

August 2020



Position Paper

**DESCRIPTIVE
ANALYSIS OF YOUTH
LABOUR AND
EDUCATION STATISTICS**

GAP Institute

Position Paper

DESCRIPTIVE ANALYSIS OF **YOUTH** LABOUR AND EDUCATION STATISTICS

GAP Institute

August 2020

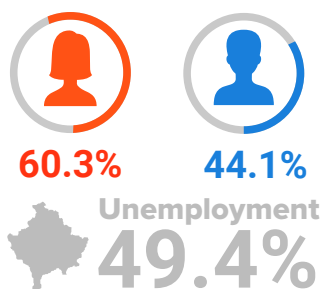


The development and publication of this document has been supported by the Swiss Agency for Development and Cooperation (SDC) through its project Enhancing Youth Employment (EYE), which is implemented by Helvetas and MDA. The content of this document is the sole responsibility of GAP Institute and does not necessarily represent the views of SDC.

INTRODUCTION



Young individuals in Kosovo face some of the biggest challenges ranging from poor access in an already difficult labour market to a continuous lack of inclusion in formal decision-making processes in both the local and national level. The 2019 Labour Force Survey conducted by the Kosovo Agency of Statistics (KAS) finds that youths aged 15-24 have an employment to population ratio of 13.1%.



Youngsters in Kosovo also face an unemployment rate of 49.4%, where young women are severely disadvantaged with an unemployment rate of 60.3% compared to men at 44.1%. On the other hand, in the field of education youths have enjoyed better access to qualitative education over the years, especially when it comes to vocational training, albeit participation rates among non-majority communities remain low.

Institutionally, young individuals in Kosovo have enjoyed a basic legal framework regulated by the law on empowerment and participation of youth adopted in 2009 that defines basic responsibilities for strengthening the youth sector in Kosovo and for supporting the participation of youth in decision-making, the responsibilities of local and central government institutions to youngster and youth organizations, voluntary work and informal education, licensing of youth centres (Government of Kosovo, 2009).

Moreover, The Youth Strategy 2019 - 2023 including an Action Plan by the Ministry of Culture, Youth and Sports aims to improve the situation of youngsters aged between 15 to 24, including all parties of interest from the governmental and non-governmental sectors.

The Strategy also aims to mobilize youth public participation, prepare the youth for the labour market, support them in the field of innovation, and provide a healthy and safe environment for them (Ministry of Culture, Youth and Sports, 2019).

Nevertheless, in practice Kosovo's youth still face hurdles such as even the equality of treatment based on gender and ethnicity. Women as well as non-majority ethnic communities in Kosovo continue to face bigger challenges than their respective counterparts in both the job market and access to qualitative education.

In this report, we will perform a descriptive analysis of the most up-to-date youth labour and education statistics to show that Kosovo's youth are disadvantaged in the labour market and have sub-par access to education while at the same time face gender- and ethnic-based differences. Finally, a brief description is given of youth opinions on several matters based on recent surveys that shows that Kosovo's youth is generally displeased with their situation in society.

YOUTH EDUCATION



Table 1 below shows the involvement and participation in public and private education of students from marginalised groups. Students from Roma, Ashkali, Egyptian and Gorani communities have generally low participation in upper secondary education in public schools, which however is increasing over time.

The number of students in private schools is much lower in all communities, and especially in Roma, Ashkali, Egyptian, and Serbian communities with no students enrolled in the last couple of years.

		2015/2016	2016/2017	2017/2018	2018/2019	2019/2020
Albanian	Public	81,794	84,268	84,268	78,753	72,247
	Private	2,420	2,876	2,837	3,139	3,427
Serbian	Public	166	159	156	160	156
	Private	-	5	-	-	-
Turkish	Public	727	677	485	642	594
	Private	21	21	31	21	22
Bosnian	Public	824	881	915	882	843
	Private	6	10	6	-	4
Gorani	Public	3	2	10	7	9
	Private	8	1	4	8	2
Ashkali	Public	190	236	255	261	259
	Private	2	-	-	-	-
Roma	Public	131	151	156	161	182
	Private	2	2	-	-	-
Egyptian	Public	70	72	142	160	137
	Private	-	-	-	-	-
Other	Public	1	1	1	15	-
	Private	11	30	23	39	24

Table 1. Number of students in upper secondary public and private education by year and ethnicity
Source: Kosovo Agency of Statistics. Education Statistics in Kosovo 2015 – 2019



As an alternative, Kosovo students can also attend public VET institutions that are financed by Kosovo's central budget through the Ministry of Education, Science, Technology and Innovation.



Only 5.3 % of the total budget of MESTI in 2020 is allocated to the Agency for Vocational Education and Training (Ministry of Finance, 2020).

Table 2 provides the number of students enrolled in secondary VET education by programme and gender. Even though in total the number of men participating in vocational schools is much higher than women, there are differences in choices of fields of education. On the other hand, the participation of women in Gymnasiums is higher than men (Kosovo Agency of Statistics, 2015-2019). Young people's participation in vocational training is generally high. The largest group of participants active in vocational training mainly comes from secondary education gymnasiums (30.6%), vocational secondary education (29.9%) and primary schools (27.8%). In 2018, the greatest share of participants in vocational training was for the age group 25 -39 with 46.8% of the total. After this category came the young individuals aged 15-24 participating in vocational training with 2,033 or 36.9% of the total. (Employment Agency of Kosovo, 2018).

ISCED Fields	2014/15		2015/16		2016/17		2017/18		2018/19	
	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀
Arts and Humanities	434	517	466	677	491	832	534	1,024	425	1,023
Business, administration and law	7,674	6,181	7,481	6,146	7,204	6,346	7,208	6,609	6,619	5,762
ICT	3,617	1,643	3,500	1,604	3,731	1,729	3,697	1,602	3,384	1,388
Engineering, manufacturing and construction	10,443	3,071	10,603	3,151	11,747	3,595	11,710	3,578	11,143	3,391
Agriculture, forestry, fisheries and veterinary	1,039	434	1,167	549	897	404	1,168	656	1,005	536
Health and welfare	1,873	4,212	2,064	4,400	2,330	4,822	2,430	5,161	2,527	5,495
Services	837	220	865	300	895	363	968	338	768	319
Other	246	120	17	20	-	-	59	24	16	2

Table 2. Number of students in secondary VET education by programme and gender
Source: Kosovo Education and Employment Network



Vocational training	2018
Unqualified	111
Grade I – IX (Primary School)	1530
Vocational Secondary Education	1641
Secondary Education Gymnasium	1680
Bachelor	502
Master	33
PhD	-
TOTAL	5497

Table 3. Vocational trainings by qualification
Source: Employment Agency of the Republic of Kosovo

AGE GROUP	15-24	25-39	40-54	55+
2018	2,033	2,573	790	101

Table 4. Vocational training by age group
Source: Employment Agency of the Republic of Kosovo

THE YOUTH IN THE LABOUR MARKET



Young individuals in Kosovo face big hurdles in access to jobs and the labour market in general, and are therefore marred by high unemployment rates among other factors. Table 5 shows that young individuals aged 15-19 years make up close to a fifth of the labour force. However, before 2019 they only constituted a small portion of the labour force such as 15% in 2014. Employment rates also remain low, where only 13% of individuals aged 15-24 are employed. On the other hand, the unemployment rate of young individuals is drastically high – 50% in 2019 alone – with a ratio of youth-to-adult in unemployment rates of 2.4.



















When looking at the gender distribution for the same indicators for young individuals, it is evident that women are more disadvantaged than men. In 2019 alone, there were fewer young women in the labour force than men. Moreover, only a quarter of employed young individuals were women. Additionally, the unemployment rate for young women is alarmingly high (60% in 2019) compared to young men (44% in 2019). Finally, the share of inactive young women over the past years has always been higher than that of young men except for 2019 when it was almost equal.



Indicator Category	Indicator	2012	2013	2014	2015	2016	2017	2018	2019
Labour Force	Labour force (15 - 19 years, in thousands)			15.5	12.7	16.7	15.0	13.1	
	Labour force participation rate (15 - 19 years, in %)			8.3	7.4	9.2	8.2	7.5	12.1
	Labour force (20 - 24 years, in thousands)			67.2	56.5	56.5	66.9	62.6	67.2
	Labour force participation rate (20 - 24 years, in %)			38.9	33.2	34.5	40.9	38.6	40.0
Employment	Employment (15 - 24 years, in thousands)	35.2	35.5	32.2	29.3	34.9	38.7	33.8	44.5
	Employment-to-population ratio (15 - 24 years, in %)	9.8	10.0	9.0	8.5	10.1	11.2	10.0	13.1
Unemployment	Unemployment (15 - 24 years, in thousands)	43.5	44.9	50.4	39.9	38.3	43.2	42.0	43.4
	Unemployment rate (15 - 24 years, in %)	55.3	55.9	61.0	57.7	52.4	52.7	55.4	49.4
	Share of youth unemployed in total unemployment (15 - 24, in %)		31.0	28.5	27.4	30.4	27.6	28.9	34.7
	Ratio of youth-to-adult unemployment rate		2.3	2.0	2.0	2.3	2.0	2.2	2.4
Youth NEET	Youth NEET (15 - 24 years, in thousands)		124.5	108.2	107,6	103.8	94.8	101.6	111.1
	Percentage of Youth NEET in young individuals (15 - 24 years, in %)		35.3	30.2	31.4	30.1	27.4	30.1	32.7

Table 5. Labour force statistics of Kosovo's young population in totals and by gender, 2012-2019



NO.	1	2	3	4	5	6	7	8	9	10	11	12	13
2012						27.3	14.4	29.6	52.0				
						7.9	4.6	13.9	63.8				
2013						27.7	15.1	28.1	50.4	29.3	2.2	55.0	30.0
						7.8	4.6	16.8	68.4	34.3	2.2	69.5	40.9
2014		10.4	11.0	46.8	51.0	25.0	13.4	32.2	56.2	26.2	1.9	49.8	26.6
		5.0	5.5	20.4	25.2	7.2	4.2	18.2	71.7	33.9	2.1	58.4	34.0
2015		9.2	10.2	41.5	46.0	23.2	12.9	27.5	54.2	25.7	2.0	51.0	28.3
		3.5	4.2	15.0	18.8	6.1	3.7	12.4	67.2	32.2	2.2	56.6	34.9
2016		12.1	12.8	40.4	46.3	27.7	15.2	24.8	47.2	27.2	2.1	48.3	26.5
		4.6	5.3	16.1	21.1	7.2	4.4	13.5	65.4	38.9	2.7	55.6	34.2
2017		10.6	11.4	47.8	54.3	30.2	16.7	28.3	48.4	25.0	1.9	43.0	23.8
		4.4	4.9	19.1	25.3	8.6	5.2	14.9	63.5	34.3	2.1	51.8	31.4
2018		9.4	10.3	43.8	51.0	25.8	14.6	27.4	51.5	25.3	2.1	53.4	30.2
		3.7	4.4	18.8	24.6	8.0	4.9	14.6	64.7	39.6	2.6	48.2	30.0
2019		14.4	16.1	44.9	50.7	33.2	18.6	26.2	44.1	32.1	2.4	56.0	31.4
		6.3	7.7	22.2	28.1	11.3	7.1	17.2	60.3	39.3	2.2	55.0	34.2

Source: Data taken from KAS, Labour Force Surveys 2012-2019. Tables compiled by GAP.

SHARE OF YOUTH NOT IN EDUCATION, EMPLOYMENT, OR TRAINING (% OF YOUTH POPULATION)



Country	2015	2016	2017	2018	2019
Kosovo	31.4%	30.1%	27.4%	30.1%	32.5%
Albania	29.8%	27.4%	26.2%	26.6%	25.8%
Serbia	20.4%	18.1%	17.6%	17.0%	15.7%
North Macedonia	24.7%	24.3%	24.9%	24.1%	18.1%
Montenegro	19.1%	18.4%	16.7%	16.2%	17.3%
Bosnia and Herzegovina	18.1%	27.0%	24.5%	22.1%	21.2%

Table 6. Share of youth not in education, employment, or training total (% of youth population)
Source: World Bank







The share of young people who are inactive (unemployed, not in school, or trained) is also very high, reaching a third of the total young population in Kosovo for several years (Kosovo Agency of Statistics, 2012-2018). In 2019, Kosovo had the highest rate of inactive youth (32.7%) in the Western Balkans, followed by Albania and Bosnia and Herzegovina with 25.8% and 21.2% respectively. The lowest rate was found in Serbia (15.7%) (World Bank).



Indicators in Table 7 and its sub-tables, constructed from data from a household survey in 2018 by the Millennium Challenge Corporation Kosovo on its labour force, show that young individuals aged 15-24 mainly work in industries such as service activities, wholesale and retail trade, and construction, where young men take a bigger employment share than young women in almost all industries with a high employment rate. Moreover, a much higher proportion of young individuals report that their educational profile does not match their current job. Finally, young individuals are mostly employed in private sector jobs compared to the public sector, both of which employ more young men than young women.

Table 7. The industry of occupation, type of employer, and match between education and occupation of young people aged 15-24 in 2018

INDUSTRY	 M	 F	Total
Accommodation and food service activities	227	22	299
Agriculture, forestry, and fishing	323	115	438
Construction	432	10	442
Manufacturing	194	49	243
Other service activities	389	183	572
Wholesale and retail trade	290	190	480
Other industries Combined	476	315	791
Grand Total	2381	884	3265

MATCH BETWEEN EDUCATION AND OCCUPATION	 M	 F	Total
NO	1819	1042	2861
YES	368	328	696
Grand Total	2187	1370	3557



TYPE OF EMPLOYER	M	F	Total
Do not know	1	4	5
Government, public sector, or security forces	115	84	199
International organization	8	9	17
NGO, non-profit or humanitarian organization	4	12	16
Other private individual	102	47	149
Private company or enterprise	1408	473	1881
Self-employed	12	4	16
State-owned enterprise	28	25	53
Grand Total	1678	658	2336

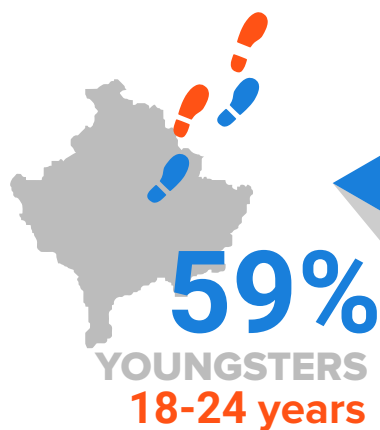
Source: Millennium Challenge Corporation Kosovo Labor Force and Time Use Study. Tables compiled by GAP.

Table 8, constructed from data from an employer survey in Kosovo (STEP Skills Measurement Employer Survey 2015-2016 (Wave 3)) by the World Bank, also shows that young entrepreneurs in high-ranking positions are disproportionately male, where the sample included diverse information on 500 business owners, managers, and high-ranking staff in 2015.

POSITION	M	F	Total
Human Resource (HR) Manager	-	1	1
Owner/Proprietor	5	-	5
President/Vice President	1	-	1
Partner	1	-	1
Director	2	-	2
General Manager	7	-	8
Finance Officer	2	1	3
Manager	5	3	8
Other		2	2
Grand Total	23	7	30

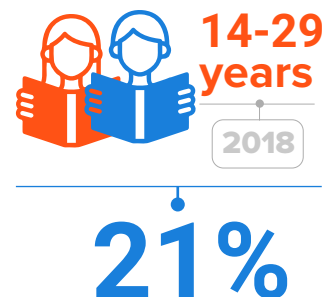
Source: STEP Skills Measurement Employer Survey 2015-2016 (Wave 3). Table compiled by GAP.

YOUTH OUTLOOK



In a survey of 1700 respondents, around 59 % of youngsters in Kosovo aged 18 – 24 would leave the country (National Democratic Institute, 2019).

Young people in Kosovo are mostly not satisfied with the quality of education and access to employment. From a sample of 1000 individuals between ages of 14 – 29 in 2018, only 21% considered themselves very satisfied with the quality of education. Moreover, more than 40% of youngsters in the study agreed that there are cases where grades and exams are “bought” or earned as a result of bribery in institutes/universities in Kosovo, potentially hinting at income-based discrimination among students (Friedrich-Ebert Stiftung, 2018/2019).



Satisfaction with the quality of education	Very satisfied	Satisfied	Neutral	Un-satisfied	Not satisfied at all
Student	8%	17%	47%	14%	15%
I am in school / high school / vocational school	13%	18%	44%	14%	11%

Table 9. Satisfaction with the quality of education
Source: The Friedrich-Ebert-Stiftung. Youth Study Kosovo 2018/2019



56%  

In regard to their employment, the survey found that 56% of young people work in occupations that do not match their educational qualifications, and more than half of the respondents believe that acquaintances in a relevant field and/or connections with people who are in power are very important factors in finding a job. In terms of preferred employment prospects 70% of youngsters would like to work in the public sector (Friedrich-Ebert Stiftung, 2018/2019).

10% 

Only around 10% of young Kosovars are of the opinion that their interests are well-represented in national politics. (Friedrich-Ebert Stiftung, 2018/2019). However, from a different survey of 107 young respondents involved with the main political parties, it was found that the inclusion of young people in internal discussions and decision – making processes for youth-related policies is considered satisfactory (Democracy 4 Development, 2020).

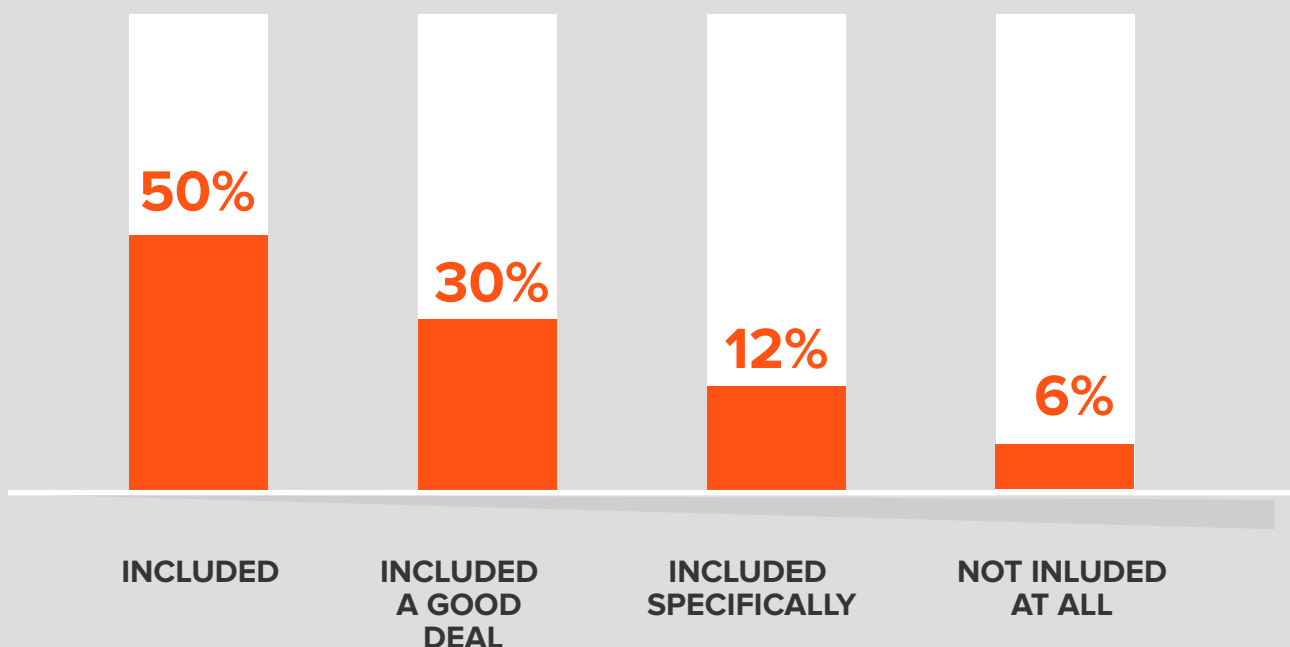


Figure 1. To what extent are young people included in internal discussions of political parties in decision-making process?

Source: Democracy for Development

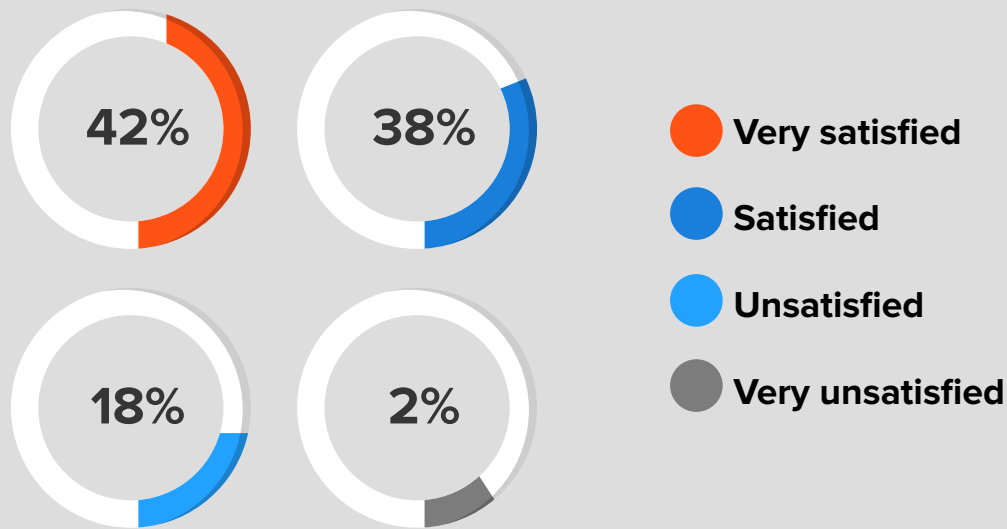
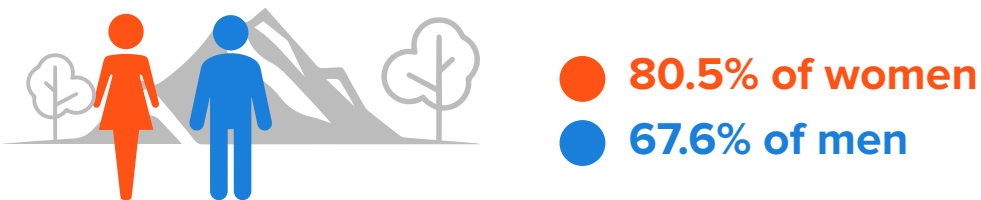


Figure 2. Are you satisfied with the program of your political party concerning youth policies?
Source: Democracy for Development



Finally, in a study that includes a sample of 603 respondents aged 15 – 24 living in rural areas of Kosovo in 2018, 80.5% of women were unemployed compared to 67.6% of men.

It was found that the most common barriers that hinder rural youth employment are: lack of appropriate job opportunities (17.9%), lack of adequate transport to work (14.3%), lack of schedule flexibility (14.3%), lack of part time jobs (14.3%), lack of time due to family/child care (14.2%), lack of self confidence to perform a job (10.7%), lack of support from family and inadequate qualification with 7.1% each. When it comes to the salaries paid to rural youth who work, 17.6% are paid less than 199€, 40.3% are paid between 200-349€, 27.7% are paid 350-499€, 10.9% are paid 500-699€, and 3.4% are paid 700-1000€, most of whom are employed in the private sector. Nevertheless, 81.4% rural youngsters are dependent on their parents as a source of income (LENS, 2018).

CONCLUSION



In this report, we provided a descriptive analysis of labour and educational statistics of young individuals aged 15-24 in Kosovo. It is found that Kosovo's youth are disadvantaged in the labour market and also partially in the educational system, both of which are also negatively impacted by gender- and ethnic-based differences. Disadvantages in education based on ethnicity for example are immediately evident in participation rates, but the general view that educational quality is low is shared amongst most young students. Additionally, the hurdles facing Kosovo's labour market for the young are characterized by an alarmingly high rate of unemployment, especially amongst young women, and a high rate of inactivity in young people in general among other factors. Finally, when it comes to the youth outlook on participation in decision-making processes, the participation of young people in internal discussions of political parties involving decision making especially in regard to youth related policies is considered satisfactory. Youngsters active in political parties also expressed satisfaction toward their respective party programs concerning youth policies, where only 20% stated that they were unsatisfied. Therefore, even though young people in Kosovo are not entirely discouraged by how they are treated in matters of decision-making concerning them, it is still evident that they still have several challenges to overcome in both the labour market and the educational system.

REFERENCES

Labor Force Survey Data, Kosovo Agency of Statistics (KAS), 2012-2019.

Source: <https://bit.ly/2P56Cx2>

Kosovo Labor Force and Time Use Study, Millennium Challenge Corporation, 2018.

Source: <https://bit.ly/311tgfh>

STEP Skills Measurement Employer Survey 2015-2016 (Wave 3), World Bank, 2015-2016. Source: <https://bit.ly/3gc8MXL>

Education Statistics in Kosovo, Kosovo Agency of Statistics (KAS), 2015-2019. Source: <https://bit.ly/3g7L7aN>

“Vocational Education and Training in Kosovo: Challenges and Opportunities.” Kosovo Education and Employment Network (KEEN), 2019. Source: <https://bit.ly/3hQiQ90>

“Labour and Employment in Kosovo 2019,” Employment Agency of the Republic of Kosovo, 2019. Source: <https://bit.ly/313rDO2>

“Annual Report 2016,” Employment Agency of the Republic of Kosovo, 2018. Source: <https://bit.ly/313rDO2>

“Law on the Budget Appropriations of the Republic of Kosovo,” Ministry of Finance of Kosovo, 2020. Source: <https://bit.ly/2D18LYd>

“Youth Study Kosovo 2018/2019,” Friedrich-Ebert-Stiftung, 2018/2019.

Source: <https://bit.ly/2X7Majm>

“How encouraging are political parties towards young people?,” Democracy for Development (D4D), 2020. Source: <https://bit.ly/3f9GWtH>

“Kosovo Rural Youth. Employment Opportunities, Barriers, and Needs,” LENS, 2018. Source: <https://bit.ly/2PetVV3>

“Law on Empowerment and Participation of Youth,” Government of Kosovo, 2009. Source: <https://bit.ly/30cplb5>

“Strategy for youth 2019-2023,” Ministry of Culture, Youth and Sport of Kosovo, 2019. Source: <https://bit.ly/2BN5Ce4>

“Kosovo Public Opinion Survey”, National Democratic Institute, 2019.

Source: <https://bit.ly/3gpB0hN>

“Share of youth not in education, employment or training, total (% of youth population),” World Bank. Source: <https://bit.ly/3iqm6bt>