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LABOUR & EMPLOYMENT



INICIATIVA KOSVARE PËR STABILITET
KOSOVAR STABILITY INITIATIVE



Report 1
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This report has been prepared in cooperation with MLSW staff and its contents reflect joint contributions of the contractor and its ministry counterparts. The views expressed in the report do not necessarily reflect the views of Support to Social Partners Project managed by EU Office in Kosovo and Implemented by Kosovar Stability Initiative (IKS), upon whose request the research has been carried out.

BACKGROUND & METHODOLOGY

Project background

This report is part of the activities that are planned for the implementation of the Support to Social Partners (SSP) project, funded by EU Office in Kosovo. Specifically, the project contributes to “developing skills and knowledge of social partners in legislation drafting, legal research and analysis”, “strengthen the administrative and management capacities of social partners”, “strengthen the capacities of social partners in advocacy, lobbying and negotiations”, and “facilitating the organizational reform of social partners”.

The report represents direct support to the work of the Social and Economic Council (SEC), which legally is in charge of facilitating tripartite social dialogue in the country. This report is the SSP project contribution to feeding information collected in the field to the discussions in SEC. Active secretarial support has also been provided to SEC, which combined with digitalization of SEC materials, is aimed at improving process management within this body.

The project is streamlined with ongoing processes, and has taken into consideration all major events and programs taking place during the implementation period. The approach of harmonizing all project activities into ongoing processes of other actors is perceived to be the most adequate for obtaining the most qualitative results. As such, some of the project activities are

dependent on processes and stakeholder cooperation, and cannot be implemented without their participation.

Objectives

The purpose of this survey with the general population is to assess the following:

- The level of public awareness and knowledge about social policies;
- The level of public opinion and attitude towards welfare systems and level of protection desired by citizens;
- Public attitude towards illegal migration;
- Expectations and attitudes of the general public towards social and employment policies;
- Individual savings habits and attitudes of the general public.

The findings from this research should be used by members of the Social Economic Council and the Ministry of Labour and Social Welfare as citizen feedback on priority policies and reliable information to be used for decision-making. Hence, institutional representatives are the primary audience of this report, but other stakeholders such as social partners, international donor organizations, Kosovo Parliament, political parties, Civil Society Organization (CSO's), media, as well as the general public, are also targeted with this report. Given the scarcity of literature and research in the topics covered by the report, the information presented herein can also be used by students and academia in their work.

Approach and methodology

The approach research subject to this report has been carried out through structured face-to-face interviews with a representative sample of 1,100 respondents across Kosovo, which was distributed through a proportional-to-size sample reflecting the data from the last census. This provides for most optimal sampling approach to ensuring the representativeness of data on one hand, and cost-effective means to achieving the objectives set forth above. The 1,100 respondents' sample, was randomly distributed to 100 drilling locations/settlements across Kosovo, selected from the registry of polling stations in Kosovo randomly by selecting every 20th polling station/settlement on the list. The selection of respondents in within the settlement has also been carried out at random, by using every third house principle.

Research sample and sampling methodology

The research subject to this report has been carried out through structured face-to-face interviews with a representative sample of 1,100 respondents across Kosovo which was distributed through a proportional-to-size sample reflecting the data from the last

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Kosovar Stability Initiative (IKS) provided the research instrument, AnketaCo translated and mock tested, instrument/questionnaire before it reached its final form. Once the tested questionnaire was finalized, it was considered as the approved research instrument for carrying out the survey.

The proposed methodology produced a sample that is faithful to the reality in the field as both the respondent selection and settlement selection were done completely at random. As a result, the sample has normalized itself and has the following characteristics.

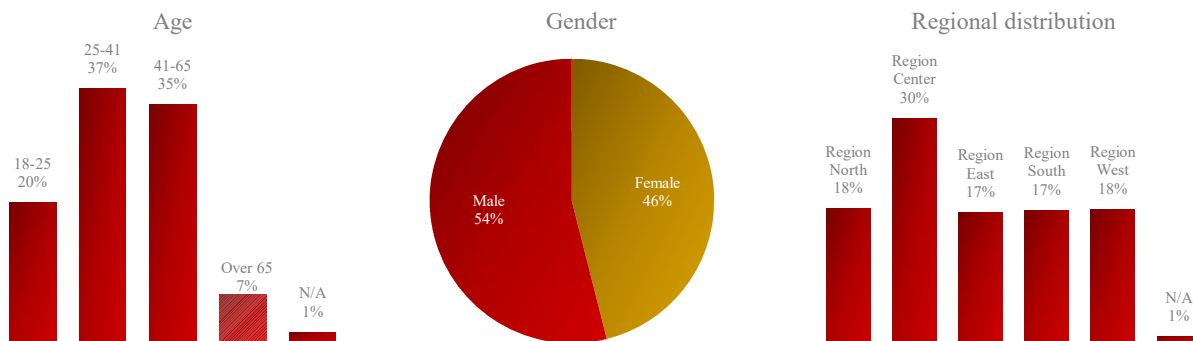


Figure 1. Sample characteristics

As for the demographic characteristics of respondents and their composition, they too matched closely the distribution that is recorded in the national official statistics. 66% of the respondents interviewed reported to be married, followed by 29.8% of those being single. Other social statuses follow with significantly lower percentages. In terms of family size, the biggest group in the sample is that reporting between 3-5 members (47.9% of respondents) in the household, followed by that reporting between 6 -10 members (42.9%). Smaller households (1-2 members) and larger units (over 11 members) are represented in considerably smaller percentages with (4.6% and 4.8% respectively). When asked of the number of household members employed, the respondents provide

As it regards the social and economic situation within the sample interviewed, similarly to the other aspects discussed above, is a reflection of the situation that is considered to prevail on the ground. To this end, 17.7% of respondent's report to have a joint household income of less than 100 EUR per month. 30.6% of respondents report having a household monthly income of 100 EUR – 300 EUR, with an additional 28% of them having 301 EUR – 500 EUR per month. 12.4% of respondent's state to have between 501 EUR – 800 EUR with an additional 5.5% of them stating to have 801 EUR – 1,000 EUR household income. 3.1% of respondents report having household income of over 1,000 EUR/month.

The living conditions situation of the sample

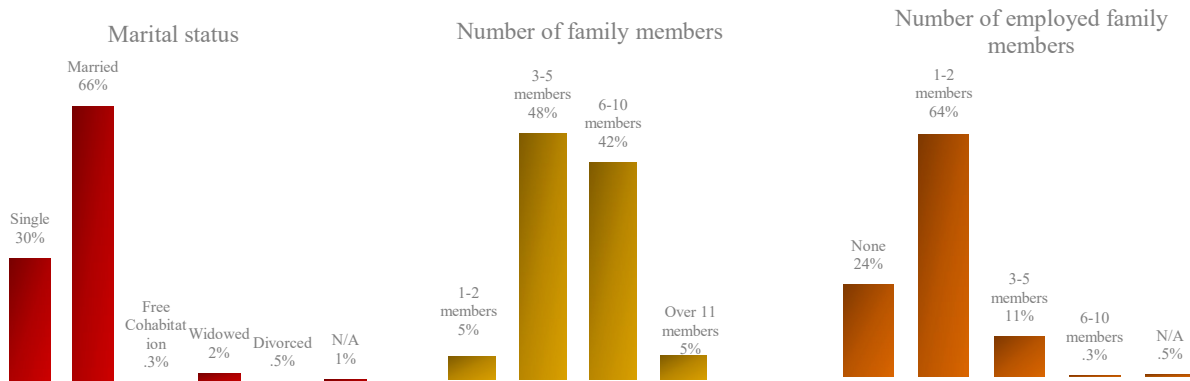


Figure 2. Demographic characteristics of respondents

considerably lower numbers and the majority in the sample report 1-2 members being employed (64.3%). Only 10% of respondent's report having 3-5 members employed, while almost 25% of respondent's state not having anyone in the household employed. Figure 2 below presents a complete visual overview of these three demographic characteristics of the sample.

indicates that the biggest part of the respondent's interviewed live in houses they own (64.3%), followed by 21.7% of respondents who live in their parents' houses. 8.8% of the respondents in the sample live in apartments they own, while 4.5% of them live in rented apartments/houses.

With regards to the education levels of respondents, the biggest group in the sample

is that with completed secondary education (50%), followed by those with completed primary education (23.7%), and bachelor level graduates (17.1%).

Figure 3 provides an overview of respondents' incomes, living conditions situation and education into detail.

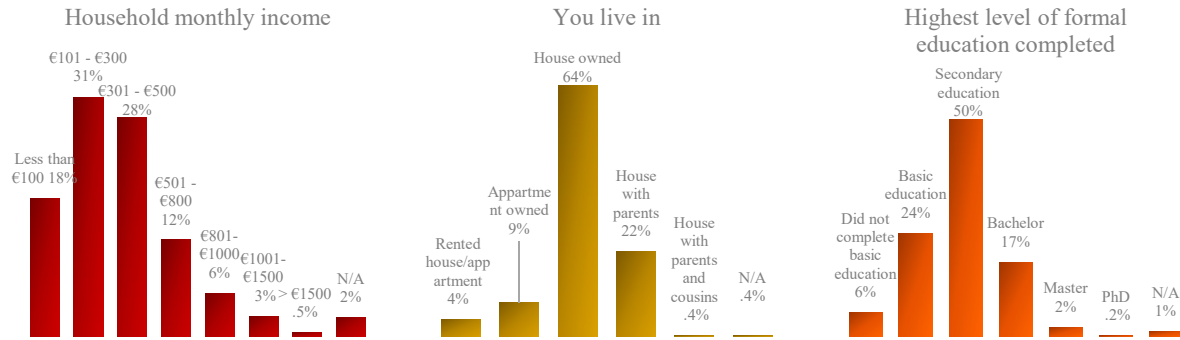


Figure 3. Income, education and type of living conditions

FINDINGS

Employment

This section of the report covers the situation with employment, type of employment and other aspects of their engagement in the labour market. Furthermore, the section covers also the qualifications of respondents, as well as, the channels they used to find employment.

The first aspect that the survey considered in terms of basic information of the labour market regards the situation with employment status and the year in which the respondents have completed their final year of formal studies. As it can be seen in figure 4 below, the largest group in the sample is represented by the long-term unemployed, which is also the most problematic type of unemployment. Second biggest group in the sample is that of long-term employed, which represents only a fraction of the sample total (14.5%). The third biggest category in the sample is represented by the self-employed (12%), while in the fourth place are the pensioners (6.5%).

With regards to the year when they have completed their highest level of formal education, 37.8% of respondents have stated to have done so in the period of 2001 – 2015. Those who have completed their final year of education in the period 1981 – 2000 represent the second biggest group in the sample with 24.7% of total.

When analysed across gender lines, women report lower employment levels.

To this end, women account for 57% of the total unemployed in the sample, while men (although representing larger percentage in the sample) account for 43%. Another striking difference is regarding the self-employment status. Women account for only 18% of the total number of self-employed in the sample. A large difference between men and women can also be noted with regards to long-term employment where men account for 60% of the total of this sub-group while women representing less than 40%.

The analysis of responses according to the age groups of respondents, provides that 60% of respondents within the long-term unemployed category are under the age of

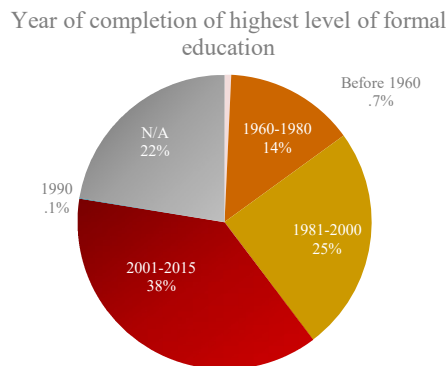


Figure 4. Year of completion of education and employment status

41 years, with an additional 41.5% of them belonging to the age-group 41 – 50 years

old. Regarding long-term employment category, 15% of respondents within this group are aged 18 -25 years, 40.3% of them belong to 26 - 41 years, with an additional 47% stating the age to be between 41 and 65 years old. A complete overview of results pertaining to questions about the year of completion of highest level of formal education and the employment status is presented in figure 4.

As for other aspects related to the employment type reported by respondents in the sample, 23.6% of respondents report to be employed in the private sector, 7.6% in the public sector, while 67.7% report unemployment or other non-active status (pensioner, student, etc.). Only 1% of respondents report to be working in either local or international non-governmental organizations. The analysis across gender lines provides that women account for only 28.5% of respondents employed in the private sector, while men represent the remaining 71.5%. Employment in the public sector appears to be more gender balanced with 52% of this group being men and 48% women. In terms of age, the most frequently reported employment type by youth aged 18 -25 years is private sector where they represent 25% of total respondents in this group, followed by local NGOs 14.3%, and public sector where they account for over 3% of total. The age group 25 – 40 years and 41 – 65 represent 38% and 33% of the total number of respondents reporting to be employed in the public sector.

The length of employment at current workplace is an additional aspect that the survey has covered. Again the biggest respondents (65%) report not to be actively employed. Of those reporting employment

the biggest part report being long-term employed, for over 5 years (17% of the sample total). The second biggest group accounts for those reporting between 2 - 5 years at the current job (5.8%), followed by those who are at the current workplace between 1 and 2 years. Those employed in the last year account for 7.1% of the total sample of the research with almost equal percentage of those being employed within the last 6 months and those working between 6 months and 1 year.

When cross-tabulating the responses with gender of respondents, again, women report

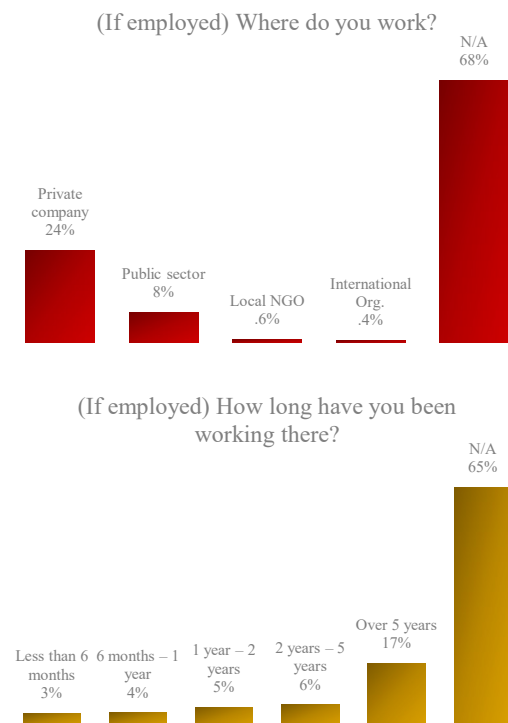


Figure 5. Type and longevity of employment

to be disadvantaged as compared to men regarding the length of their employment. To this end, men represent 71.7% of those reporting five or more years in the same job/position, and 73.4% of those working in the same job between 2 -5 years. More

gender balanced appear to be the responses pertaining to shorter period of employment where women appear to be more adequately represented (42% of those employed for less than 6 months are women, as are 45% of those employed for 6 months – 1 year).

Responding to the advertisements and publications in the local newspapers has been the way in which 14% of respondents have found their current jobs, followed by 3.1% of those reporting to have found jobs through participating in an interview or test. 3% of respondents in the sample report to have found employment through public employment offices, with a similar percentage (2.9%) of those indicating that their friends and family have gotten them the current position.

An additional angle that the survey investigated upon concerns the type of contract that the employed in the sample are

contract, but to be reattributed in cash. Such composition of respondents indicates that the most problematic type of informality (and most spread at the same time) is the complete informality. The survey data also indicates that in cases when employees have contracts, few employers undergo partial informality. Instead, if formally engaged through a regular contract, in most cases, the contributions are paid in full and their salaries transferred regularly.

Unemployment

This section of the report covers the main characteristics of unemployment and provides for some of the underlying paradigms and structural aspects of the unemployment phenomenon. It covers the length of unemployment, expectations regarding compensation/salary, type of employment sought, actions taken to find employment, as well as, aspects related to

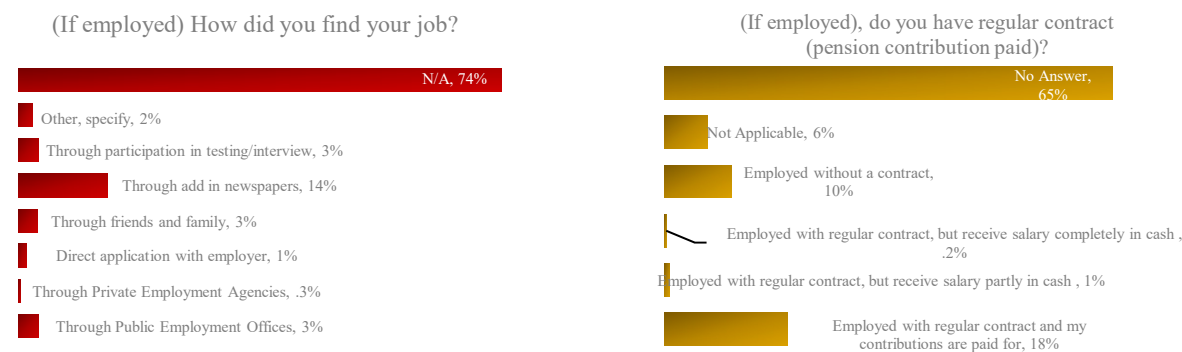


Figure 6. How did you find a job and type of contract perceptions of public employment services.

equipped with. 9.7% of respondents in the sample report to be employed without a contract. 17.9% of them report to be employed with regular contract and that their contributions are covered by their employers, while less than 1% of respondents reported to have a regular

The biggest part of respondents in the sample (38.9%) report to belong to the most problematic type of unemployed, namely, the long-term unemployed. Those being unemployed between 3 – 5 years represent 5.2% of respondents in the sample, while

those being unemployed for 1 -2 years and 6 months – 1 year each represent 3.5% of the sample total. Only 1.2% of respondents in the sample have been unemployed for less than 6 months.

When viewed along the gender axis, women tend to be over-represented in the categories of longer-term unemployment compared to men. To this end, women represent 58% of the unemployed for longer than five years and 59% of those unemployed between 2 -5 years. The shorter-term unemployment categories are more balanced, but nevertheless, women represent more than 50% within each of the categories, indicating a significantly higher level of unemployment for women.

In relation to opportunities for employment, the survey also inquired about the minimum salary for which unemployed respondents would be willing to work on full-time basis. To this end, the biggest group in the sample (20.7%) report to be ready to work for 250 – 300 EUR per month on full time basis. The

readiness to work on full-time basis for 151 – 200 euro salary, 2.3% of them would be willing to work for even less. Given the poverty levels recorded across Kosovo, such composition of responses is not surprising. Figure 7 below presents a visual overview of results pertaining to the type of unemployment prevailing currently in the field, as well as, compensation levels expected by the unemployed for full-time work.

Readiness to work and the salary levels expected appear to be gender biased. Men in the sample represent the vast majority of responses (64%) that would be ready to work for less than 150 EUR/month. While the category 151 – 200 EUR per month is gender balanced, the salary level 201 – 250 EUR is dominated by women (66% within this category). A similar situation is also noted with regards to salary levels of 251 – 300 EUR and 301 – 400 EUR per month where women are represented with 58% and 54% respectively. The salary levels of 401 -

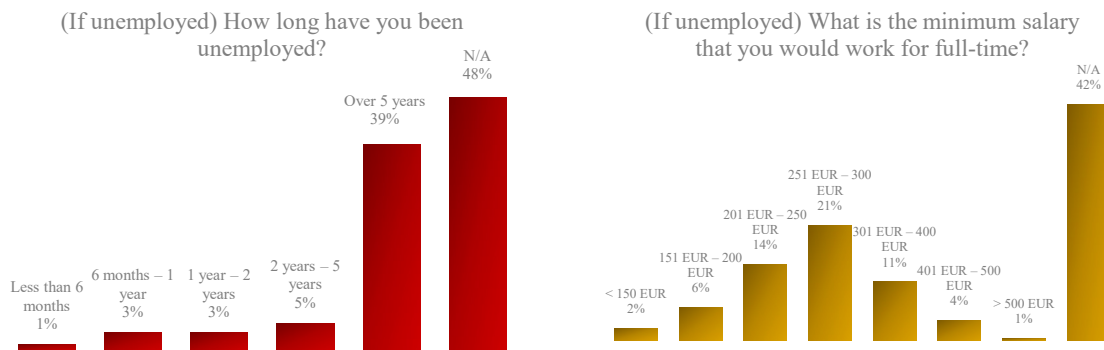


Figure 7. Length of unemployment and minimum expected salary

second biggest group of respondents (13.7%) has stated willingness to work for 201 – 250 euro per month on full time basis followed by those that are eager to work for 301 - 400 euro per month (10.6%). While 6.1% of respondents in the sample state

500 EUR per month are dominated by men (64%), while salary levels beyond this value are gender neutral.

In order to clarify the preferences of the unemployed regarding the type of work they

would like to perform, and their job-seeking practices, the respondents were asked for further details. Pertaining to the first aspect, 39.7% of respondent's report having preferences for full-time work, followed by those seeking self-employment (7.5%) and part-time employment (7.4%). It should be noted that 43.9% of respondents did not provide an answer to this question, potentially indicating that they do not know what their preferences are, or even worse, that they do not aspire active engagement as part of the workforce. A small percentage of only 1.4% of respondent's report being interested in short-term employment opportunities.

When viewed through the gender lens, it appears that preferences for the type of employment of women differ much from those of men. To this end, women appear to be more inclined to prefer part-time salary-based jobs (they account for 72.8% of this group), full-time work (55% of category total), and temporary work (60% of total

The respondents' preferences for the type of employment are to be expected, as security provided by full-time employment is naturally desired by the unemployed who lack even basic security. However, their practices in actively seeking jobs that match their preferences are insufficient to achieving it. A staggering 34.9% of respondents in the sample report not to have applied in any positions during the last year. An additional 15.6% report to have applied in 1 -5 positions, while 5.5% of respondent's state to have sought employment in 6-10 positions. 2.5% of respondent's report having applied in 11- 20 positions, while 1.1% state to have applied in more than 20 job-openings.

In terms of gender, women appear to be more passive than men in actively seeking employment. 63% of respondents reporting to have applied to 10 -20 jobs in the last year are men, which is similar to those applying to over 20 positions, where men represent 75% of this group. Figure 8 presents the

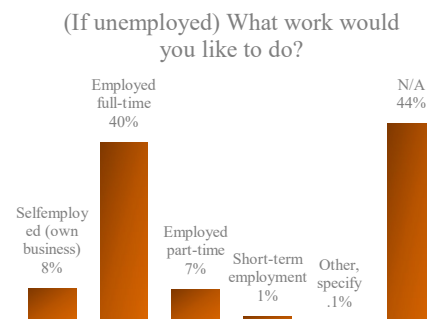
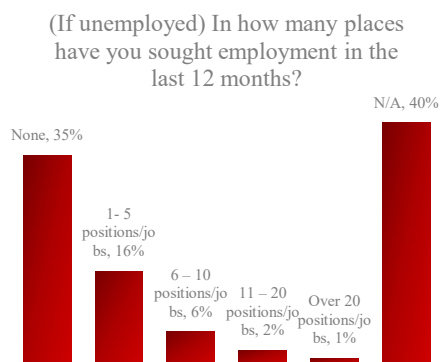


Figure 8. Job-seeking practices and type of work desired

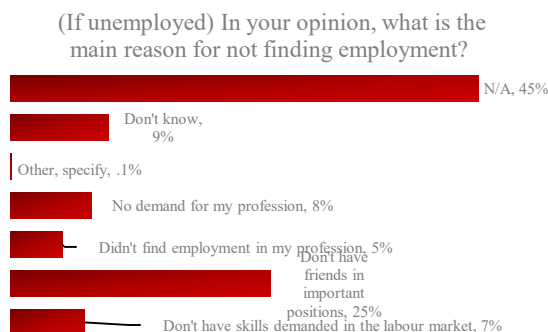
respondents in group). On the other hand, self-employment appears to be undesired by women as an option and women account for only 37% of respondents endorsing it.

responses to these two aspects.

When asked for the reasons respondents believe they cannot find employment, 25.2% of respondent's state not having

friends in important positions as the primary reason for their unemployment. When compared to the responses provided in the section above, where only 2.9% of those currently employed have gotten their job through friends and family, it is evident that there is a misperception among those seeking employment. 9.5% of respondents claim not to know the reasons why they can't find employment, while 7.8% believe that there is insufficient demand for their profiles/professions. An additional 7.2% of them state not to have the skills demanded in the labour market, while 5% state not to have found employment in their professions.

Despite the acknowledgement of insufficient skills for competing in the labour market, and the lack of demand in their respective professions for which they were not able to find employment, only 10.4% of respondents report to have attended VTC trainings, while 46.5% of respondent's state not to have attended these trainings, while 43.2% have not provided an answer to this question. If analysed in terms of gender, it shows that more women than men have confirmed attending VTC offered



trainings (51.8% of total respondents or 59 women, as opposed to 55 men or 48.1%).

In terms of distribution of responses according to age groups, respondents aged 25 – 41 years represent the largest group confirming attendance in Vocational Training Centres (VTC) offered trainings with 48.2% of total number of respondents providing positive response to this question. Second largest group within positive responses are those aged 18 – 25 with 30.7% of total number of respondents answering positively.

Within the group of those reporting not to have attended the trainings provided free of charge by the public employment services, 12.9% of respondents answer that they did not know. 4.5% of them report not to have been interested in attending these trainings, while 2.9% of respondents have reported to either not being offered the opportunity or not to have had time to attend them. 2.9% of respondents report not to have been informed about these trainings. Figure 10 provides the complete overview of response distribution among various answers.

Actions taken to find employment were also inquired about in the survey and collected from respondents. Between 15% and 21%

(If unemployed) have you attended trainings at VTCs?

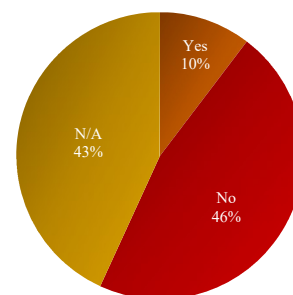


Figure 9. Main reasons for unemployment and trainings attended

have positively responded to the three most

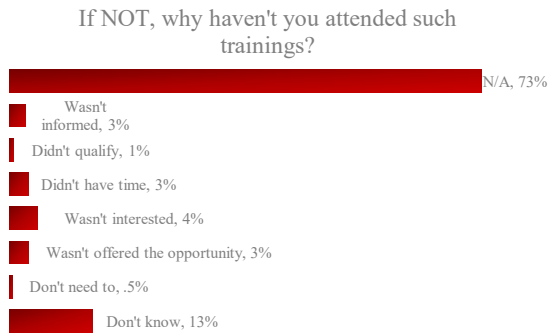


Figure 10. Reasons for not attending VTC trainings

common forms/channels of seeking employment. Visited employment centres is the answering option that has received the lowest endorsement from respondents with slightly less than 15%, while direct application with employers is the most common job-seeking method, with 21.5% of total number of respondents confirming to have applied it in their efforts. Private employment agencies have been the preferred method of job-seeking for 17% of respondents in the sample. Figure 11 presents these findings visually.

Other common job-seeking practices that were inquired about also include responding to newspaper advertisements of positions and attempts to find employment through friends and family. With regards to the first option, 13.9% of respondents have confirmed to have responded to ads in an

effort to find employment. A considerably larger number of respondents (22.8%) have confirmed to address their employment issue with friends, family and trade unions.

The responses obtained indicate that women are more aggressive in seeking employment than men only through one channel of seeking for work, i.e. telling their friends and family that they are looking for a job, where they represent 53.4% of total respondents selecting this option. On the other hand, through all other means of job-seeking they score lower than men by several percentage points, indicating more passive job-seeking practices.

Another aspect that is particularly important when considering the unemployment characteristics is the readiness and availability to work immediately (in the near future). Almost half of respondents (48.3%) in the sample have confirmed to be able to start immediately to work, while 42.7% of them have not provided an answer to this question. Only 9% of respondents in the sample have stated not to be able to work immediately if offered the opportunity.

When asked on the reasons why they would not be able to work immediately if offered

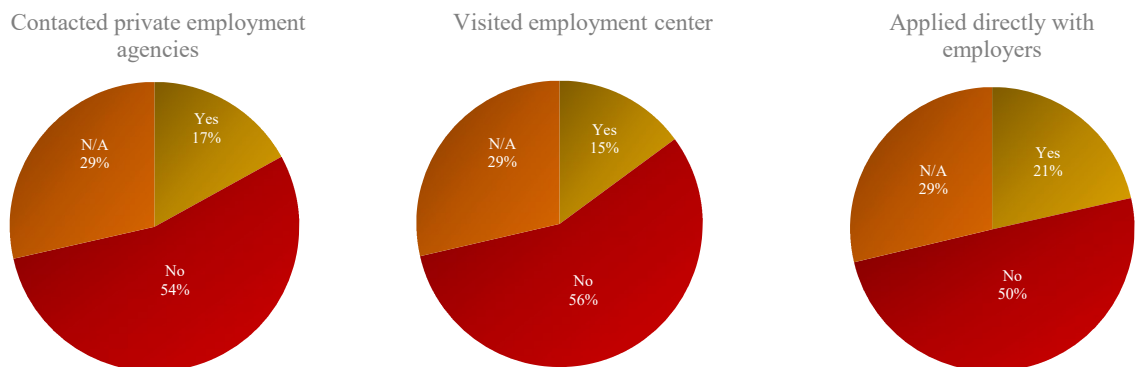


Figure 11. Job-seeking practices

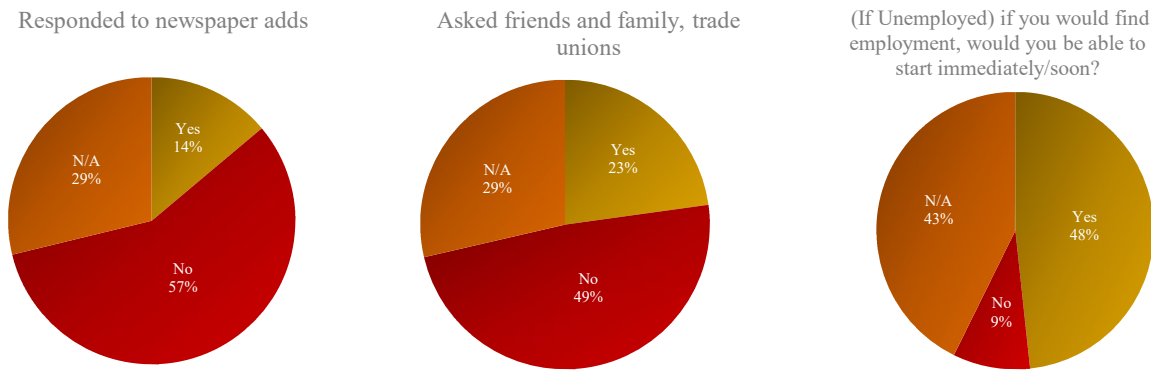


Figure 12. Responsiveness to ads, friends and family support, and availability to work

employment, 2.2% of the total number of respondents have answered that they need to complete their studies/training. 3% of them would not be able to start working because personal/family obligations and responsibilities, while 2.8% of them state illness or disability as reasons for not being able to work immediately if offered the opportunity.

The results obtained with regards to this aspect indicate that more women than men confirm both their readiness to start working immediately, as well as, their inability to do so because of different factors. The reason behind such composition of results is that the majority of men did not respond to this question (67%), hence distorting the statistical outcome of results. However, it should be noted that in absolute numbers, 64 women as opposed to 35 men have stated not to be able to start working immediately if offered such opportunity. Given that ratio men-women in the sample is 55% - 45% in favour of men, 64% women represent 12.6% of total women in the survey, while 35 men represent 6% of total number of men.

As it is perceived to be a potential factor discouraging active job-seeking, another

aspect that was inquired about is whether the respondents' families receive social assistance. 14.4% of respondents in the sample have positively answered this question, while 46.7% of them have provided negative responses. 36.5% of the total number of respondents did not provide answers to this question, while 2.5% have refused to answer it. The complete overview of responses to these two aspects is presented in Figure 13.

The final aspects regarding employment expectations and preferences included in the survey are those pertaining to the skills/attributes necessary to find a job in the private and public sectors in Kosovo, and whether they prefer working in Kosovo or abroad. The largest percentage of respondents (47.6%) state that in order to find employment in the public sector one needs to have connections, followed by 21.5% of respondent's state that one needs both competencies and connections in order to find a job in Kosovo. 18% of respondents believe that in order to get a job in the public sector one needs to pay bribes, while 11.4% of them believe that being competent/qualified is sufficient to get a job in the public sector.

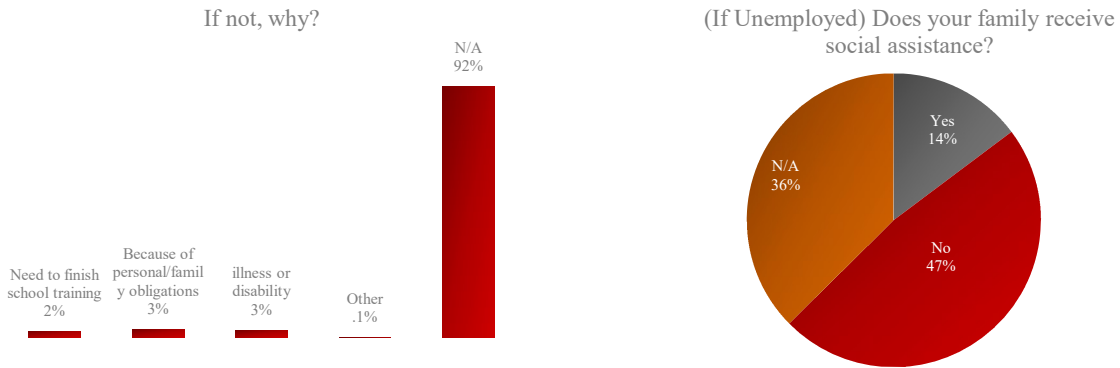


Figure 13. Reasons for not being able to work and social assistance

When asked the same question about the private sector employment, an even higher percentage than in the public sector (54.9%) believe that they key to finding a job is through connections. 22.7% of respondents (1.2% higher than regarding the public sector) states that private sector jobs require both skills and connections, while 13.2% of respondents (1.8% more than for public sector) believe that having the competencies and qualifications is sufficient for finding a job in the private sector. 8.3% of respondents believe that even in the private sector, one needs to pay bribes to get a job.

With regards to the preferred location of employment, a staggering 60.2% of respondents would prefer finding a job within Kosovo, while only 22.5% of them indicate their preferences towards working

in some other European country. Almost 10% of respondent's state not to know whether they would prefer working in Kosovo or abroad.

The results on the last aspect (preferred work location) is quite an interesting phenomenon as it provides rather unexpected results. Given the outward migration trends towards EU countries in the past year, the preferences towards EU countries as work locations are surprisingly low. Figure 14 provides an overview of results regarding the attributes necessary for employment in the private and public sectors, as well as, the preferences of respondents for location of work. In terms of distribution of responses along age groups, within each age group Kosovo is the preferred choice for the biggest number of

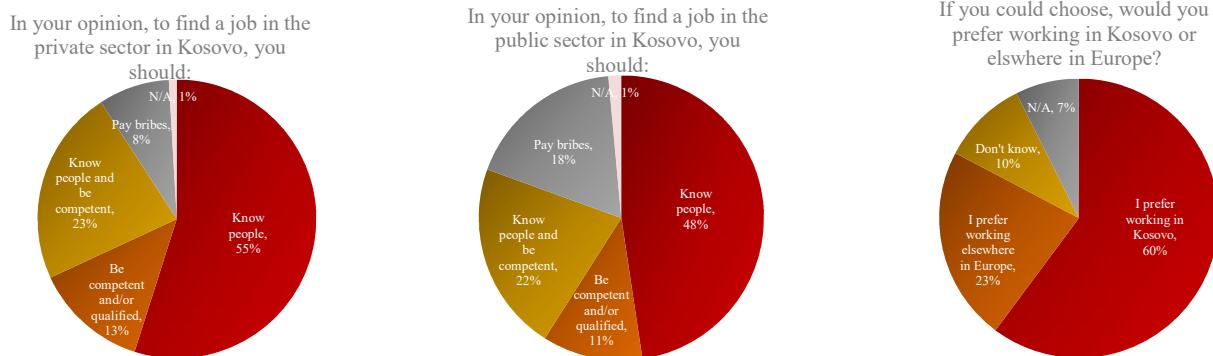


Figure 14. Skills necessary for finding a job and preferences for the country

respondents. Within this response which has been the choice for over 60% of respondents, 18.4% are within age group 18 – 25 years, 40.8% are within age group 21 – 40 years, and 37.2% within age group 41 – 65 years. However, the option of working abroad does appear more appealing to the

youngest age group in the survey, which has recorded 15% higher endorsement (33.9% of total responses) than in the previous age-group. Nevertheless, it should be noted that even within this age group more respondents prefer to work in Kosovo as opposed to abroad.

CONCLUSIONS & RECOMMENDATIONS

Main conclusions

The survey provides for some unsettling findings that should receive immediate attention from institutions, while at the same time, provides for some unexpected conclusions that emerge quite strongly from the results.

Employment in Kosovo is gender-biased in favour of men, who aside from displaying more significant presence in the labour force, also tend to be more secure at workplace, thus dominating the long-term employment positions.

Though not in otherwise estimated rates, informality is still present in the labour market, where even lack of employment contracts is often observed. Lack of capacities of relevant institutions for implementing labour legislation is believed to be the primary cause for around 10% of respondents reporting to be employed informally. Even in cases where contracts exist, slow proceeding of court cases involving labour rights violations make it virtually impossible to pursue legal ways of resolving labour disputes.

The private sector employs the bulk of the respondents reporting to have jobs, and thus should be supported in creating jobs more effectively. 23.6% of total respondents in the sample report being employed in the private sector as opposed to 7.6% of those in the public sector.

Adds in the newspapers appear to be most effective way of job seeking in Kosovo as this has been the way through which 13.5% of total respondents in the sample found jobs. Direct application with employers, private employment agencies and other ways of acquiring work also are reported but to a significantly lower scale.

Unemployment is wide-spread, particularly among women who appear to be more passive in job-seeking than men. They score lower across all categories/channels of job-seeking.

When it comes to preferred type of work, women tend to be more inclined to seek for full-time or part-time salary engagement, while with men, aside from salary-based full-time work, the preferred choice is the self-employment option.

There is a noted lack of interest and confidence on the part of the unemployed respondents to use formal channels of communication. There is a significant perception that knowing people is a general pre-condition to get a job in both private and public sector in Kosovo, despite the fact that only 2.9% of those employed and participating in the survey report to finding a job through friends and relatives.

Trainings at VTCs are reported to have been attended by 10.4% of respondents in the sample. This percentage should be

considerably larger given the high percentage of respondents stating to be unemployed.

With regards to expected pay levels, they are quite low and 8.9% of respondents are willing to work for a salary range of up to 200 EUR/month within which almost 3% would work for less than 150 EUR. With an additional 13.7% of respondents willing to work in the salary range of 200 – 250 EUR/month. However, some respondents have also stated salary expectations of over 500 EUR/month, which represent the respondents with higher levels of qualification or greater experience.

Key recommendations

From the conclusions drawn above, the following recommendations to key stakeholders can be made:

Ministry of Labour and Social Welfare (MLSW):

The Ministry should apply active measures in promoting employment, in particular that of women, where unemployment levels are startling. Gender-sensitive planning of projects and interventions aimed at alleviating unemployment is essential for addressing the gender gap in employment.

The Ministry should also invest in empowering the Labour Inspectorate and install accountability mechanisms to monitoring its performance. Extending inspection rights regarding labour-related laws is one option for improving the efficiency of implementation of labour related legislation and combating informality.

The Ministry should partner with private sector and municipalities in jointly identifying the demand for labour in order to generate proper response in facilitating match between the supply and demand for employment. The National Development Strategy should include direct measures addressing the skills-gap in the labour market and facilitating job-creation. To this end, development of vocational training programs for professions, which employ women is of particular importance.

Alternative measures to address issues preventing women from engaging in the labour market such as lack of kindergartens in many towns in Kosovo, should also be considered. Cross-financing of such initiatives with the Ministry of Education Science and Technology and municipalities makes these measures particularly attractive as the funding responsibility would not fall entirely on the MLSW.

Raising awareness on applying for positions advertised to instil the institution of public and open competition, should also be a priority for the Ministry. The importance of pro-active search for work should be promoted with job-seekers as an essential step in ensuring effective match between supply and demand. The culture of nepotism should also be fought through awareness campaigns and fair employment should be promoted as the best option for both the private and public sectors.

The minimum pay for full-time work should be set at 200 EUR/month, as the readiness to work for less is very low (less than 3%) on the part of unemployed. Such minimum salary would provide for sufficient space for

employers to differentiate between various levels of skill-sets and seniority within the limits of affordability, and maintain competitiveness in terms of labour costs.

Social Economic Council (SEC):

SEC should request from the Government of Kosovo to allocate the necessary resources for enabling proper implementation of labour-related legislation and empowering relevant institutions in combating informality in the labour market.

SEC should recommend the Government of Kosovo to set the minimum salary for full-time work at 200 EUR/month as the bare minimum necessary for survival in Kosovo and the minimum pay level below which job-seekers are not ready to work.

Employers Representatives:

Take active role in promoting formalization of business practices and raising awareness of businesses on the importance of compliance with existing legislation. To this end, cross-sectoral partnerships should be established with the government to jointly contribute to the formalization of the economy and labour market.

Kosovo Chamber of Commerce and Kosovo Business Alliance as the employers' representatives at Social Economic Council should engage in broad discussions with their membership base before agreeing with trade unions or voting recommendations that are not supported by their constituencies.

Trade Unions:

Trade unions should continue the active engagement and advocacy for improved implementation of existing legislation and completion of legal infrastructure on social dialogue topics. To this end, field monitoring of law implementation and active watchdog role to ensure the implementation of current laws is essential function for trade unions, not only those in the SEC, but also those outside of it.

The Union of Independent Trade Unions of Kosovo, as the only representative of workers in the SEC, should continue the initiated reform and internal restructuring to be able to expand its presence in the private sector more effectively. It should also adopt a more proactive approach to engage its constituencies in discussions and public debate about labour-related matters. Active two-way communication streams should be established with the constituency base.



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