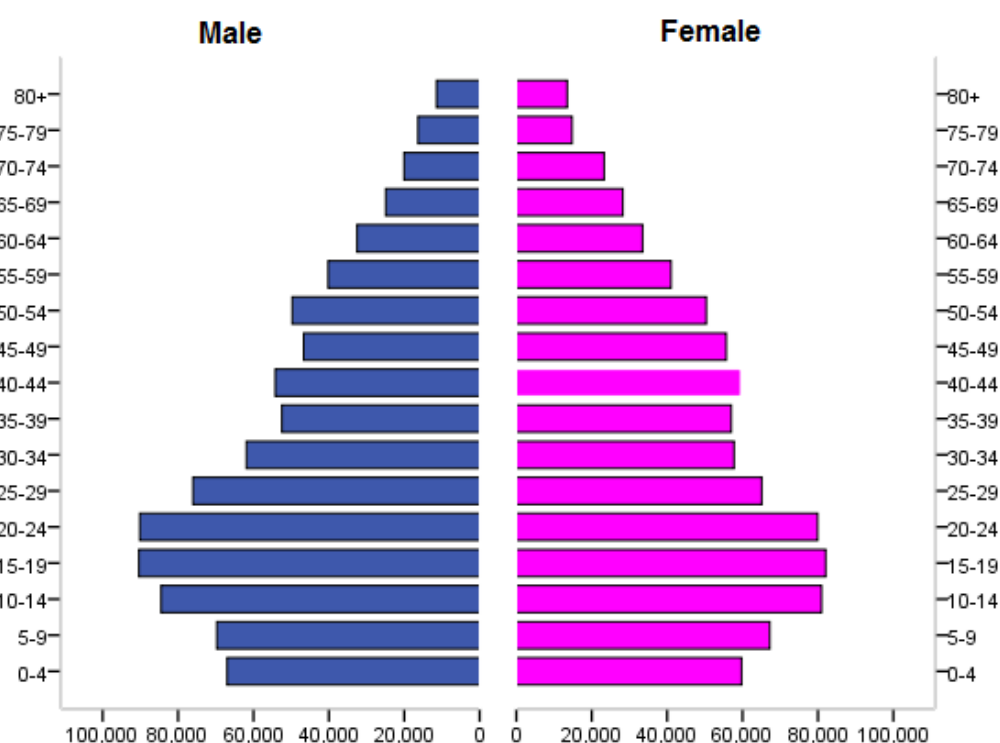


Source: Labour Force Survey 2013

**Graph 9. Population Pyramid, 2014**



Source: Labour Force Survey 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.

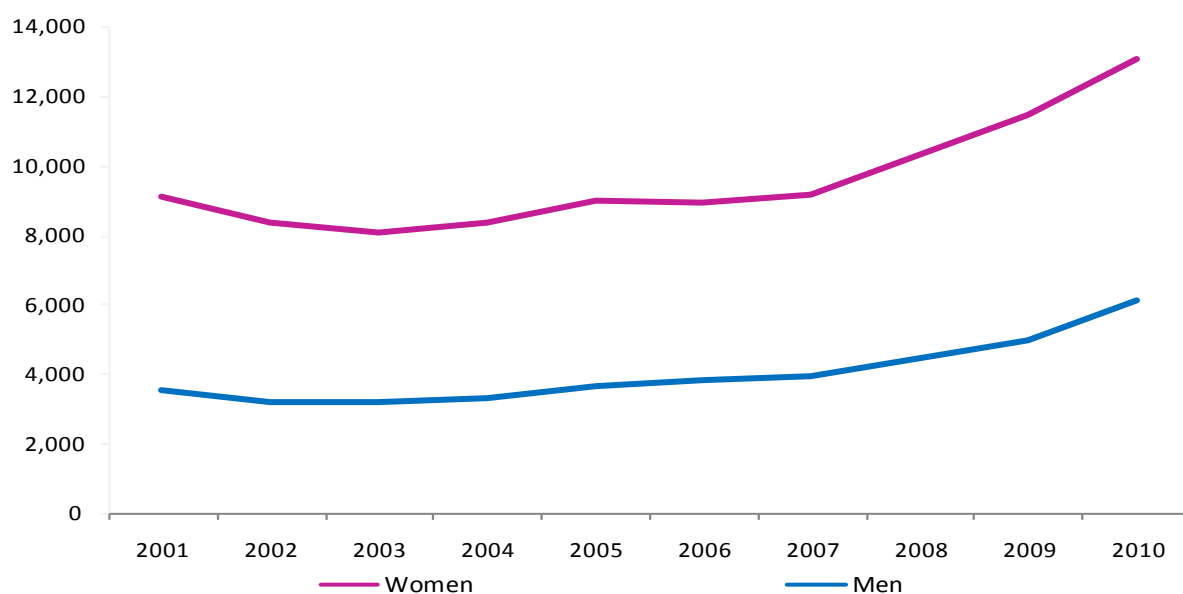
**Table 3. Population according to age group and year**

In thousand ('000)

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

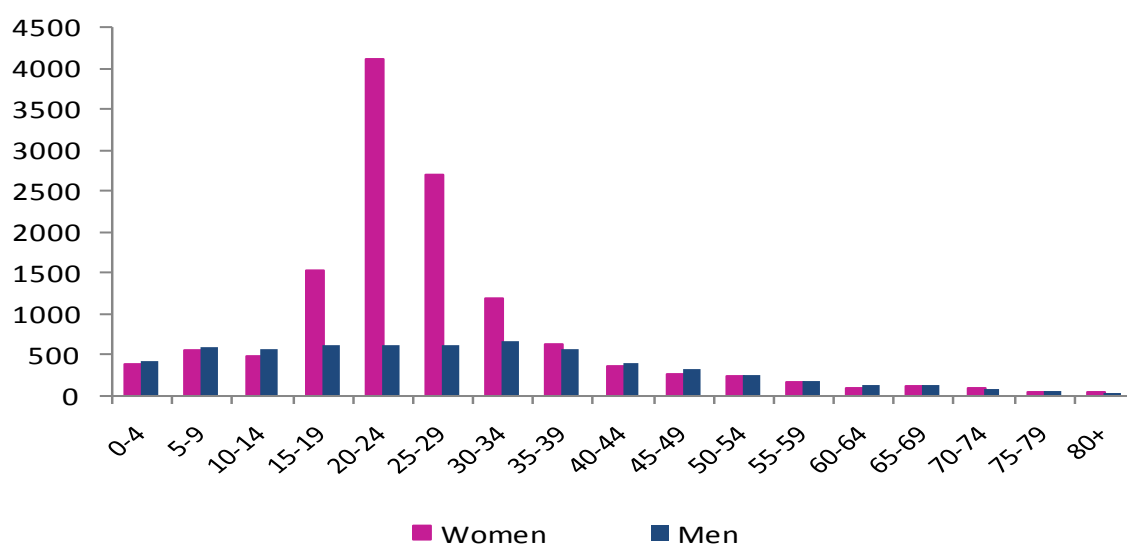
Source: Kosovo Censuses of 1971, 1981, 2011, and data for 2012, 2013, 2014 and 2015 from the Labour Force Survey, KAS

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



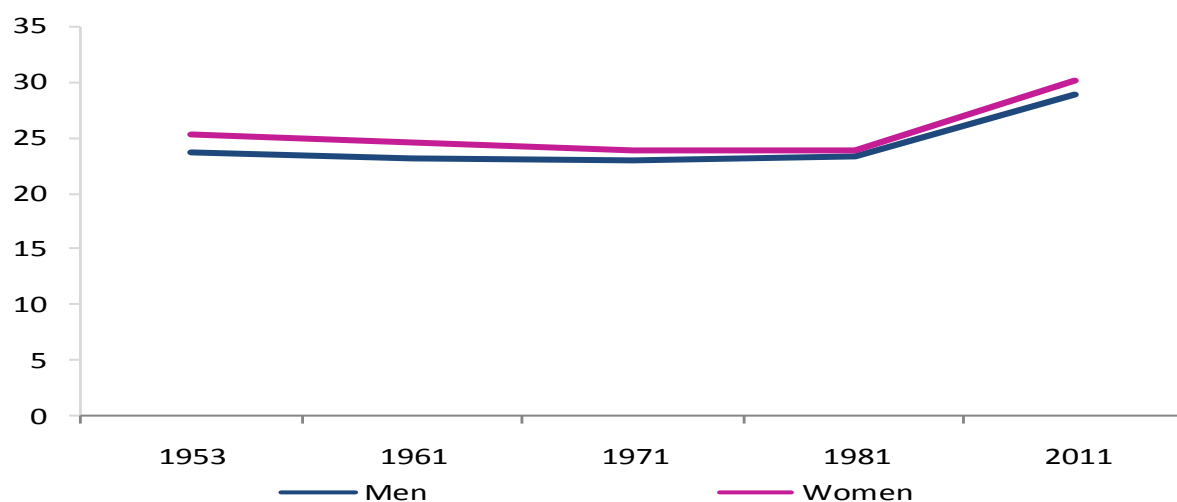
Source: Population censuses in Kosovo 2011, KAS

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



Source: Population censuses in Kosovo 2011, KAS

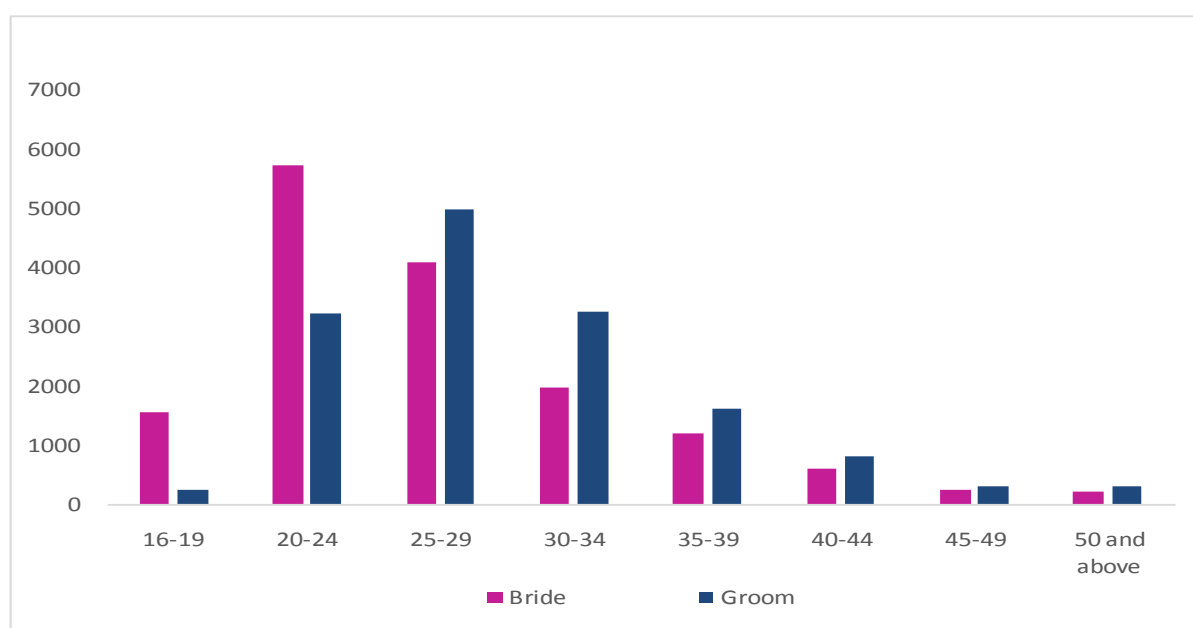
**Graph 13. Average age of the population according to year of the Census**



Source: Population censuses in Kosovo 2011, KAS

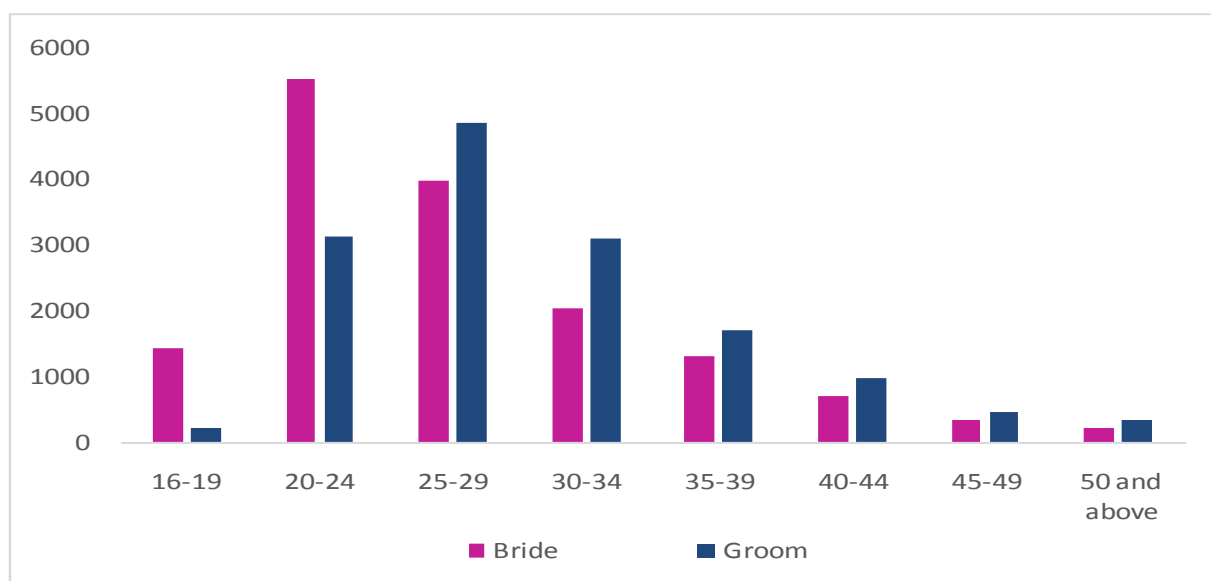
The average age of the population of Kosovo has minimal differences according to gender structure.

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



Source: Marriages in Kosovo 2014, KAS

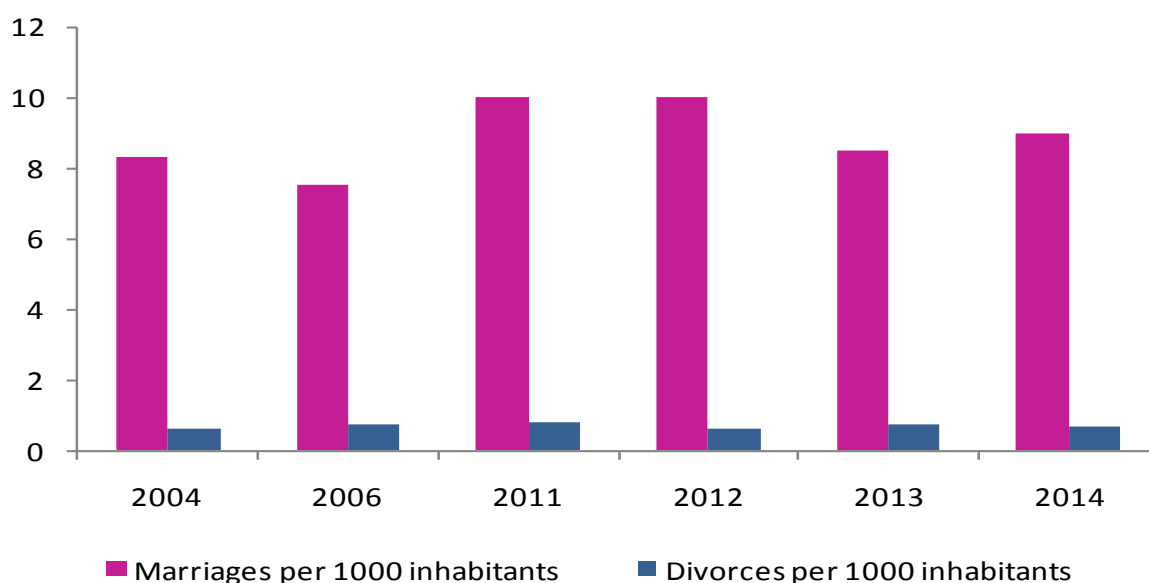
**Graph 15. First marriages (first marriage) according to age, 2015**



Source: *Marriages in Kosovo 2015*

As seen from the graph, in wedlocks at first marriage according to 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**



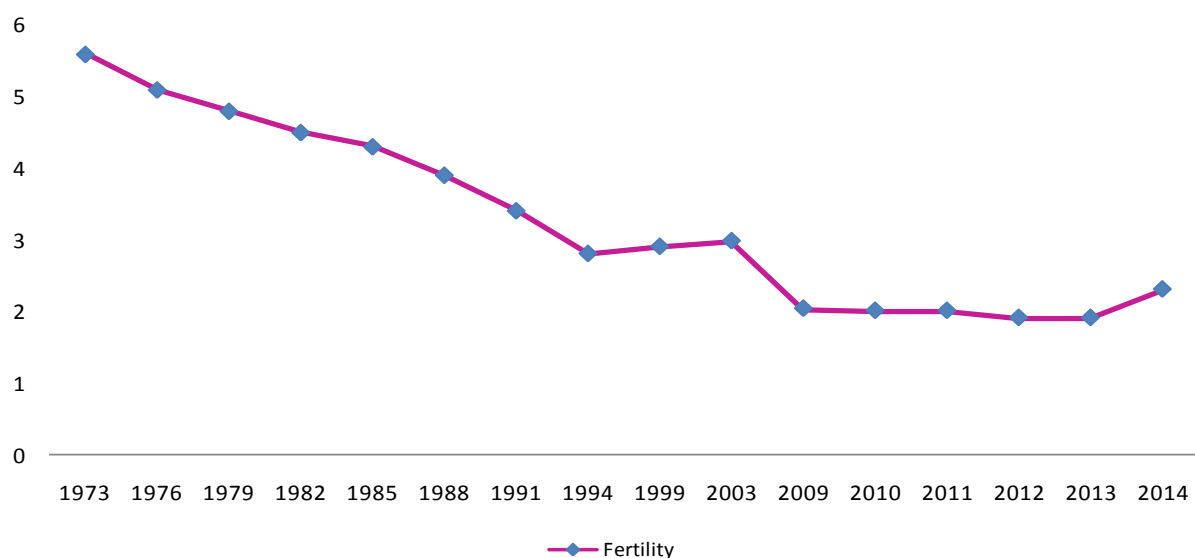
Source: *Marriages and Divorces in Kosovo according to years, KAS*

**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	:
The average duration of marriage (years)	5-9	5-9	5-9	5-9	5-9	5-9	:
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 Kosovo according to years, KAS*

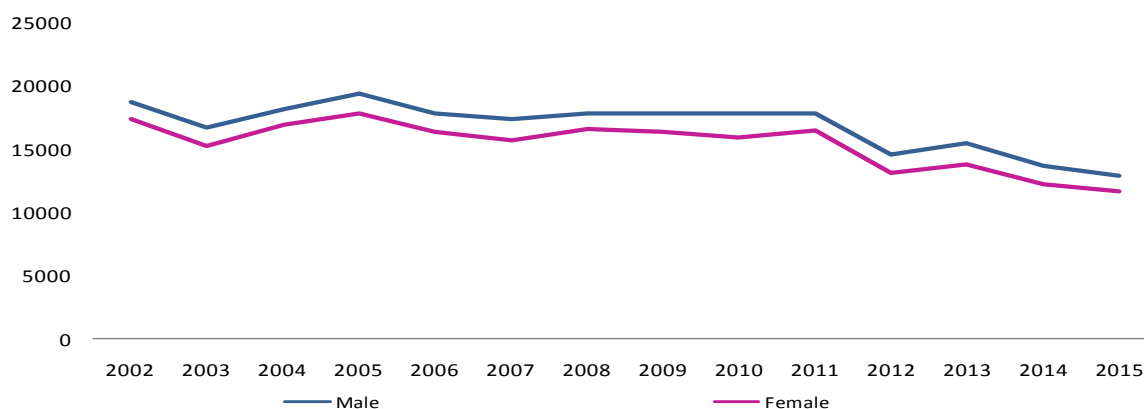
**Graph 17. Fertility rate in Kosovo according to year**



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

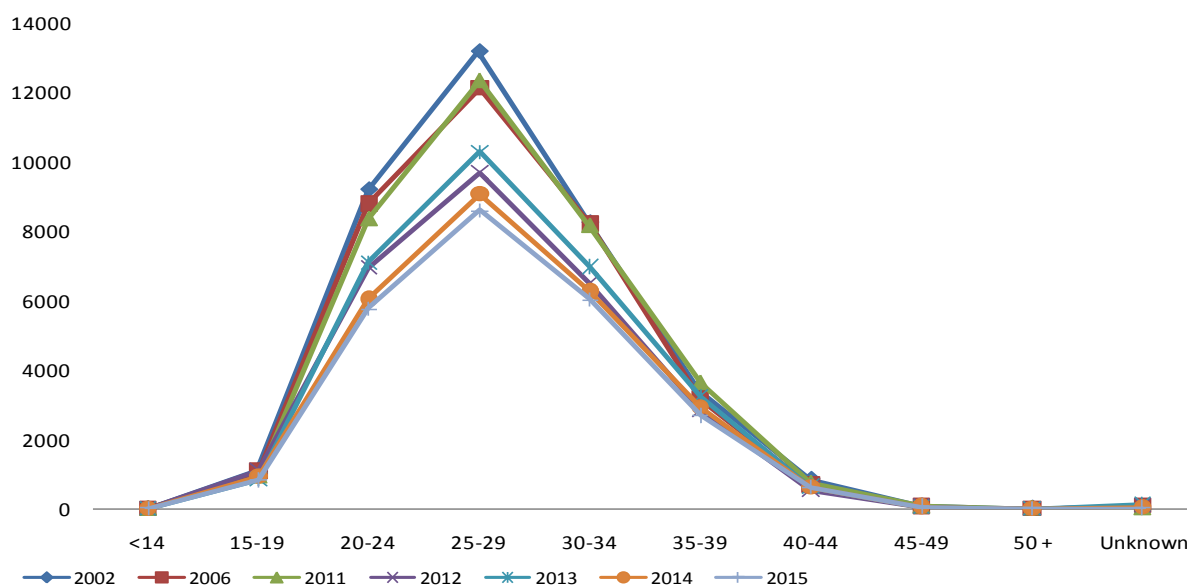
Statistical data show that the live birth rate has decreased over the years. Our country had previously been characterized by a young population and a large number of births. In recent years these indicators have changed to take into account the large emigration of young people who influence gender differences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

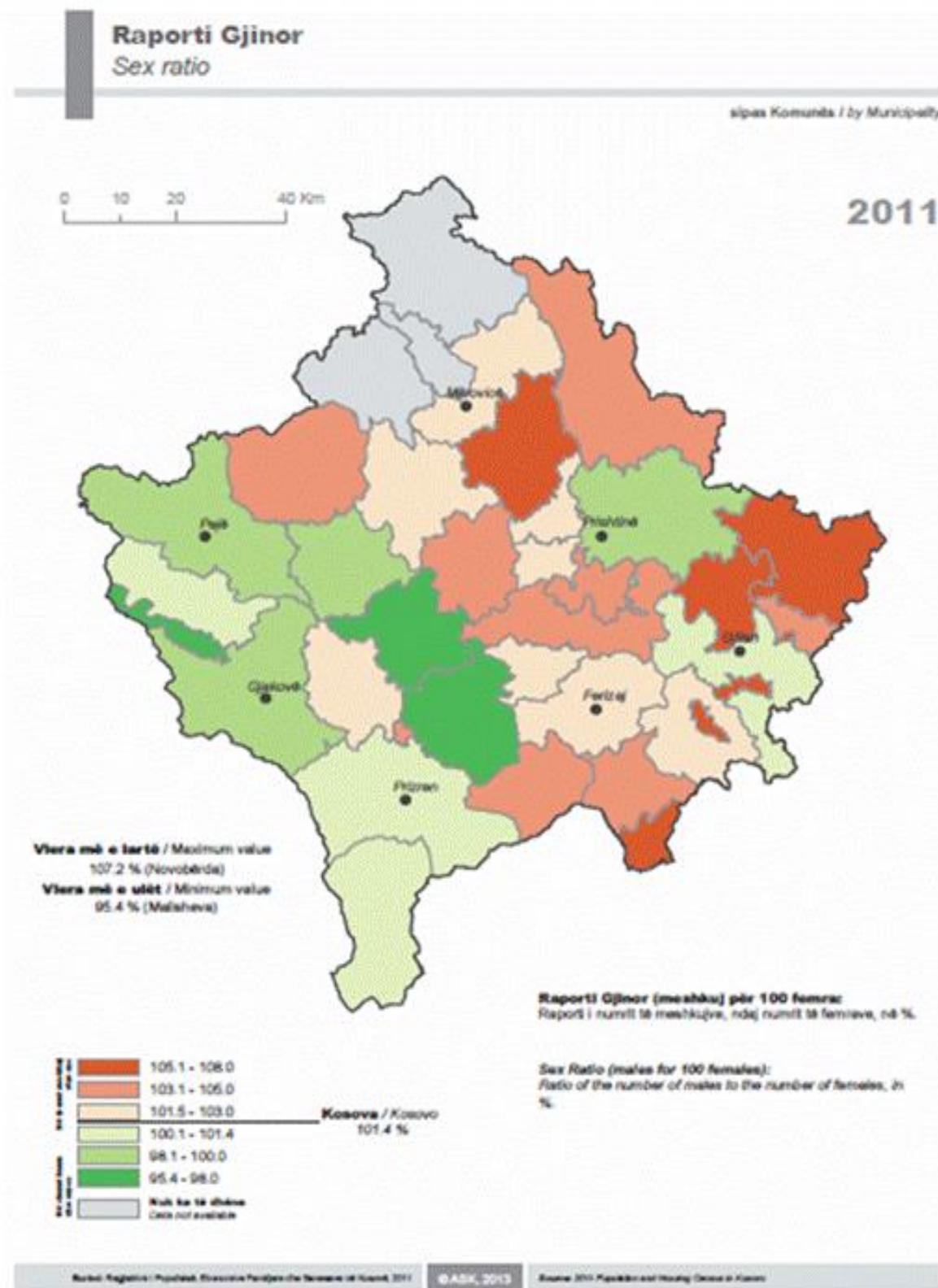
Source: Statistics of birth in Kosovo according to years, KAS

**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.



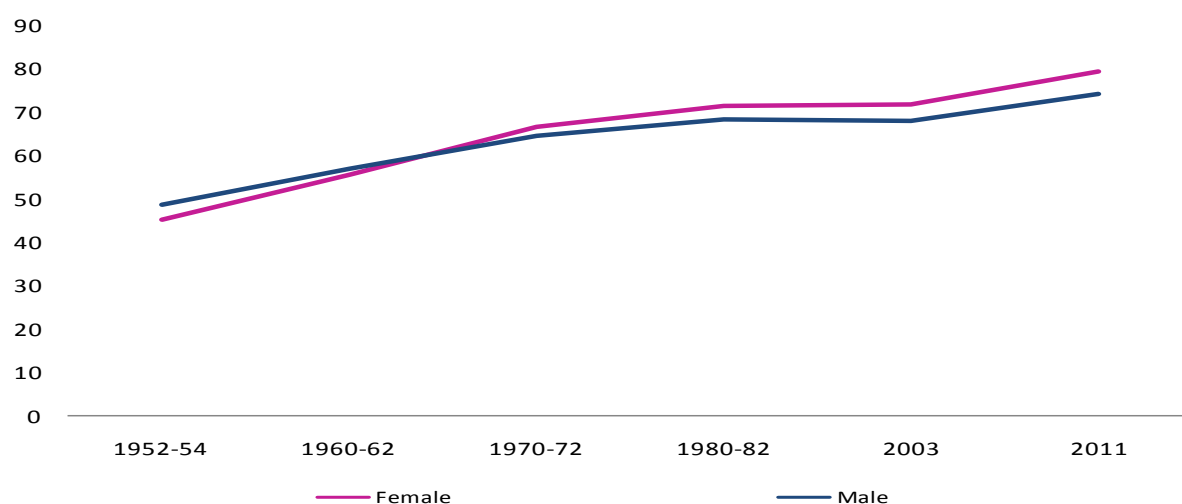


## HEALTH AND WELFARE

## 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 intraurinary, 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.

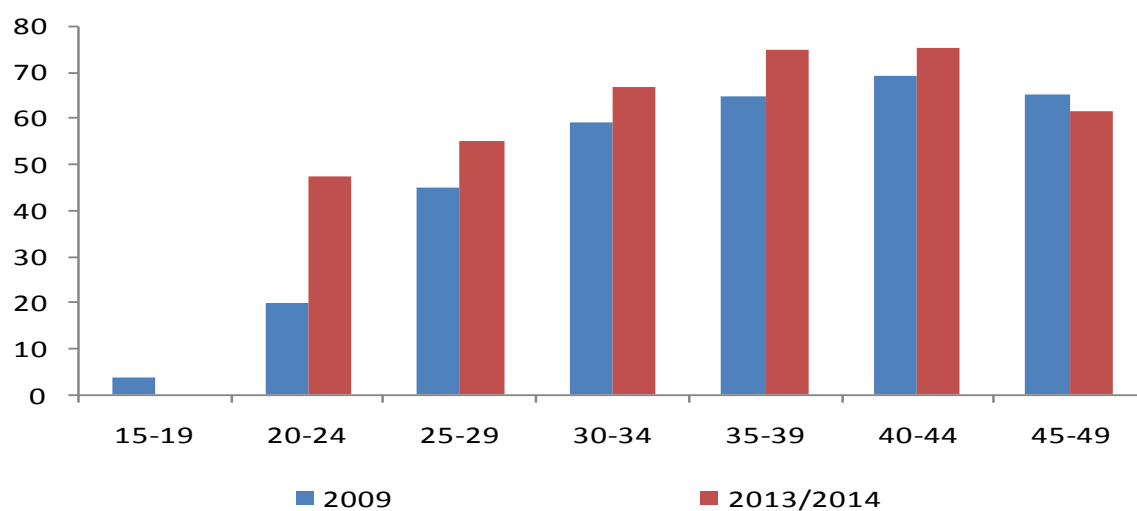
**Graph 20. Life expectancy according to year**



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

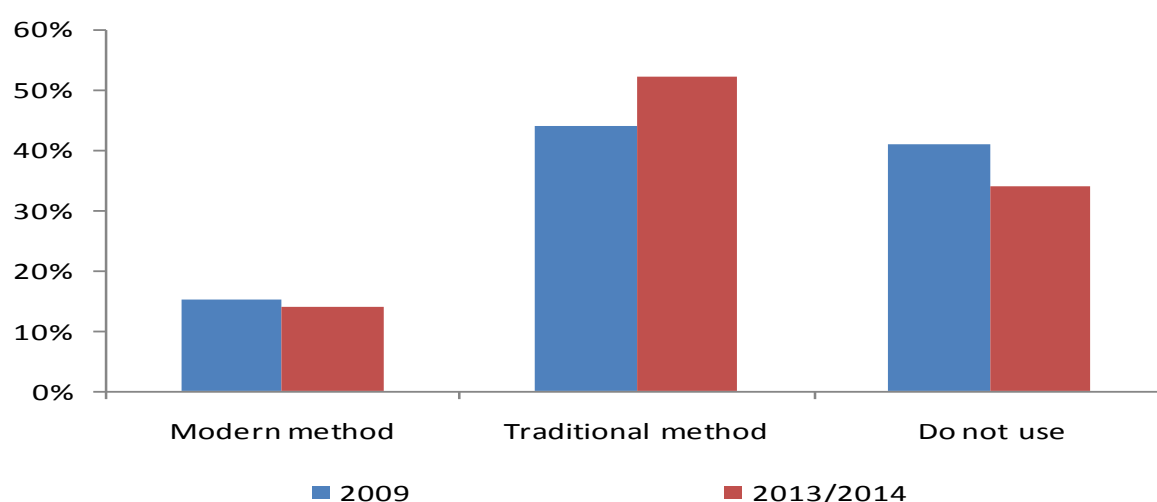
Based on previous years, life expectancy for the population of Kosovo is growing. In 2011 was 74.1 years for men and 79.4 years for women.

**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
<b>Totali</b>	<b>2.7</b>	<b>2.4</b>	<b>94.1</b>	<b>0.7</b>	<b>2120</b>
<b>Settlement</b>					
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**

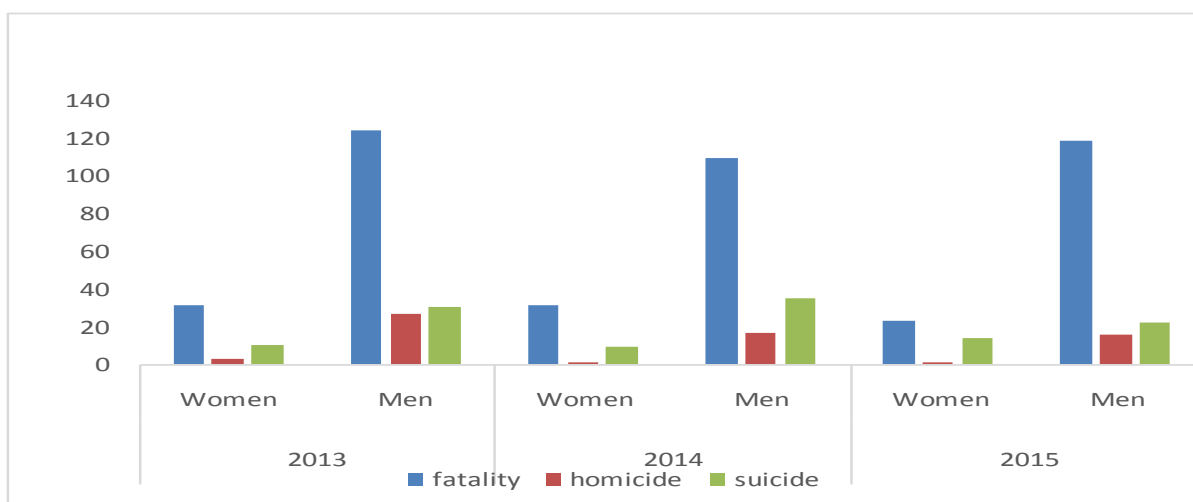
Causes of death in 2013	0-14		15-29		30-44		45-59		60+	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>Total</b>	2.5	3.3	0.6	1.4	0.5	0.8	6.3	10.7	31.6	42.3
Cardiovascular	0.3	0.6	0.3	0.4	0.4	0.4	5.2	8.8	36.8	46.8
Tumors	1.0	0.4	0.7	0.8	0.9	0.7	13.5	15.8	22.2	43.9
The respiratory system	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.



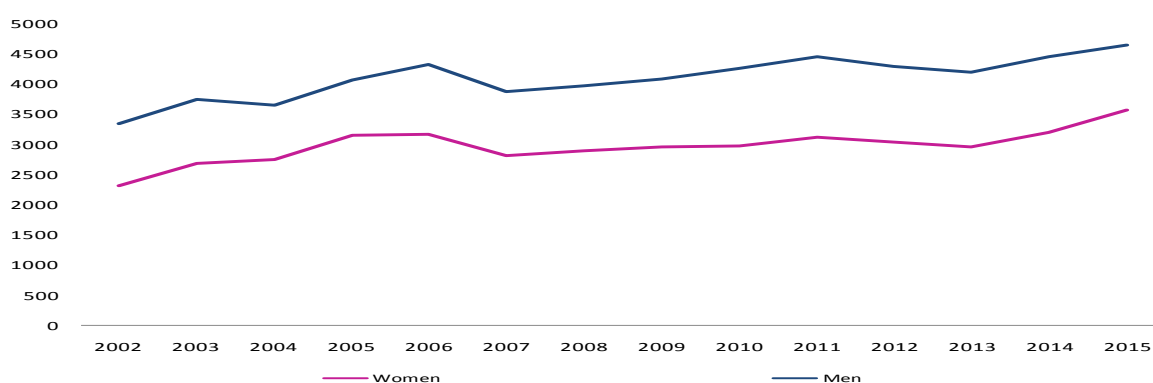
**Graph 23. Deceased persons in violent manner, according to year**



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

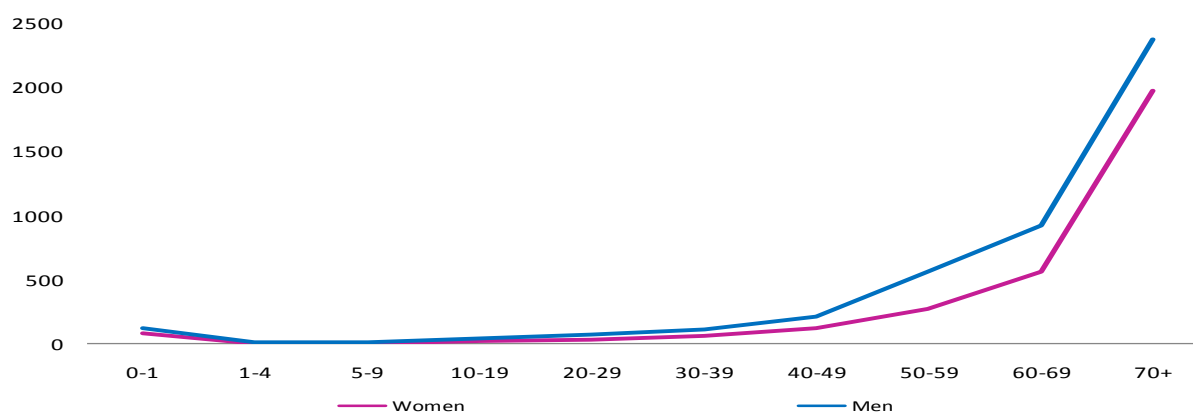
In Kosovo, the majority of people who die violently, over the years, are from fatalities.

**Graph 24. Deaths in Kosovo according to year**



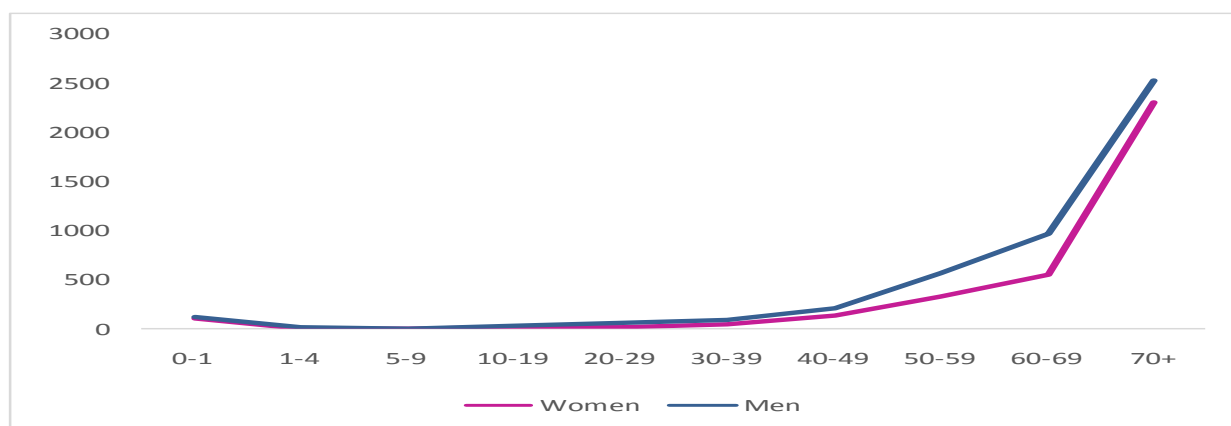
Source: Statistics of Deaths in Kosovo according to years, KAS

**Graph 25. Deaths according to age group, 2014**



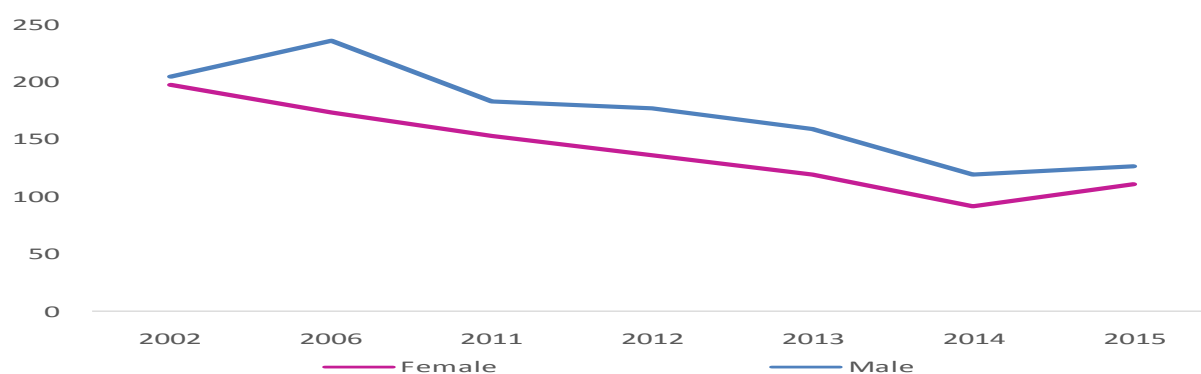
Source: Statistics of Deaths in Kosovo 2014, KAS

**Graph 26. Deaths according to age group, 2015**



Source: Statistics of Deaths in Kosovo 2015, KAS

**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.

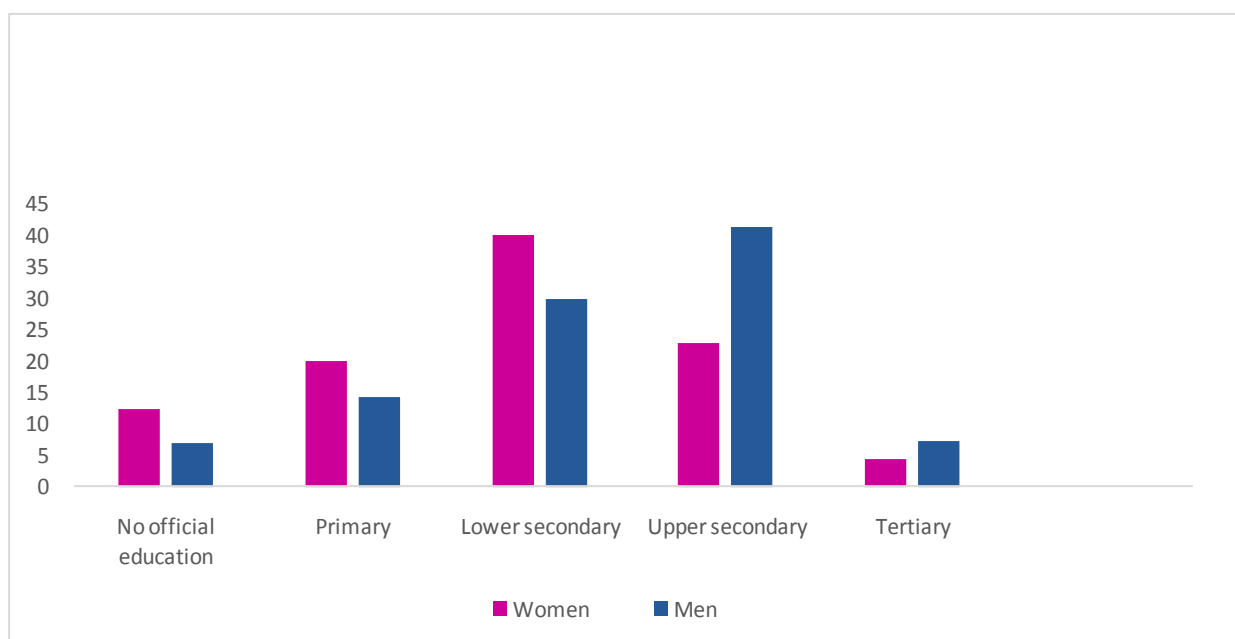
Deaths of infants under one year of age, by years, show to be higher for males. It is thought that boys have lower and not stable immunity compared with girls.

## EDUCATION

## Education

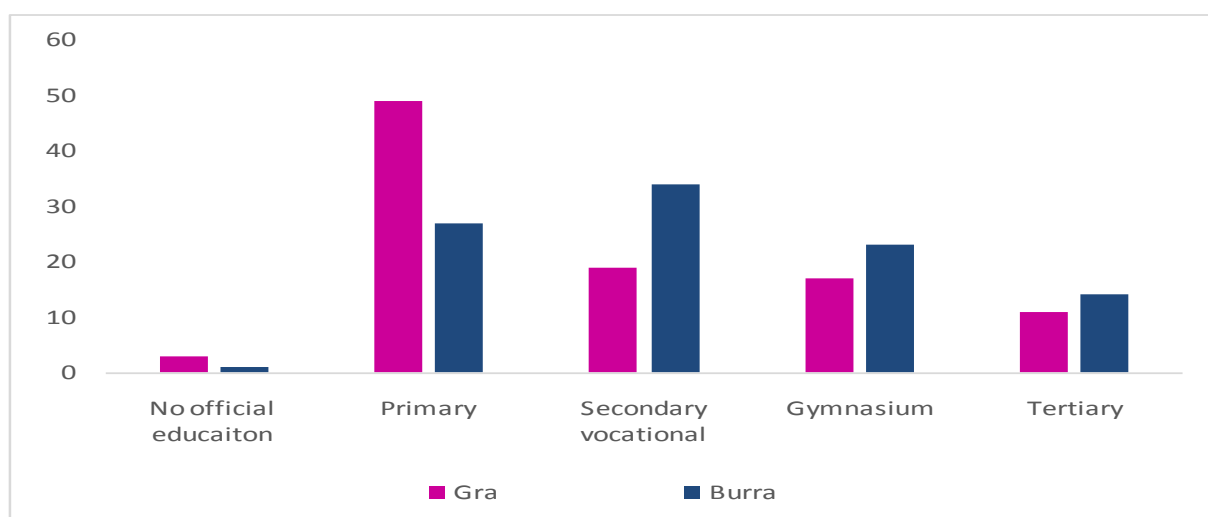
- Primary education includes children aged 6 years, where the number of children aged 6 years enrolled in primary school is a percentage of the total population of children in this age.
- Primary education includes children aged 6-15 years and represents the number of children aged 6-15 years enrolled 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 pupils 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%**

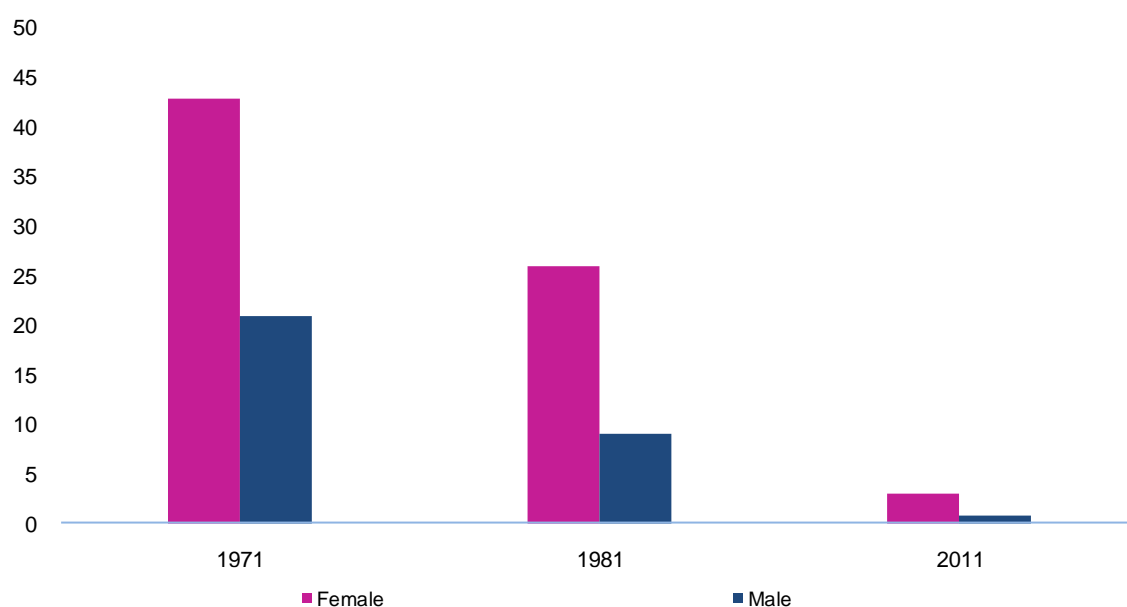


Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

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



Source: Labour Force Survey 2015, KAS

**Graph 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
Rural	11	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, pupils and students in percentage in public and private education, in 2014/2015 and 2015/2016**

Level		Distribution according to gender in% 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 special	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

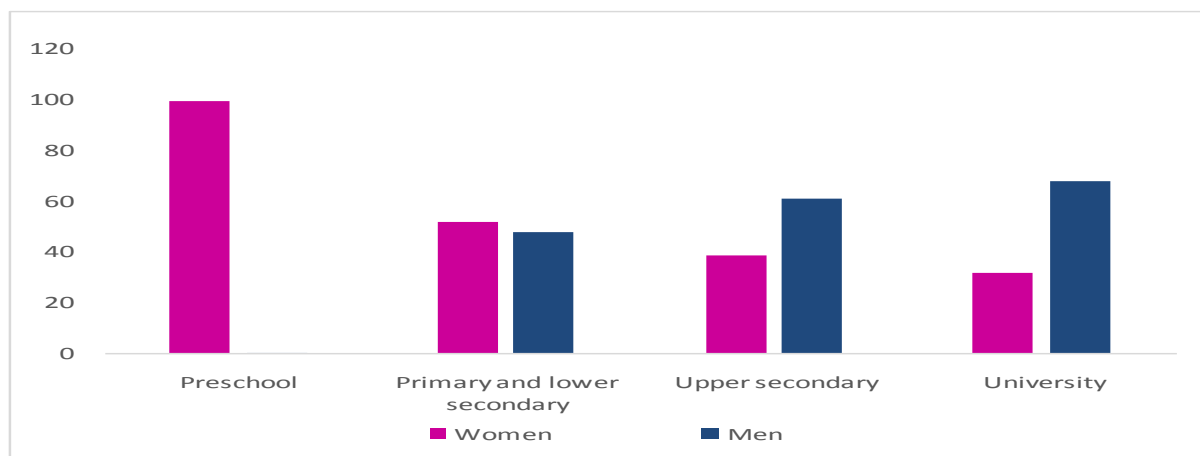
Source: Statistics of Education, 2014/2015 and 2015/2016, KAS

**Table 10. Structure of teachers by level of education (public and private) for the 2014/2015 and 2015/2016**

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

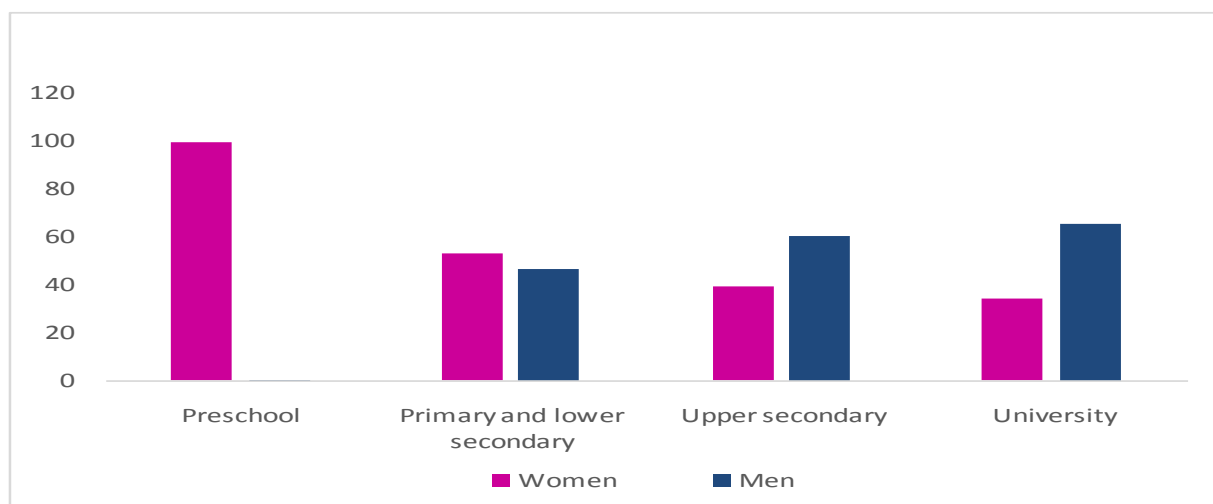
Source: Statistics of Education, 2014/2015 and 2015/2016, ASK

**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**



Source: Statistics of Education, 2015/2016, KAS

**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

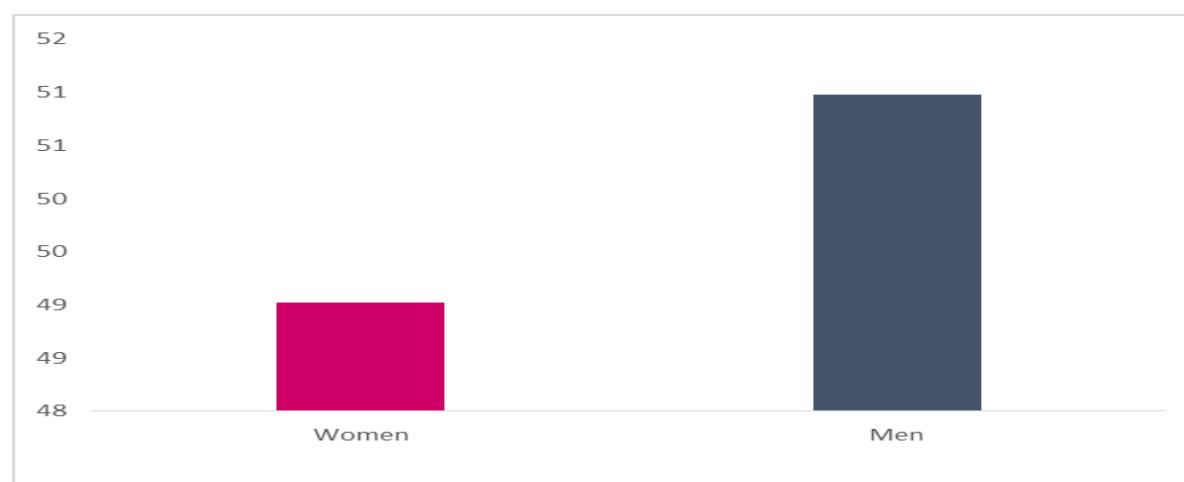
Source: Statistics on Education according to years, KAS

\* 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 per teacher
			Female	Male	Female	Male	
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**

Source: Ministry of Education - Education Indicators in Kosovo



**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

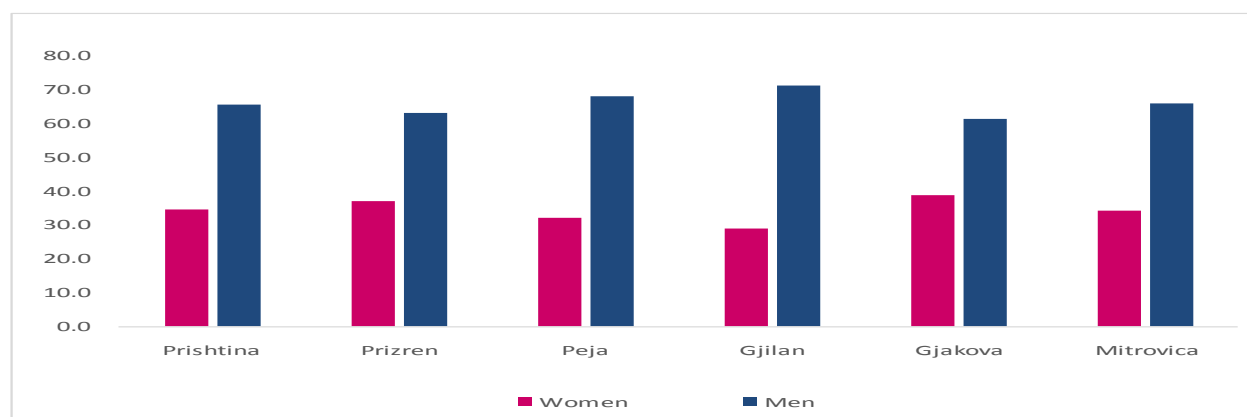
Source: Education Statistics, 2015/2016, KAS

**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**



Source: Ministry of Education - Education Indicators in Kosovo

**Table 15. Gross enrollment rate (GER) according to level of education**

Gross enrollment rate (GER) by level of education	Gender distribution in% 2012/2013		Gender distribution in% 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
"The inclusion of children with special needs in the levels of primary and lower secondary (grades 1-9)"	37.0	44.0
Primary and lower secondary level	Female	Male
"The inclusion of children with special needs in upper secondary education (grades 10-12)"	15.7	18.3

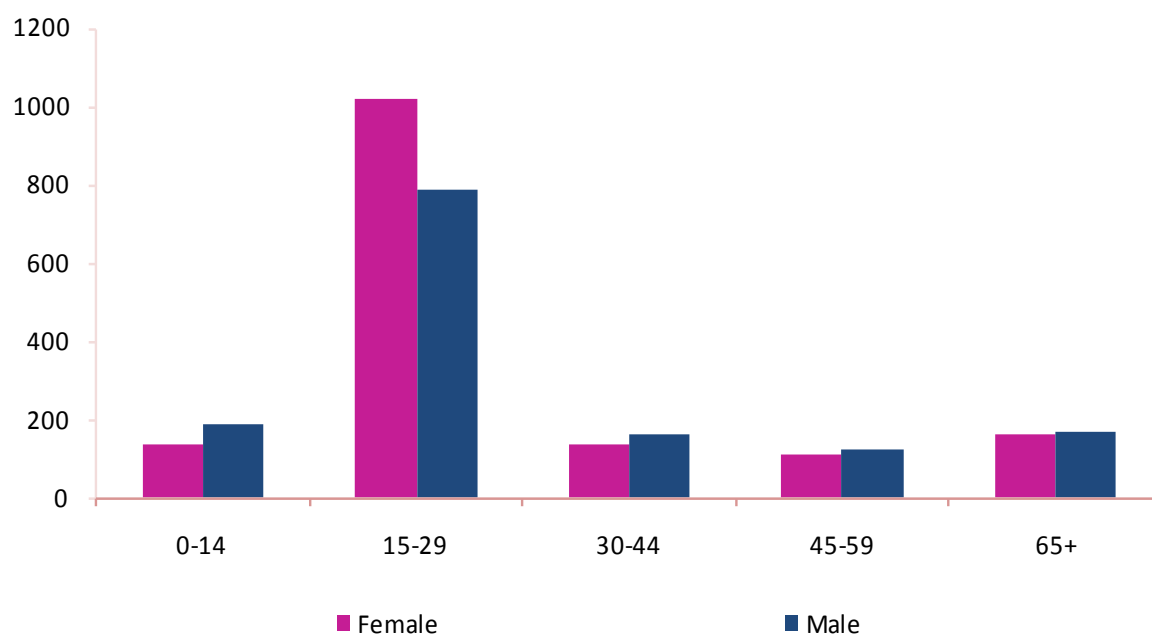
Source: Ministry of Education - Education Indicators in Kosovo

## SOCIAL WELFARE

## **Social Welfare**

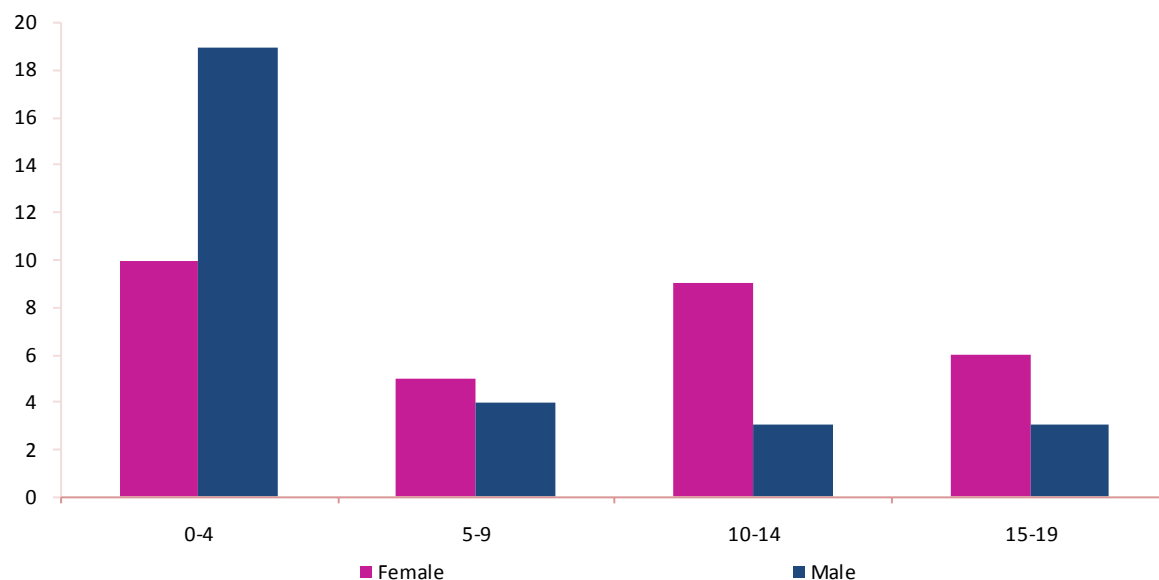
- Social protection consists of organized social activities carried out in the public interest to empower citizens to make an independent and productive life in the community, preventing rapid social exclusion and elimination of their consequences.
- Beneficiaries of institutional accommodations of social 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**



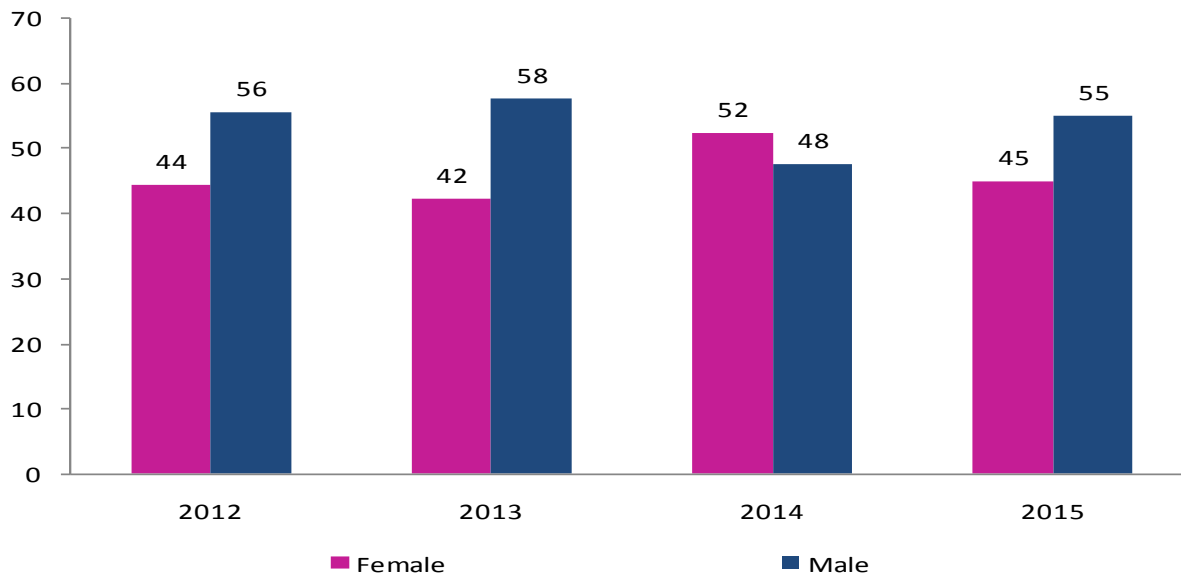
Source: Census of Population, Households and Dwellings in Kosovo 2011, KAS

**Graph 36. Children placed in shelters according to age group**



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

**Graph 37. Children abandoned according to year**



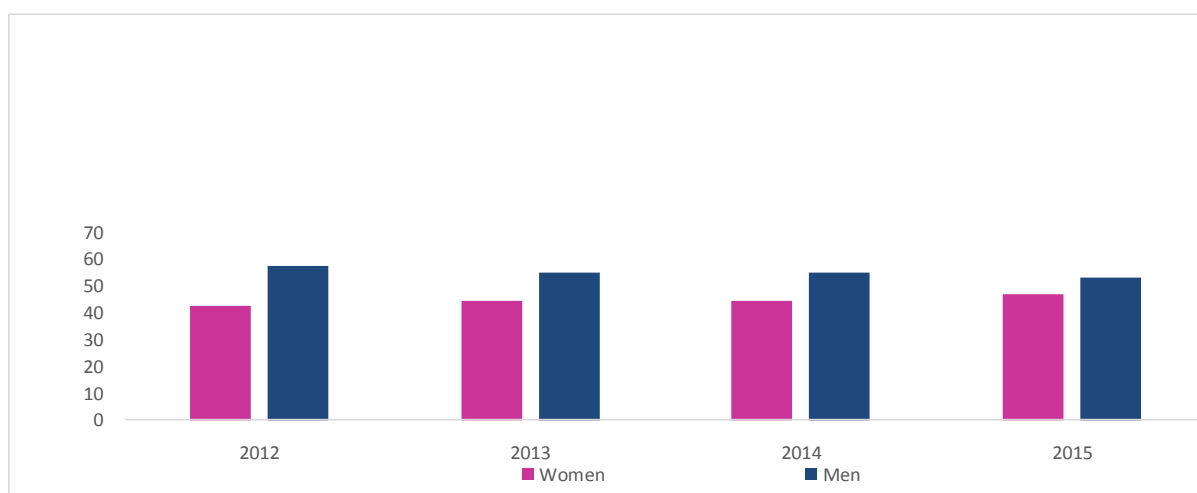
Source: Statistics of Social Welfare according to years, KAS

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

Year	Women	Men	Total
2012	55	74	129
2013	55	68	123
2014	52	64	116
2015	53	60	113

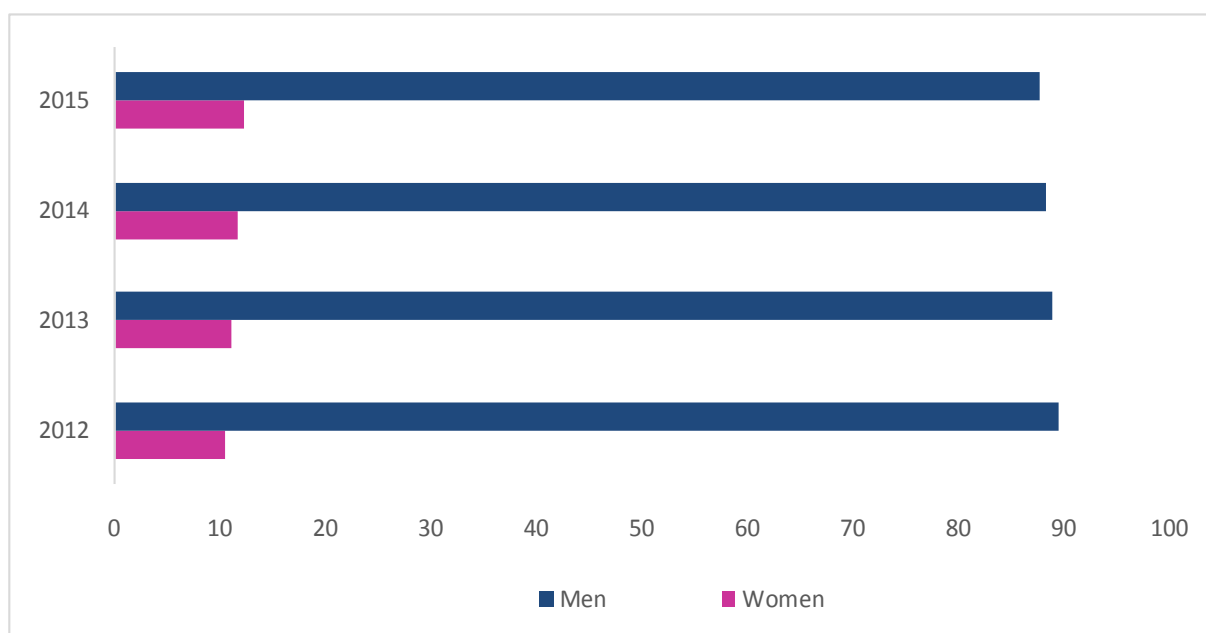
Source: Statistics of Social Welfare according to years, KAS

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



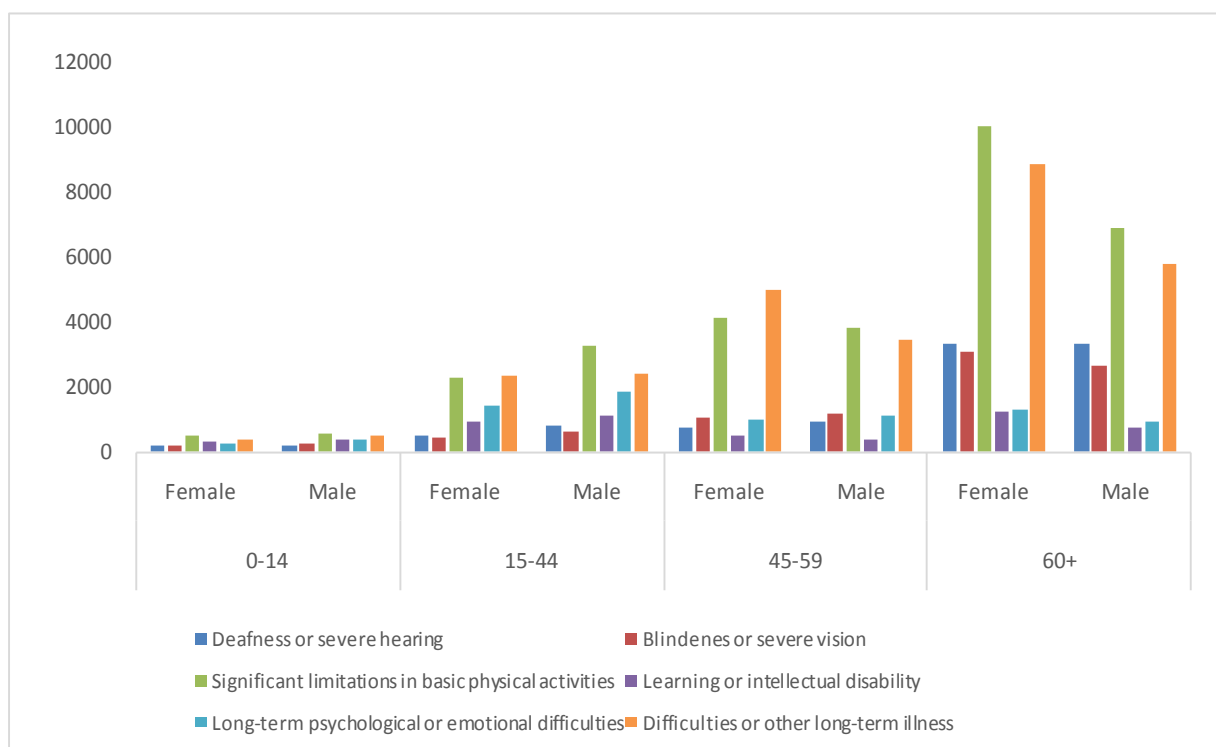
Source: Statistics of Social Welfare according to years, KAS

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

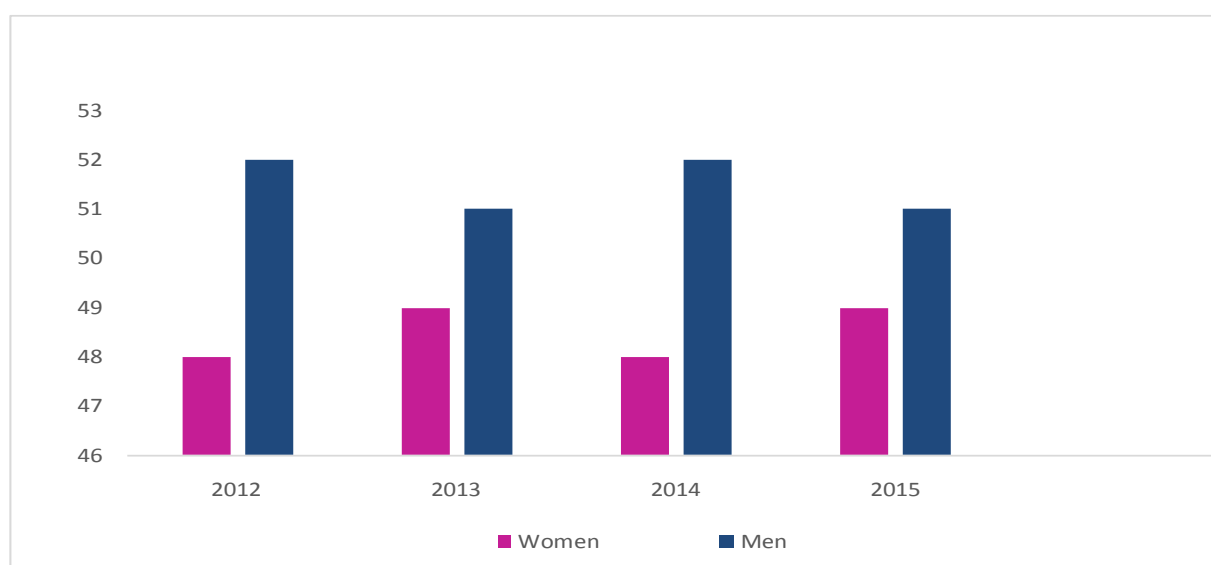


Source: Statistics of Social Welfare according to years, KAS

**Graph 40. Resident Population according to difficulty**



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

**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	Total	% Women	% Men
2012	8351	9180	17531	48	52
2013	5976	6264	12240	49	51
2014	8777	9541	18318	48	52
2015	9312	9743	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	Gender distribution (%)	
			Women	Men
2012	96	252	28	72
2013	90	240	27	73
2014	89	234	28	72
2015	101	245	29	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.

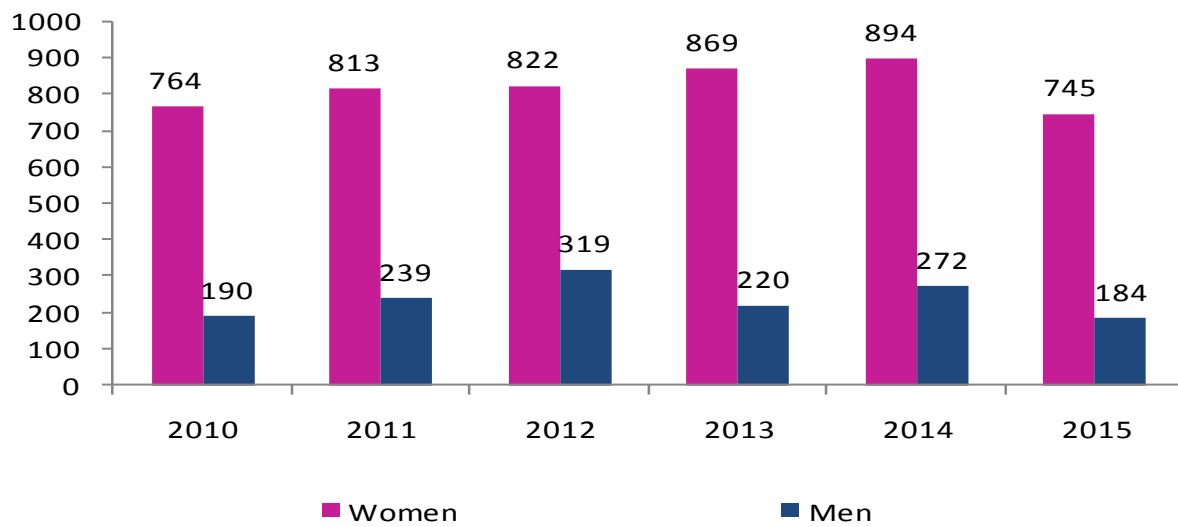
**Table 23. Minors convicted in first instance courts according to year**

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**



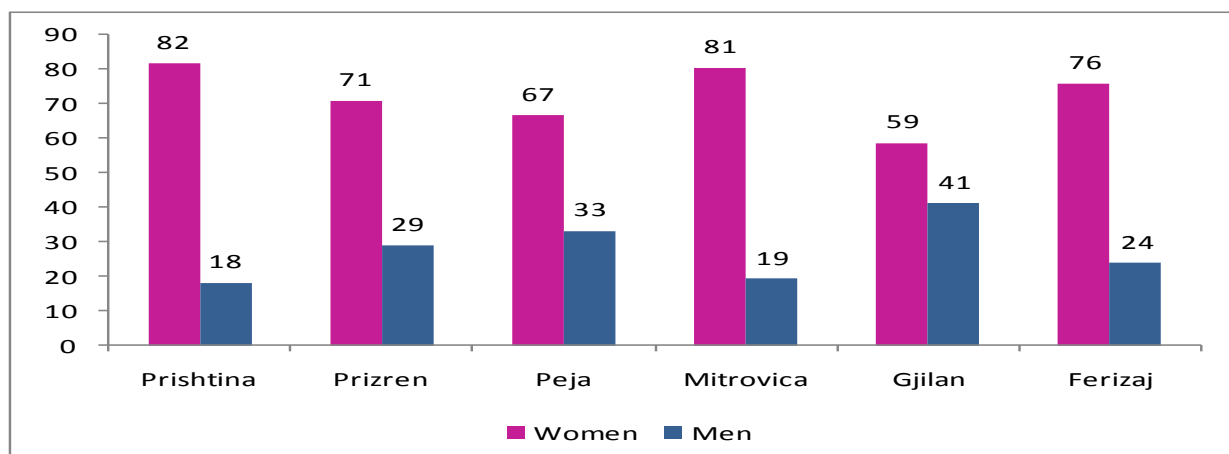
Source: Department for serious crimes, KP

**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%**



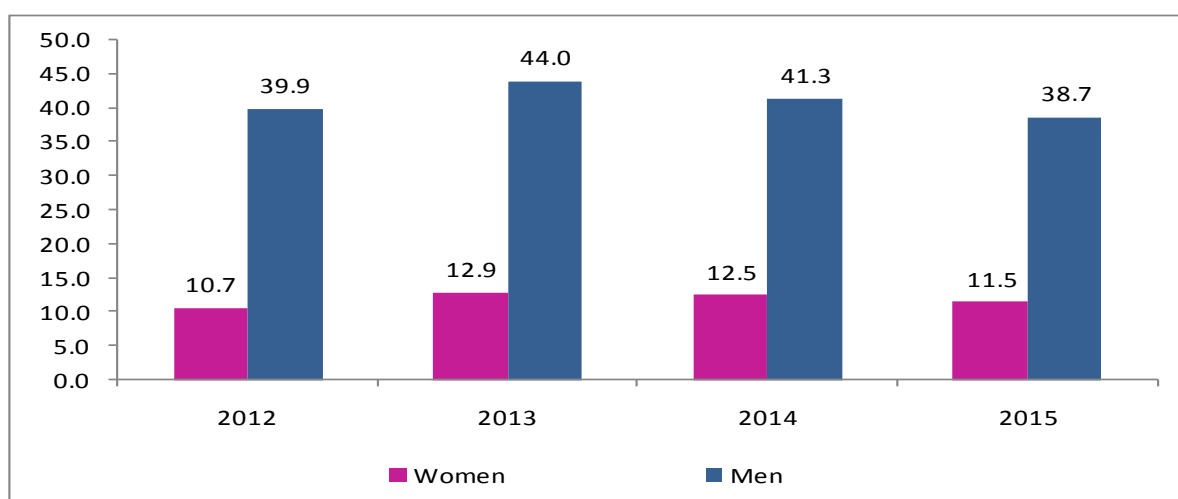
Source: Department for serious crimes, KP

## 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

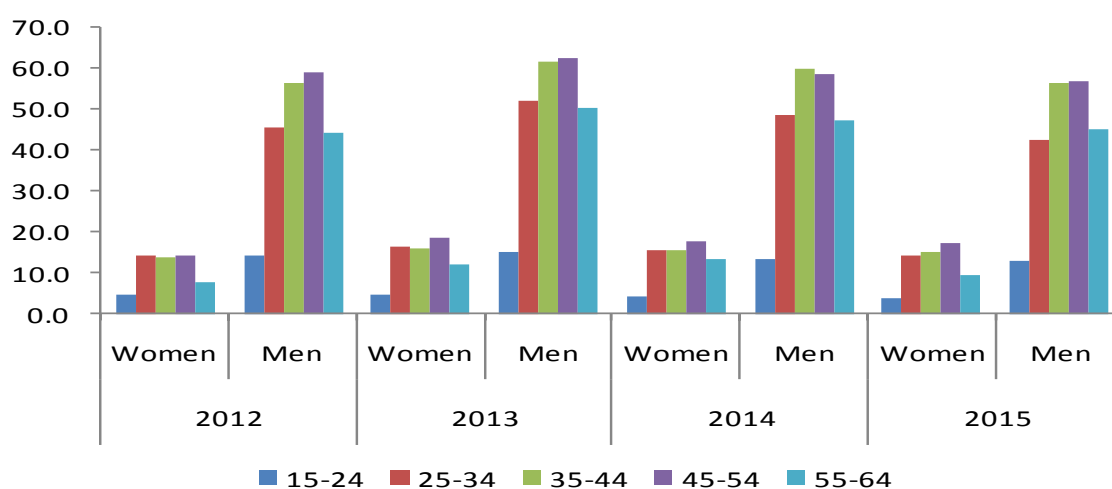
In 2015, in the active population (working age), 25.2% were employed. The employment rate was higher for men than for women: 38.7% of men of working age were employed compared to 11.5% of women of working age. During the four-year period (2012 to 2015), the employment rate of women has undergone little 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

Employment rate of women is higher in the 45-54 age group.

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


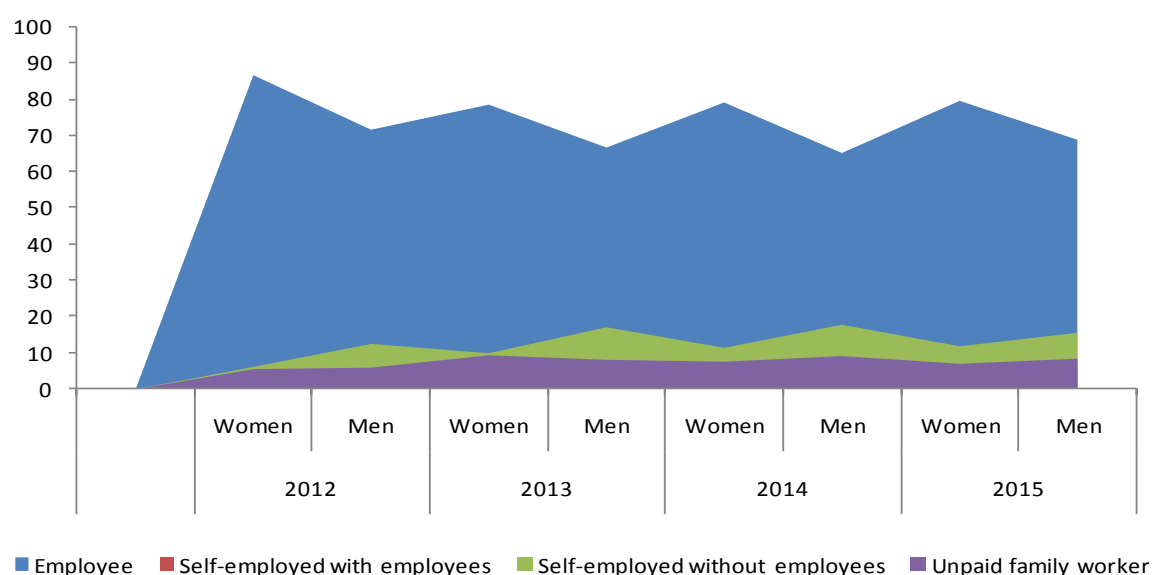
Source: Labour Force Survey, KAS

**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 distribution	
			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

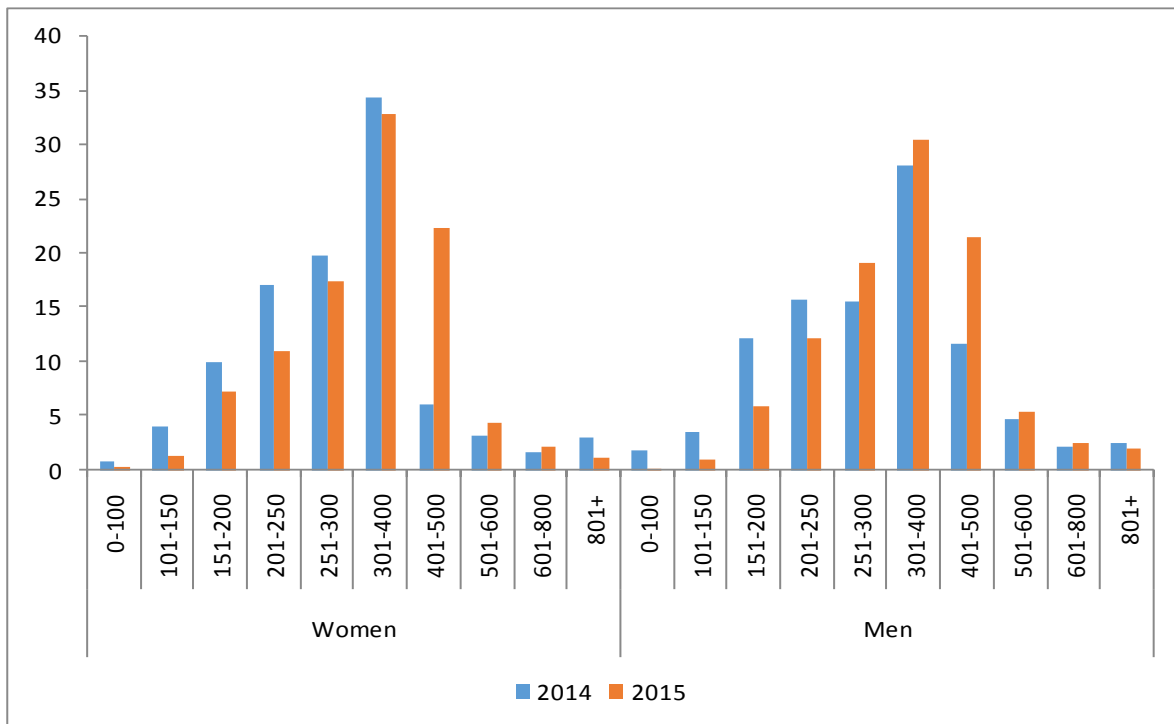
**Table 29. Employees according to activity (%), 2015**

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).

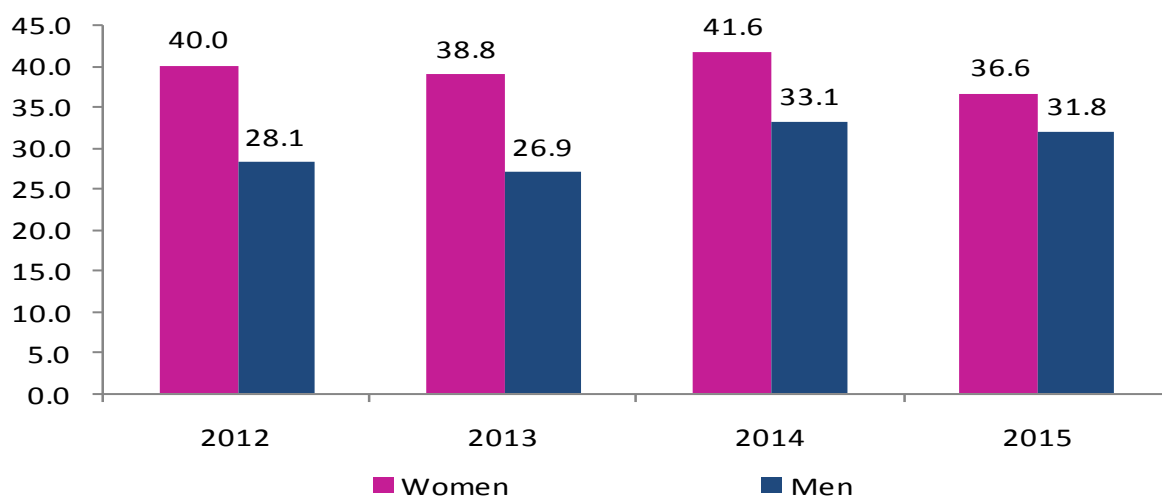
**Graph 47. Net monthly wage for employees (%)**



Source: Labour Force Survey, KAS

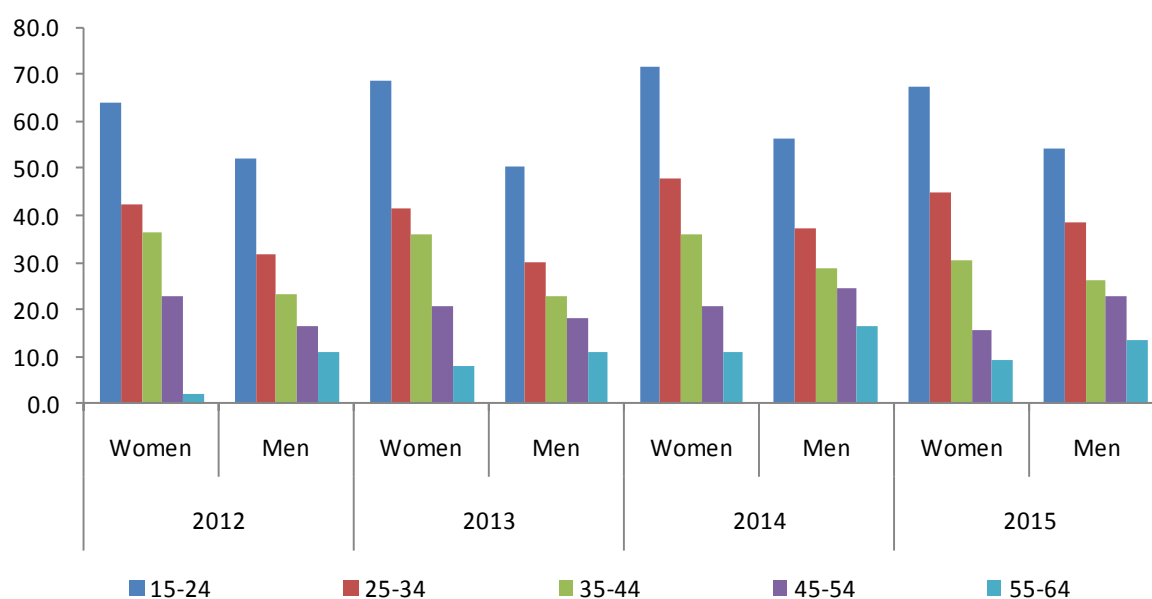
Most of the net monthly wages were between € 300 and € 400, among those who responded. Very small differences were observed in gender, with a slight tendency for men to receive higher wages.

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



Source: Labour Force Survey, KAS

Unemployment 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		2015	
	Women	Men	Women	Men
<b>Producers of goods</b>	9	91	9	91
Agriculture, forestry & fisheries	13	87	14	86
Industry	10	90	10	90
Construction	6	94	6	94
<b>Producers of services</b>	14	86	14	86
Trade	13	87	13	87
Transport & warehouse	5	95	5	95
Accommodation and food services	9	91	10	90
Information & Communication	11	89	11	89
Other services	21	79	21	79

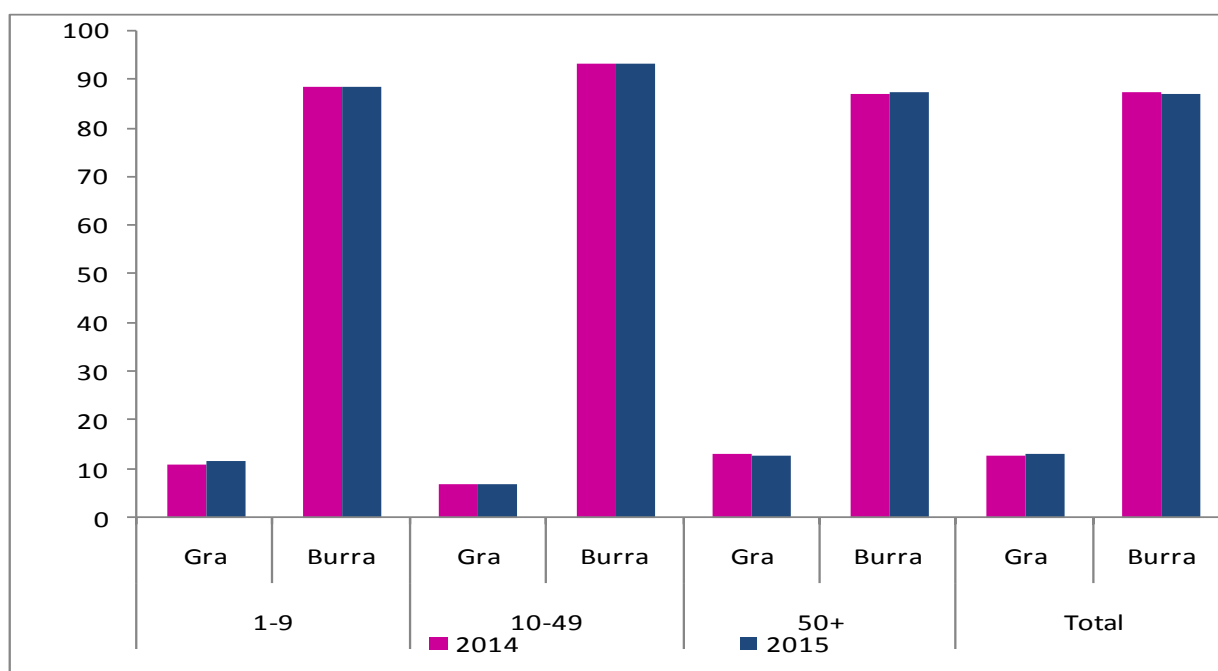
Source: Statistical Business Register 2014/2015, KAS

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

Category of number of employees	1-9		10-49		50+	
	Women	Men	Women	Men	Women	Men
2014	11	89	7	93	13	87
2015	12	88	7	93	13	87

Source: Statistical Business Register 2014/2015, KAS

**Graph 50. Graphical presentation of active enterprises according to gender of owners**



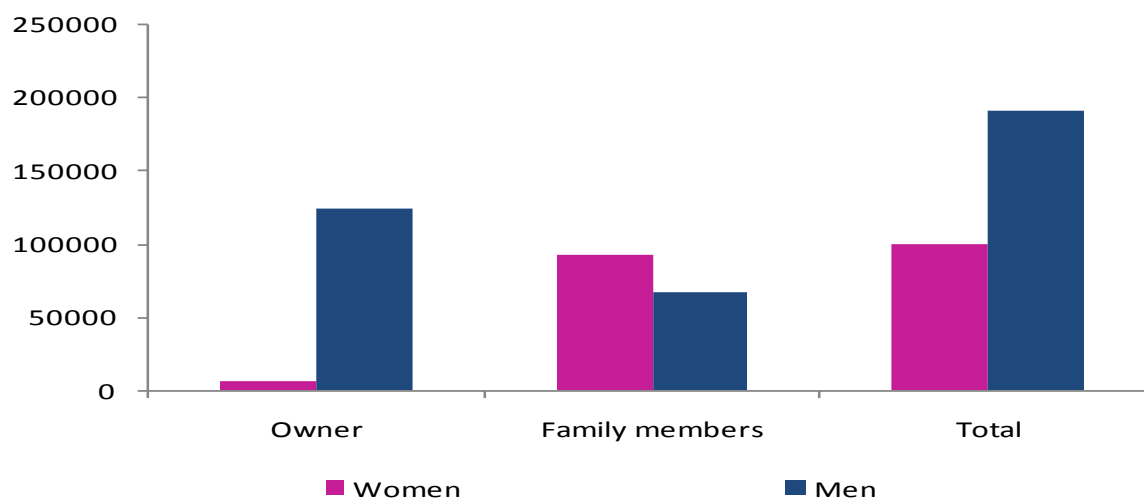
Source: Statistical Business Register 2014/2015, KAS

**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**



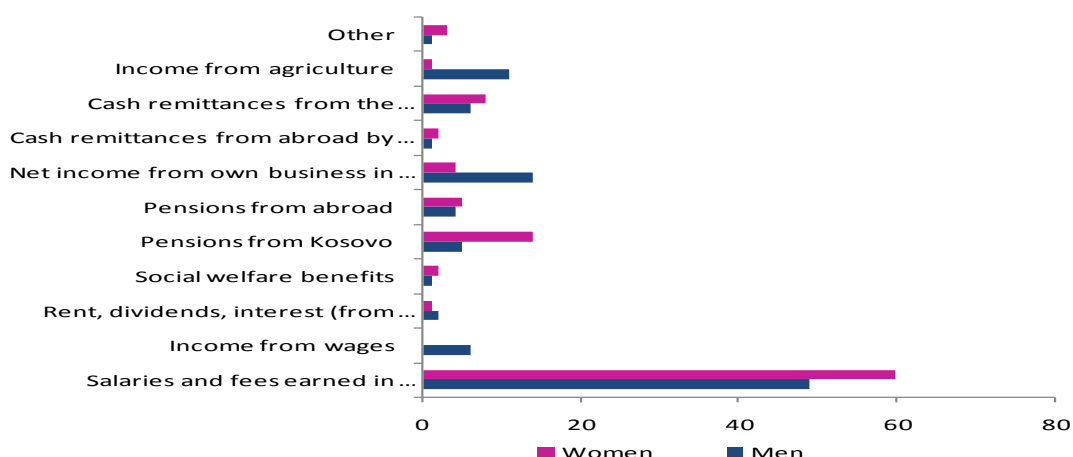
Source: Census of Agriculture, final results 2014, KAS

## INCOME

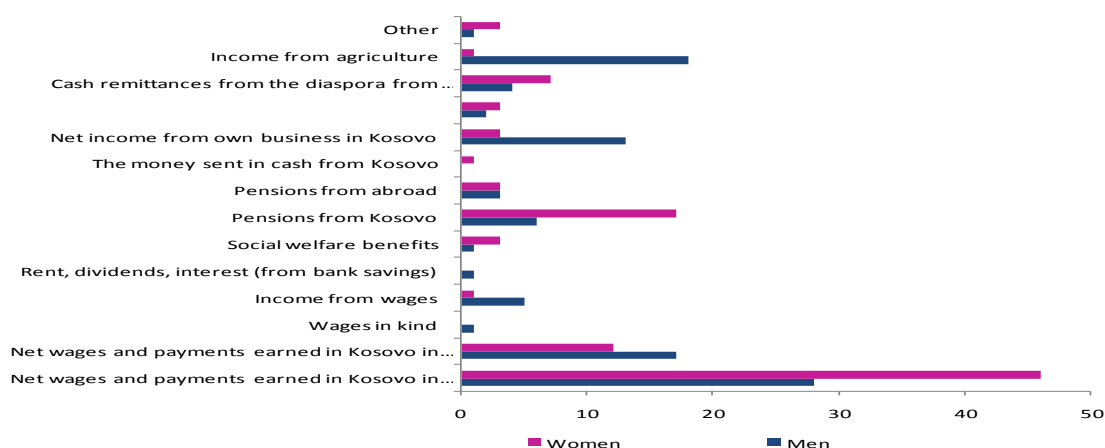
## Income

- 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 formal 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.

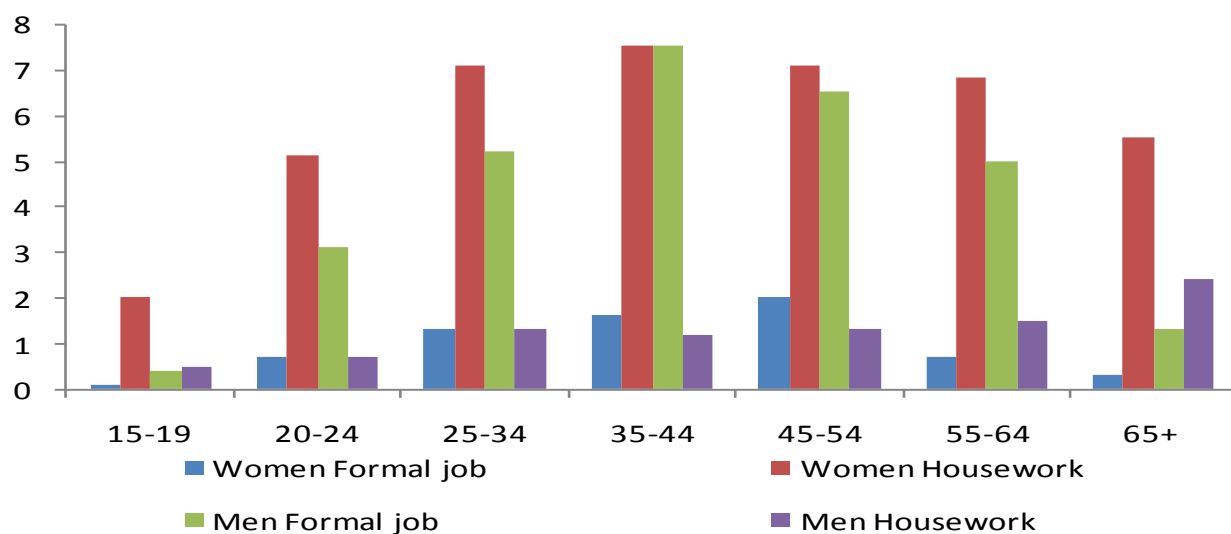


## TIME USE

## Time Use

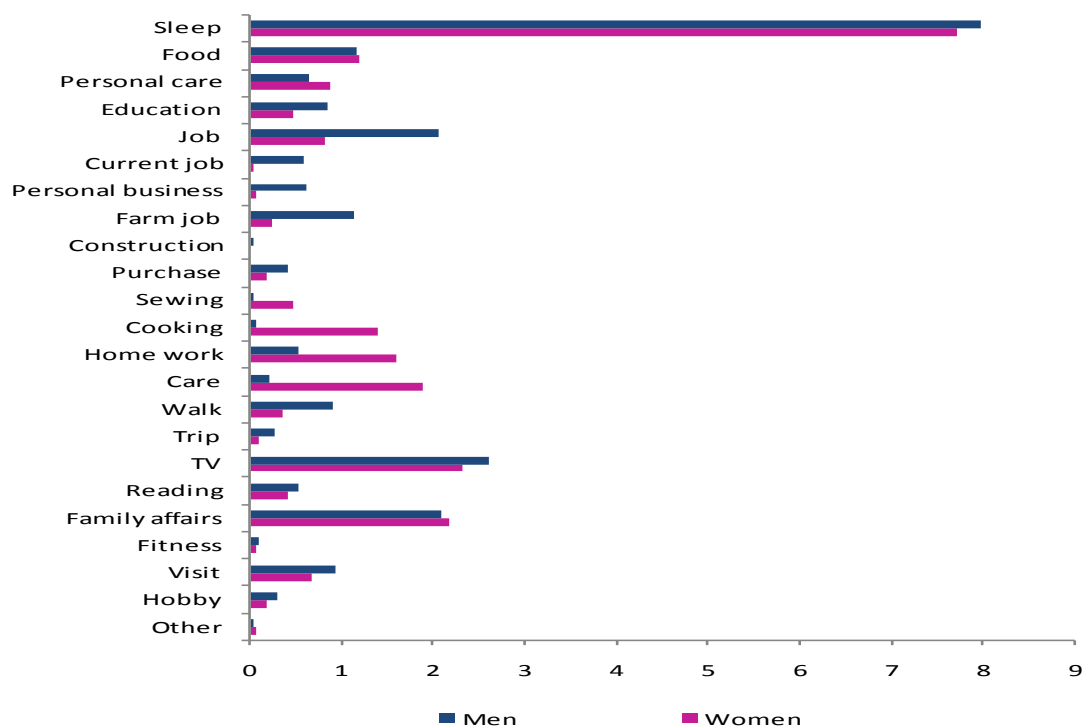
- Average time is the average time spent on specific activities by all persons.
- Percentage of makers of works represents the number of persons performing a specific activity expressed as a percentage of all persons.
- Average time for makers of works is the average time that people get to make a specified 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**



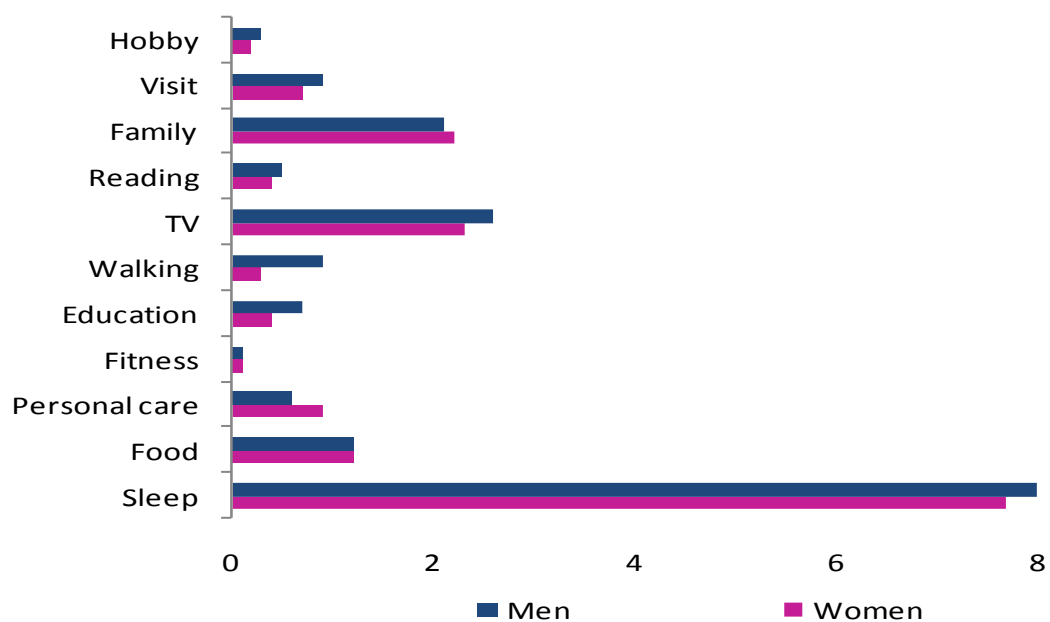
Source: Household Budget Survey, KAS

**Graph 55. Time use, the average per working day**



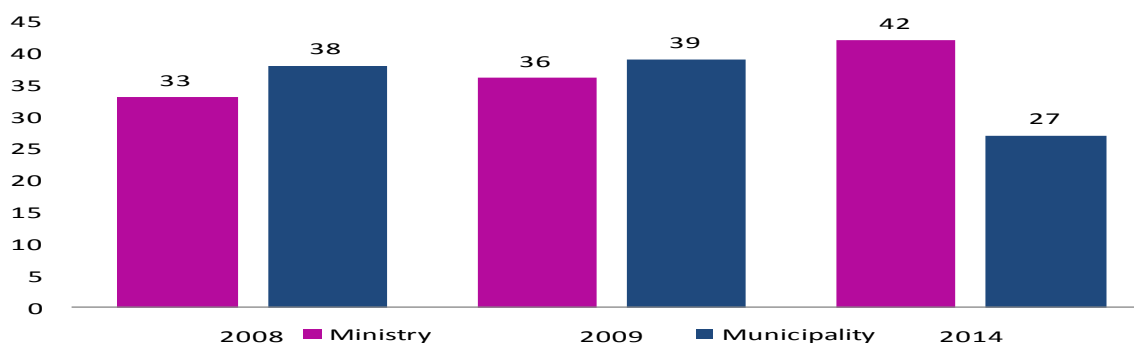
Source: Household Budget Survey, KAS

**Graph 56. Time use for personal care and leisure**



Source: Household Budget Survey, KAS

## DECISION MAKING

**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. Managerial positions in ministries, executive agencies and local administration level, 2015**

Central and local level	Senior management level		Management level	
	Women	Men	Women	Men
Ministry	4	72	376	1005
Municipality	0	0	172	702

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
Glllogovc	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
Shtërpçë	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
Klllokot	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**

Position	2014				2015			
	Total		%		Total		%	
	Women	Men	Women	Men	Women	Men	Women	Men
Ambassadors	5	20	20	80	7	15	32	68
Minister Counsellor / Consuls General	3	16	16	84	2	16	11	89
Advisers	6	12	33	67	6	16	27	73
Consular / First Secretaries	8	29	22	78	6	21	22	78
Vice consuls / Second Secretaries	2	16	11	89	6	13	32	68
Third Secretaries	3	2	60	40	0	2	0	100

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

Decision-making positions (Uniform)	Women	Men	Total
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**

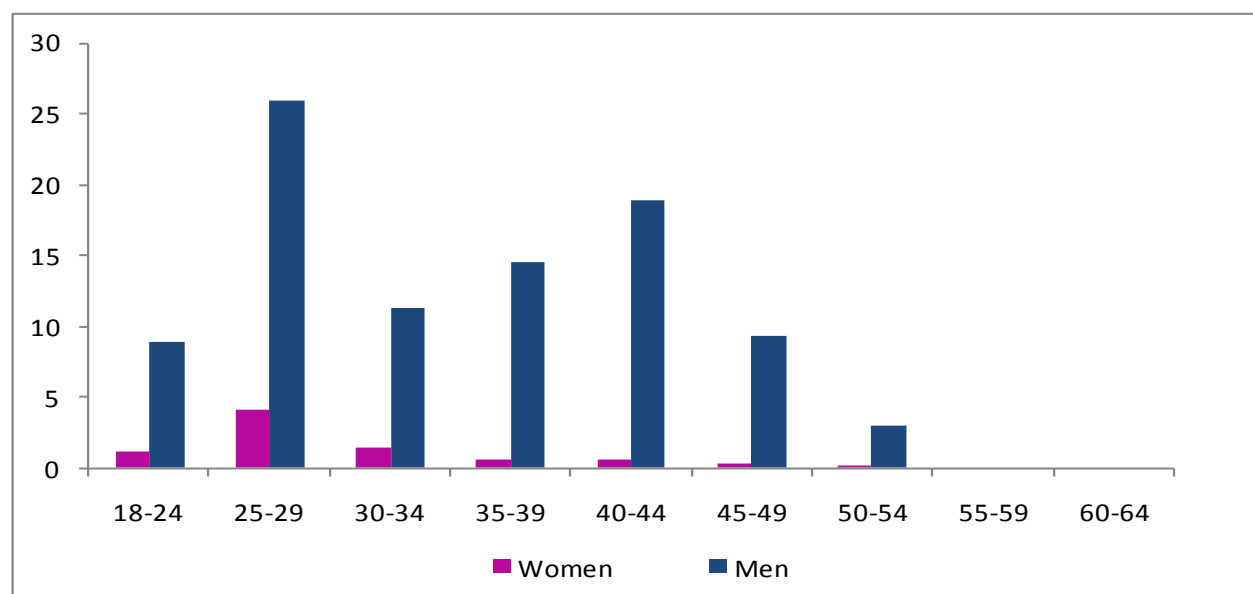
Decision-making positions for Civil Staff	Women	Men	Total
Year 2015	23	44	67
Year 2014	23	43	66

*Source: Ministry of Internal Affairs*

**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
<b>Total</b>	<b>203</b>	<b>2295</b>	<b>2498</b>	<b>8</b>	<b>92</b>

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	2	10
50-54	8	25	33	4	11
55-59	2	17	19	1	8
60-64	0	3	3	0	1
Total	53	171	224	24	76

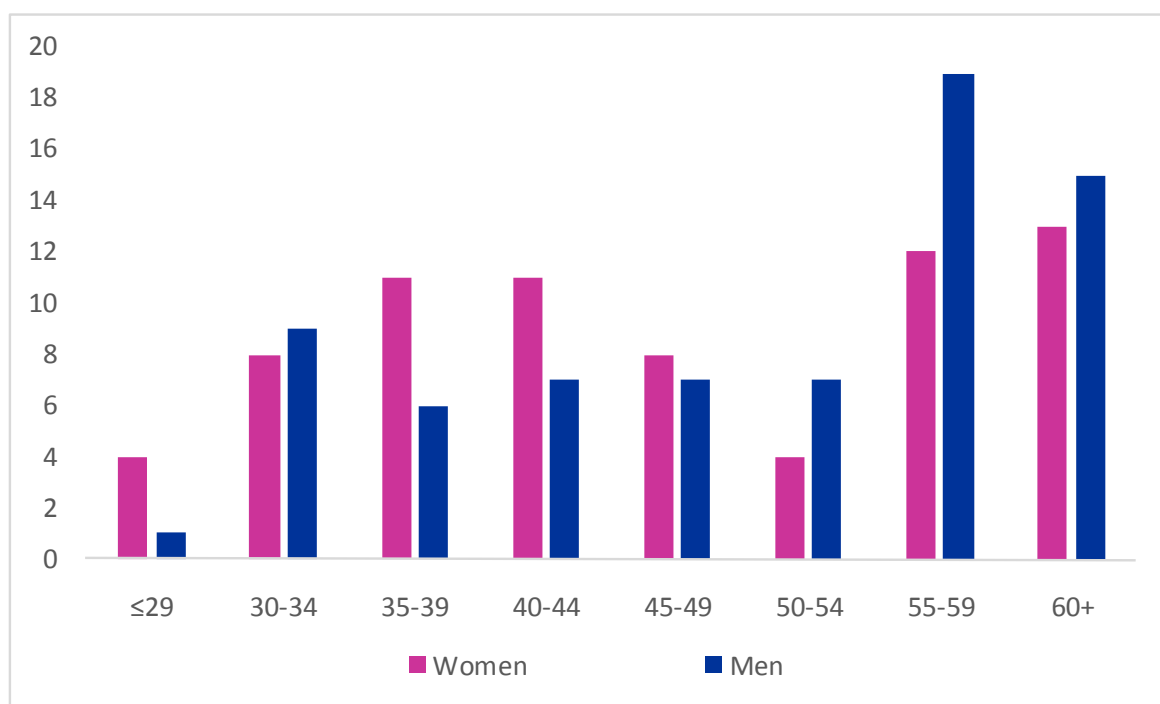
Source: Ministry of KSF, 2015

**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	3	11
40-44	0	6	6	0	17
45-49	2	5	7	6	14
50-54	4	7	11	11	20
55-59	0	3	3	0	9
60-64	0	1	1	0	3
Total	8	27	35	23	77

Source: Ministry of KSF, 2015

**Graph 59. Employees in the Kosovo Agency of Statistics according to age group**





## Kosovo Agency of Statistics, 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 donors for the special projects.

**Kosovo Agency of Statistics** acts according to the Law No. 04/L-036 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-makers and other users.

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