



April, 2025



WORKING CONDITIONS IN THE INDUSTRIAL ZONES IN KOSOVO



This research was completed with the generous support from Embassy of Sweden in Prishtina through Community Development fund on the project grant” Toward Social Justice and Equity”.

The views expressed herein are those of authors and do not necessarily represent those of the Donor.

Research conducted by:



Title: *Working Conditions in informal Industrial Zones in Kosovo*

Date: April, 2025

Place: Prishtina, Kosovo

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ABOUT US

The Kosovar Stability Initiative (IKS) is an independent, not-for-profit think tank focused on empirical research and analysis of socio-economic development in Kosovo. IKS was created in 2004 in recognition of the pressing need for independent, in-depth analysis of important issues involved in promoting stability and prosperity in Kosovo. Its innovative and policy-relevant research aims at initiating debates on important issues for Kosovo's future.

We believe that evidence-based public debate stands at the core of democratic decision-making and economic transformation in the country. IKS does not have party, political or any other organizational affiliation.

IKS's highly experienced and multidisciplinary team is committed to achieving its objective. An Advisory Board, including Kosovar and international analysts and practitioners, also supports its work.

Since its inception, IKS has worked on numerous empirical research projects focusing on socio-economic topics, social security and labor relations, governance, economic development, cultural heritage, corruption in post-war reconstruction, environmental issues, education, Kosovo's image problem and the current muddled governance structure.

IKS is also part of an ESI-inspired network of think-tanks across South East Europe and associate member of ECAS.

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ABBREVIATIONS

AE	Adult Education
AI	Administrative Instruction
AVETAE	Agency for Vocational Education and Training and Adult Education
CSO	Civil Society Organization
EPAP	European Partnership Action Plan
EU	European Union
GDP	Gross Domestic Product
GoK	Government of Kosovo
ICT	Information and Communications Technology
IKS	Kosovo Stability Initiative
LLL	Lifelong Learning
LMIS	Labor Market Information Service
MED	Ministry of Economic Development
MEST	Ministry of Education, Science and Technology
MLSW	Ministry of Labor and Social Welfare
MoF	Ministry of Finance
MTEF	Midterm Expenditure Framework
NDS	National Development Strategy
NGO	Non-Governmental Organization
SAA	Stabilization and Association Agreement
SEC	Social Economic Council
SIDA	Swedish International Development Agency
SME	Small and Medium Enterprises
SD4SJ	Social Dialogue for Social Justice Project
VET	Vocational Education and Training

EXECUTIVE SUMMARY

This report is the final output from the research focusing on measuring the application of labor law and other labor-related legislation in one of the sectors where MINT (former MTI) has made significant capital investments in Kosovo-Industry. The report makes an overview of labor and health and safety at work legislation, and the institutional framework to enforce them. It further makes an overview of the extent to which these regulations are enforced in the informal industrial zones in Kosovo.

Consecutive Kosovo governments have invested in major real-estate ventures with various degrees of success. Lack of Industry Policy that integrates both strategic long-term vision and annual investments needed to implement it for 25 years after the war in Kosovo is evidence of lack of such integrated approach to growing production, processing, and heavier industry sectors. The industrial/business designated zones are established according to the Law for Economic Zones Nr. 04/L-159, published in the Official Gazette of Republic of Kosovo / Nr. 6/12 march 2013, and Administrative Instructions AI 01/2014, AI 02/2014, AI 03/2014, AI 15/2016, as well as with AI of Kosovo Government Nr. 03/2014. So far, it includes:

- [Drenas Biznes Park](#)
- [Mitrovica Biznes Park](#)
- [Shtime Technology Park](#)
- [Industrial Park Mitrovica](#)
- [Agri-Industrial Zone Suhareka](#)
- [Industrial Park Lipjan](#)
- [Budriga Industrial Park - Viti](#)
- [Industrial Park in Shirokë - Suhareka](#)
- [Industrial Park in Lumadh - Vushtrri](#)

However, the bigger part of larger industrial sector businesses is not situated in these formal economic zones, but have generically developed around major road arteries, and urban centers. These informal industrial zones represent the largest concentration of larger businesses in Kosovo, and in most areas where such zones have developed, there are no regulative plans, by respective local authorities. Such are zones in Prishtina - Ferizaj regional road, Prishtina - Fushe Kosove, Prishtina - Mitrovica, and around all major urban centers or alongside regional crossroads. While formal industrial zones are equipped (mostly) with the necessary infrastructure and are generally larger and more formal companies that are located in them, the informal industrial zones represent a greater mix of companies in terms of size, and greater diversity in the types of activities they perform.

This project is implemented by IKS annually, and each year, the labor, health and safety legislation research is thematic and focuses on a particular sector or theme. In 2024, it focused on Gastronomy sector, in 2023 in working conditions in the country as a document prepared for the Ministry of Finance, Labour and Transfers, and in 2022 it was a narrow research with focus in Prishtina region. Through this annual publication, IKS makes targeted observations for specific issues and sectors, providing decision-makers with data-based recommendations for related policy and institutional reform. This research was implemented as part of the

activities foreseen under project “Toward Social Justice and Equity”, funded by Embassy of Sweden in Prishtina through Community Development Fund. The report follows the structure of the questionnaire used to complete the survey and includes three sections, namely those related to health and safety at workplace, general working conditions and benefits, and perceptions related to working conditions and labor relations. The backbone of the information presented herein is the survey with businesses completed with 225 persons employed in 45 companies in industrial zones in Kosovo. The field work for the research (survey with employees) was implemented in the period February-March 2025 and it included four main informal industrial zones.

The primary data collected through the survey with employees in businesses located in informal industrial zones, indicates that there is significant room for improvement regarding the implementation of labor-related legislation. With regards to the implementation of labor law provisions, the basic legal provisions pertaining to contracts, and working hours are commonly respected, alongside those pertaining to annual leave daily paid break, and days off, overtime and holiday work. There is considerable room for improvement with regards to formalization of payment systems and salaries. As for the extent of upholding applicable laws for emergency response and health and safety at workplace, the companies in the sample report significantly lower compliance with the applicable laws on health and safety at workplace and emergency response. Some of the key areas where improvement can be suggested include:



Combating Informality, is one of the most pressing areas that requires outmost priority. Informality of pay, is the most common type of informality, which to some extent is reported by 59.3% of respondents in the sample. Of these 12.9% report to be fully compensated in cash, while 46.4% of respondents report being paid partially in cash and partially by bank transfers. While most respondents’ working in larger companies report higher informality, compliance and overall working conditions, it remains challenging to enforce labor and health and safety regulations in companies with five or less employees, which also often employ within family and kin. As they grow in scale and the complexity of their operations increases, so does their formality. Therefore, stimulating measures that trigger growth and businesses and support them scale their activities, by default lead to greater formalization of these businesses.



Annual leave and paid time off in general, are areas of labor law that the respondents in the sample report businesses being relatively compliant. While 43.6% of respondents report having used 12+ days of paid annual leave, 56.4% of them reported having been allowed less than 12 days per year, which is the minimum foreseen by law. Breaks within full-time shifts, are also reported to be given by a significant percentage of companies in the sample (95.5% of respondents). However, a considerable percentage of respondents report working 48 hours/week or 6 days/week tilting the work-life balance in favor of work and consequently directly impacting the wellbeing of the labor force.



Health and safety at workplace, requires significant attention particularly regarding formal certification of employees as required by law, and other technical certifications pertaining to providing a safe working environment.



Emergency response and first aid provision, also require further attention. Any of these types of emergencies (natural, health emergencies or accidents) can have grave

consequences for all employed in the companies covered by the research as most of them report not having trained employees as required by law.



Labor Inspectorate, should coordinate more effectively with other inspection bodies to strengthen its operations and increase the frequency of inspections. Despite recent changes in leadership and an increase of the number of inspectors, these developments have not yet translated into noticeable improvements in the Inspectorate's performance. This is especially critical in both formal and informal industrial zones, where business activity is highly concentrated and greater inspection efforts are needed. Implementing a performance-based evaluation system for the Inspectorate could also contribute to enhancing its effectiveness.

PROJECT BACKGROUND AND OBJECTIVES

“Toward Social Justice and Equity” project is funded by Swedish International Development Cooperation Agency (SIDA), through Community Development Fund (CDF) and implemented by Kosovo Stability Initiative (IKS). This report is aimed at contributing to the evidence-based debate among social partners and other relevant stakeholders.

The purpose of the research is to serve decision-makers in identifying the most problematic aspects of the implementation of the Labor Law and the Law on Safety and Health at Work in more industrialized sectors.

The purpose of the monitoring was to measure for the first time the level of implementation of these two laws and to advocate for the elimination of the problems identified in the informal industrial zones. Specific audiences include the relevant line ministries, the labor inspectorate, civil society and the general public.

RESEARCH METHODOLOGY AND SAMPLE

The approach that research subject to this report has adopted includes qualitative and quantitative methods. Qualitative methods involved review of relevant literature on the topic, review of relevant legislation and publicly available statistics, on topics of labor and employment. The quantitative component of the research consists of survey with 225 employed persons across Kosovo distributed within Prishtina, Prizren, Ferizaj and Gjilan regions as per the concentration of businesses in those regions. Around 40% of them were from Prishtina region, 19.1% were interviewed in Prizren region, 31.6% in Gjilan, and 8.9% in Ferizaj's industrialized areas.

The survey with businesses has been carried out through structured face-to-face interviews with persons employed in randomly selected companies and contents of this report reflect their reporting on the questions asked. The sample of businesses included different sizes of enterprise, diverse range of activities, within one of the largest sectors in Kosovo for generating employment in the Kosovo economy. The survey was implemented with tablet computers and responses were recorded directly into the cloud-based platform [kobotoolbox](#), eliminating the use of paper and enhancing transparency and real-time quality monitoring.

Given that IKS provided the research instrument, IQ Consulting translated and mock tested, instrument / questionnaire before it reached its final form. Once the tested questionnaire was finalized, and used for carrying out the survey. 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.

FINDINGS

Legal and Institutional Overview of Labor Relations in Kosovo

Social dialogue and collective bargaining in Kosovo are regulated by several basic laws and sub-legal documents specifying the nature and type of collective bargaining that can take place. Aside from the [Labor Law No.03/L –2121](#), adopted in November 2010 and is currently being amended, which entails the main provisions on labor relations between employers and employees, other relevant laws, include guarantees for employee’s right of association with trade unions and collective representation before employers. Further to that, the right to associate in trade unions is additionally codified in the [Law for Organizing Trade Union in Kosovo No. 04/L-011](#)².

The Law on [Social Economic Council No. 2011/04-L-008](#)³ is another basic legislation document regulating the collective bargaining and representation of workers which is in the process of being amended. When dialogue does not lead to results, workers and their representatives in Kosovo are also allowed to take more extreme measures. The [Law on Strikes No.03/L–200](#)⁴, and [Law No. 04/L-119](#)⁵ amending and supplementing the Law on Strikes are the laws that regulate this aspect.

[Law No. 2009/9 on Labor Inspectorate](#), also is relevant in terms of mandating the institutions and procedures for labor-related grievances and protection of employees at workplace, by ensuring that labor-related legislation is implemented by all employers in all sectors.

Sectorally, the [Law No. 08/L-208 on Industrial and Technological Parks](#), and the former [Law on Economic Zones Nr. 04/L-159](#) are also relevant for the survey, as the current economic zones have been established in compliance with these two laws.

In addition to basic laws, there is a general Collective Agreement signed by the social partners and the Government of Kosovo, which advances the provisions of the Labor Law, but very few selected advancements were implemented from that document. There are also two sectoral collective agreements in the healthcare and education sectors. It should be noted that collective agreements in Kosovo are according to Kosovo labor Law outdated. The Article 90 of this law covering Collective contracts, states that “Collective Contract may be concluded for a certain period of time with a duration of maximum three (3) years.”⁶

Civil society organizations should remain engaged and intensify efforts in topics of social dialogue, particularly technical processes in working groups for the amendment of the legal infrastructure for labor relations. Since the current government was established, the Role of Social Economic Council has been

¹ Official Gazette of Republic of Kosovo December 1, 2010. Law No.03/L –212 on Labor.

² Official Gazette of Republic of Kosovo. August 26, 2011. Law No. 04/L-011 for Organizing Trade Union in Kosovo

³ Official Gazette of Republic of Kosovo. August 10, 2011. Law No Law No.04/L–008 on Social Economic Council.

⁴ Official Gazette of Republic of Kosovo. 79/2010. August 24, 2010. Law No. 03/L –200 on Strikes.

⁵ Official Gazette of Republic of Kosovo. 27/2012. September 28, 2012. Law No. 04/L-119 on Amending and Supplementing the Law No. 03/L-200 on Strikes

⁶ Official Gazette of Republic of Kosovo December 1, 2010. Law No.03/L –212 on Labor.

completely deteriorated, with few meetings and even fewer decisions. Data-based advocacy should target the three parties represented at SEC and aim at improving the quality of collective bargaining taking place at national level, given the deficiencies in representation that this body has been criticized.

Main Survey Findings

General sample and employment data

Businesses in the sample represent a similar industrial weight they represent regionally in Kosovo, with 40% of them being from Prishtina region, 19.1% in Prizren region, 31.6% in Gjilan, and 8.9% in Ferizaj's industrialized areas. The businesses in the sample include both small and larger businesses involved in most of the types of activities available, providing for significant variety of representation. Figure 1, presents a visual overview of regional distribution of respondents.

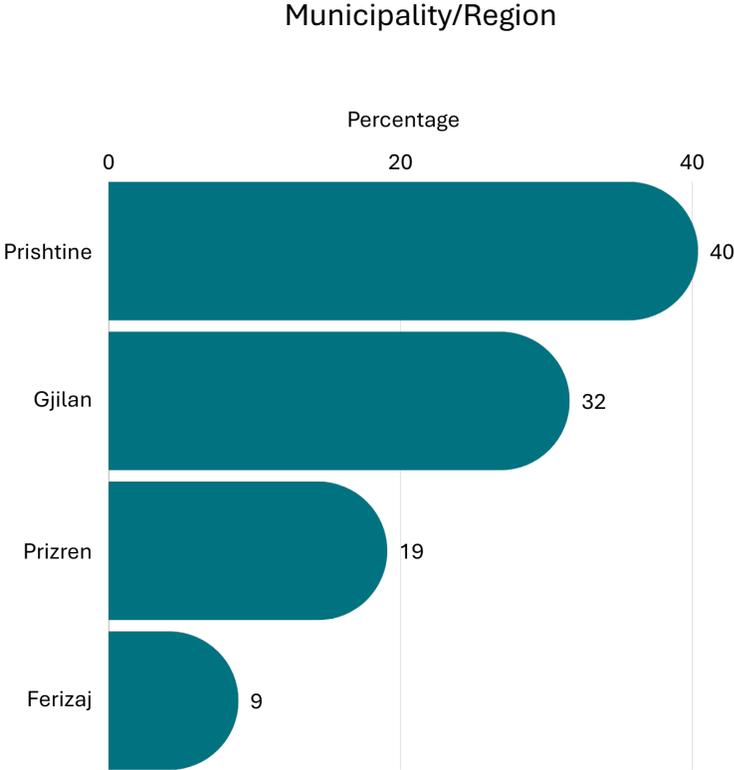


Figure 1. Geographic distribution of the sample

The gender balance in the sample also is representative of the overall gender balance in the industry with men dominating most of the front-end functions in industry businesses, while women mainly occupying back-end (technical support, cleaning, or finance/sales) positions. In recent years, women have increasingly

begun engaging in front-end functions, particularly with larger international chains that have entered the market. To that end, the men in the sample represent 65.8% of respondents while women represent 34.2%. Figure 2 provides a visual overview of gender composition of the sample.

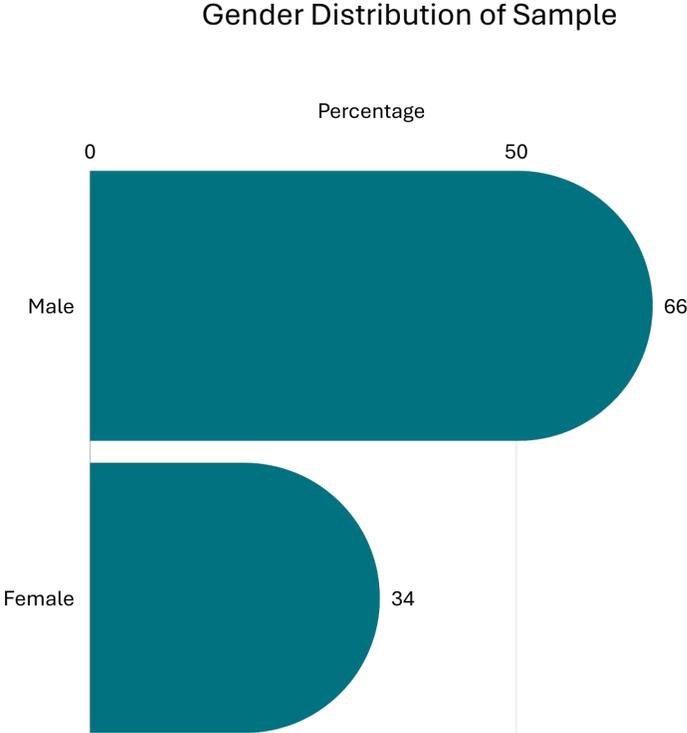


Figure 2. Sample disaggregation by gender

It should be noted that the age-groups represented in the sample also indicate a significant leaning towards older workforce. Given that most of these establishments are family-owned businesses, youngsters are expected to contribute from an early age and learn the business, but are rarely formally employed. In addition, given that most professions in the industrial zones sector require longer hours, often physically demanding work, and travel means to reach the workplace, it is less likely for younger persons to engage in it, and therefore dominated by middle and older workforce. Compared to the latest census data where the average age in Kosovo is recorded to be 34.84 vjeç, the vast majority of workforce in these companies is above this age. To that end, 76% of respondents are in the age group 31 – 45 years old, with almost no younger generations working in them. Only 10.7% of respondents have declared to be between 26 – 30 years old. One of the reasons why this observation is relevant and it could be explained, is irregular or absence of public transportation to and from work. Figure 3 provides age composition of the sample.

How Old Are You?

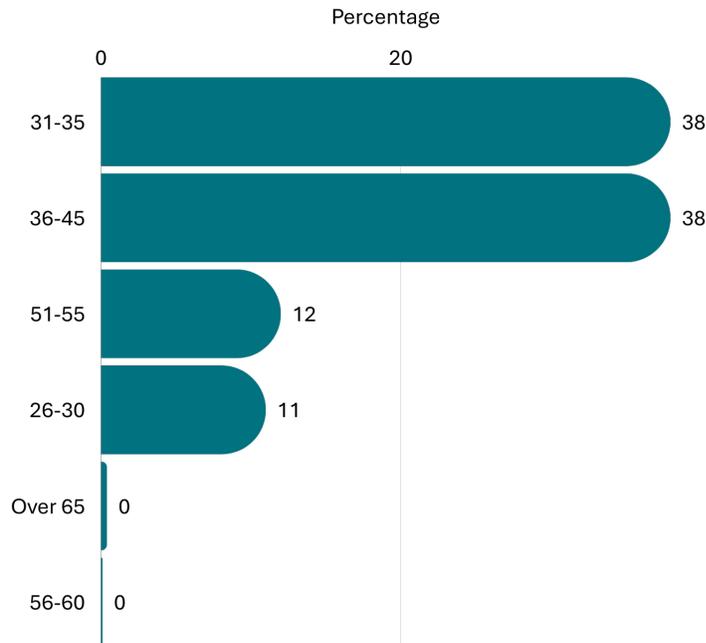


Figure 3. Sample by age-groups

Based on the number of employees, most companies in the sample could be classified as micro or small, with up to 20 employees, with only 13.3% of companies having up to 50 employees. 13.8% of respondents work in companies with five or less employees, with another 39.1% of companies having 6-10 employees. 33.8% of companies in the sample are reported to have between 11 – 20 employees, while 13.3 of them work in companies with 21-50 employees. None of the companies in the sample is reported to have 51+ employees.

However, based on turnover, industrial businesses tend to surpass other sectors in terms of employee / turnover ratios, particularly those adopting more tech-automated processes. It should be noted however, that because of relatively high informality in the sector and largely cash-based transactions across the value chain, it is difficult to estimate the turnover and profits of industrial businesses. Figure 4 provides visual overview of size of companies according to reported number of employees.

Size of Company

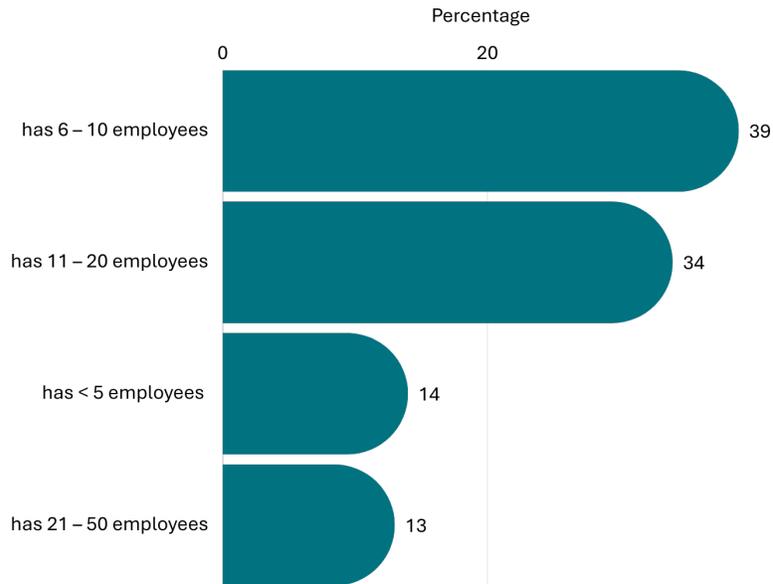


Figure 4. Size of companies

In terms of salary scale, most respondents in the sample (68.8%), report having salaries between 300 EUR – 600 EUR. The lowest income group reporting salaries between 300 EUR – 400 EUR represent 35.3% of all respondents. An additional 33.5% report having incomes between 400 EUR and 500 EUR. 21.4% of respondents in the sample report to have salaries of 600 – 700 EUR, and 8.9% of them report salaries between 700 EUR – 800 EUR. The percentage of respondents reporting incomes between 900 EUR – 1,000 EUR, is only 0.9% of respondents in the sample. Figure 5 provides a detailed overview of the reported salary scale by respondents. As the Figure 5 illustrates, women are overrepresented in lower pay brackets, with 85.5% of women earn 600 € or less, compared to 60.2% of men. Men are more represented in higher pay ranges, with 25% of men earning more than 600 €, compared to just 14.5% of women who report income of up to 700 €. 13.5% of men earn 701–800 €, while no women report earnings in that range or higher. Similarly, no women report income higher than 900 €, salary-range reported by 1.4% of men in the sample. The data collected is indicative of the quality of jobs women perform as compared to men, which are also attached higher or lower income levels respectively.

	Total	Gender	
		Men	Women
301 € - 400 €	35,3%	31,1%	43,4%
501 € - 600 €	33,5%	29,1%	42,1%
601 € - 700 €	21,4%	25,0%	14,5%
701 € - 800 €	8,9%	13,5%	0,0%
901 € - 1000 €	0,9%	1,4%	0,0%

Figure 5. Salary scale

Engaging with the Employer

One of the first aspects inquired is whether at onset they were provided sufficient detail on the expectations of the employer from the position offered. All respondents in the sample (83.1%) confirm having had an introductory meeting with the employer during which his/her rights and obligations under the proposed contract/position have been explained. 16.9% of them however, report that despite having an introductory meeting with the employer, their rights and obligations were not explained. Figure 5 illustrates the responses visually.

	Total	Gender	
		Men	Women
I have met and had my rights and obligations under the employment contract explained to me.	83,1%	84,5%	80,5%
I met but my rights and obligations under the employment contract were not explained to me.	16,9%	15,5%	19,5%

Figure 6. Understanding terms of the contract: Before starting work, did you meet with the employer to explain your rights and obligations under the contract?

When this question is analyzed according to regional distribution, Gjilan stands out with full compliance — every respondent reported that their rights were clearly explained before starting. Ferizaj shows the lowest compliance, with only 65% saying their rights were explained, while Prishtina and Prizren fall in between, suggesting some inconsistency in onboarding practices. See Annex 1 for regional distribution of responses.

In terms of size, it appears that the larger the companies, more formalized and compliant are their operations and procedures. Smaller companies (5 or fewer employees) have the lowest rate of informing workers about their rights — just 45%. As company size increases, compliance improves dramatically. Companies with 21–50 employees show full compliance, with all respondents receiving proper explanations of their rights.

Labor Law Implementation

The extent of implementation of Labor Law provisions, is of primary focus of the survey. To this end, the first question asked was whether they have a work contract (legal basis for their employment). To this end, 86.7% of respondents confirm having such contracts, while 13.3% of them report to be completely employed off the books (without a legal contract). Such level of informality in employment is one of the biggest challenges to address in the sector, which would considerably improve the working conditions of the labor force employed by the sector. In addition to the current pressing issues of formalizing the local labor force engaged by the sector, the increasing engagement of foreign nationals in local economy further increases the urgency of formalizing them. Figure 7 provides responses on whether they have legal contracts.

	Total	Gender	
		Men	Women
Yes	86,7%	87,2%	85,7%
No	13,3%	12,8%	14,3%

Figure 7. Do you have legal work contract?

Another aspect linked to formalization of the sector is the way they receive their salaries. To this end, only 40.6% of respondents in the survey report to receive their pay in full by bank transfer. If analyzed closely by the size of company, it can be observed that the larger the company more formal their payroll information. 56.7% of those working in companies with five employees or less report receiving their pay completely in cash, while another 33.3% of them report to receive their pay partially by bank transfer. Such degree of informality, whereby 90% of those working in companies with five or less employees report to receive their salary in part or fully in cash, makes it extremely difficult to discuss more advanced protection of employees in the sector. Figure 8 presents a visual overview of gender-disaggregated responses on this question.

	Total	Gender	
		Men	Women
Full pay by bank transfer	40,6%	36,1%	49,4%
Full pay in cash	12,9%	12,9%	13,0%
Partly cash, partly by bank transfer	46,4%	51,0%	37,7%

Figure 8. How do you receive your salary?

Another legal provision that was probed through the survey, was that of compulsory paid break within eight-hour shift that is envisaged in the law. The majority of respondents in the sample (95.5%) report that they receive paid breaks within their every full-time shift. However, it is very concerning that almost 4.5% of respondents report not to have paid work breaks in their work schedules. Figure 9 presents a visual overview of responses obtained.

	Total	Gender	
		Men	Women
Yes	95,5%	93,8%	98,7%
No	4,5%	6,2%	1,3%

	Total	Gender	
		Men	Women
30 minuta	47,4%	42,6%	56,0%
45 minuta	9,5%	10,3%	8,0%
1 hour	43,1%	47,1%	36,0%

Figure 9. Do employees receive paid work-breaks during every shift and its length?

Annual paid leave is another type of leave envisaged in the Labor Law provisions. Observations and anecdotal evidence suggest that this is one of the most frequent provisions to be violated in the private sector. These observations are also validated by the results obtained to this question in the survey. When asked to report whether they received paid annual leave, 43.6% of respondents confirm that they have used 12+ days of paid annual leave from their employers. On the other hand, 54.7% of respondents in the sample report that they did use their annual leave, but shorter than 12 working days as per the Labor Law provisions. 1.8% of respondents in the sample report not requesting annual paid leave days from their employers. Figure 10 present a visual overview of responses obtained regarding availability of paid annual leave and its use by employees.

	Total	Gender	
		Men	Women
Yes, I have used 12 or more working days of paid annual leave	43,6%	44,6%	41,6%
Yes, I have used less than 12 working days	54,7%	54,1%	55,8%
No, I haven't requested it	1,8%	1,4%	2,6%

Figure 10. Paid annual leave

Most of the respondents in the sample (61.3%) report working six days per week with an additional 38.7% of them reporting to work five-days each week. It should be noted that the results obtained for the entire sample of respondents are gender-biased. To this end, more men (72.3%) than women (40.3%) report working six-days weeks.

	Total	Gender	
		Men	Women
5 days	38,7%	27,7%	59,7%
6 days	61,3%	72,3%	40,3%

Figure 11. Number of workdays per week

Working hours performed each day were also subject to the measurement, with 92% of respondents reporting to work full eight-hour shifts, while 8% reported working 9-hour shifts every day. When asked about the hours per week worked, only 29.3% of respondents report working 40 hours week. A staggering 61.8% report working 48 hours/week. Results are gender-sensitive with women working less paid hours per week than men. However, given the amount of unpaid work that women generally perform in Kosovo (primarily around the household care, as well as care for household members in need), the working hours of women employed in these business zones is more than double that of men.

	Total	Gender	
		Men	Women
40 hours/week	29,3%	17,6%	51,9%
45 hours/week	8,9%	10,8%	5,2%
48 hours/week	61,8%	71,6%	42,9%

Figure 12. Working hours per week

While active and ongoing work (particularly in stressful work environments) with no balance between time dedicated to work and leisure, is believed to be the primary cause for burnouts and other mental and emotional conditions recognized as professional diseases in most of the developed world. As such, it is of paramount importance that paid annual leave is enforced for every person employed, as it is a basic health and welfare necessity. While a significant portion of the employed in the private sector, will most likely won't be able to spend this time traveling/vacationing due to financial constraints of their income, time dedicated to self and family and away from work/professional career and the stress it brings with it, is most necessary for people to be able to perform in their workplaces effectively.

Use of medical leave is also an aspect that the measurement covers, and 26.5% of respondents report to have used medical leave from their employer. 73.5% of them have reported not to have needed medical leave.

	Total	Gender	
		Men	Women
Yes	26,5%	22,6%	33,8%
No	73,5%	77,4%	66,2%

Figure 13. Use of medical leave

Health and Safety at Workplace

The Law on Health and Safety at Work has been of the most lenient aspects of labor-related legislation to be implemented in Kosovo, since it was initially introduced. As of recent, all the EU directives on health and safety at work have been transposed and labor inspectors have been trained in the application of new inspection procedures. The real challenge with implementation of health and safety regulations, while aided by incomplete/inadequate legislation, but rather by the lack of will to enforce them. Consequently, hundreds of people have lost their lives at workplace in Kosovo, and the justice system has done little to remedy their lives. Some of the highest fines paid by employers in cases of deaths at workplace, go as much as 5,000 EUR, which is change money for all construction companies (where most accidents involving fatalities occur). With lack of protective equipment and gear, and lack of adequate training on operating dangerous / heavy machinery considered to be primary reasons for most of the work-related accidents, inspection of businesses, particularly in the construction sector, is one of the most effective ways to expedite implementation of health and safety measures.

Aside from dangerous and life-threatening or incapacitating/invalidating threats at work place, most work environments are free of such risks. However, modern workspace is fast-paced, often stressful and in the long-term, such environments can cause long-term health and mental problems. Confined spaces with insufficient air, light, or inadequate temperatures can cause long-term disability/illness that permanently affects person's ability to work.

Professional diseases while recognized under the Kosovo law, have not been enforced since 1999, as the list of recognized professional diseases has never been defined and approved by the relevant line ministry. The survey also inquired about the basic provisions within the Law for Health and Safety at Work. Training and certification of employees in first aid provision and emergency situations response are key provisions of law and health and safety at work, that are aimed at ensuring that prompt life-saving response is available at workplace if an individual accident, or a collective one (natural or human-caused disaster occurs). Training in health and safety at workplace is also a mandatory training that every employee should receive. To this end, 86.6% of respondents in the sample report that they have received training from employer on these aspects.

	Total	Gender	
		Men	Women
Yes	86,6%	90,5%	79,2%
No	12,1%	7,5%	20,8%
I don' know	1,3%	2,0%	0,0%

Figure 14. Training in health and safety at work

A similar situation appears to be in regard to risk assessment for health and safety at workplace. 76.3% of respondents in the sample report that their employer carries out such assessment, 12.1% reports not to have such assessment, and 11.6% of them stating not to know whether risk assessment is carried out for their workplace.

	Total	Gender	
		Men	Women
Yes	76,3%	79,6%	70,1%
No	12,1%	9,5%	16,9%
I don't know	11,6%	10,9%	13,0%

Figure 15. is risk evaluation carried out at your workplace?

When asked whether these documents have been shared with them, a similar percentage with those regarding the availability of risk assessment are obtained, with even larger percentage (17.8%) of respondents negating to have seen such document.

	Total	Gender	
		Men	Women
Yes	76,9%	80,4%	70,1%
No	17,8%	13,5%	26,0%
I don't know	5,3%	6,1%	3,9%

Figure 16. Has the document been shared with you?

Recent natural events all over the world (earthquakes, floods, tsunamis, wildfires), have brought about the emergency of dealing with emergency response system and put in place operational plans of evacuation, in case they materialize. While the legislation in Kosovo obliges all employers (in the public, non-governmental, and private sector) to have emergency and evacuation plans in case such situations occurs, the vast majority of employers fail to develop them.

Labor Inspectorate performance has also been indirectly tested via the survey. 20.4% of respondents in the survey report they have been never visited by the Labor Inspectorate, while 28% of them report to have been visited once during the last twelve months. 37% of respondents report having been visited by Labor Inspectorate more than once, while 13.8% of them state not to know, whether they have had such visits. Visual illustration of responses on availability of emergency plan, is presented in Figure 17 below.

	Total	Gender	
		Men	Women
Never	20,4%	18,9%	23,4%
Once	28,0%	23,0%	37,7%
More than once	37,8%	41,9%	29,9%
I don't know	13,8%	16,2%	9,1%

Figure 17. Has the inspectorate visited your company within the last 12 months

The vast majority of respondents (94.1%) state they are not members of trade unions while only 5.9% of them state they are. While membership among men is at 4.8%, the women in the sample report higher membership (7.9%), almost double the rates of men.

	Total	Gender	
		Men	Women
Yes	5,9%	4,8%	7,9%
No	94,1%	95,2%	92,1%

Figure 18. Membership in trade unions

High job insecurity is also a primary reason for low trade union coverage in the private sector. The low percentage of trade union membership particularly in the private sector and the sector of focus with more industrialized businesses, is closely related to the perception of their ineffectiveness in representing workers before employers. When asked whether trade unions represent the best interests of workers, 8% have responded with ‘not at all’, 44.4% of them with ‘little’, and 39.6% of them with ‘somewhat’. Only 7.1% of respondents consider that trade unions represent workers interests ‘enough’, with an additional 0.9% of them answering with ‘very much’.

	Total	Gender	
		Men	Women
Not at all	8,0%	10,1%	3,9%
Little	44,4%	42,6%	48,1%
Somewhat	39,6%	42,6%	33,8%
Enough	7,1%	4,1%	13,0%
Very much	0,9%	0,7%	1,3%

Figure 19. Do trade unions represent the interest of workers?

When it comes to trustworthiness of institutions, labor inspectorate appears to be considered the most trustworthy institution to report labor violations with over 60% of respondents in the sample considering it as very trustworthy or trustworthy. Media are ranked second with almost 60% of persons selecting the highest trustworthiness levels, and MFLT has been ranked in the third place according to trustworthiness with around 50% of respondents considering them so. CSOs (around 40%) and trade unions (around 10%) are considered the least trustworthy entities to report labor violations.

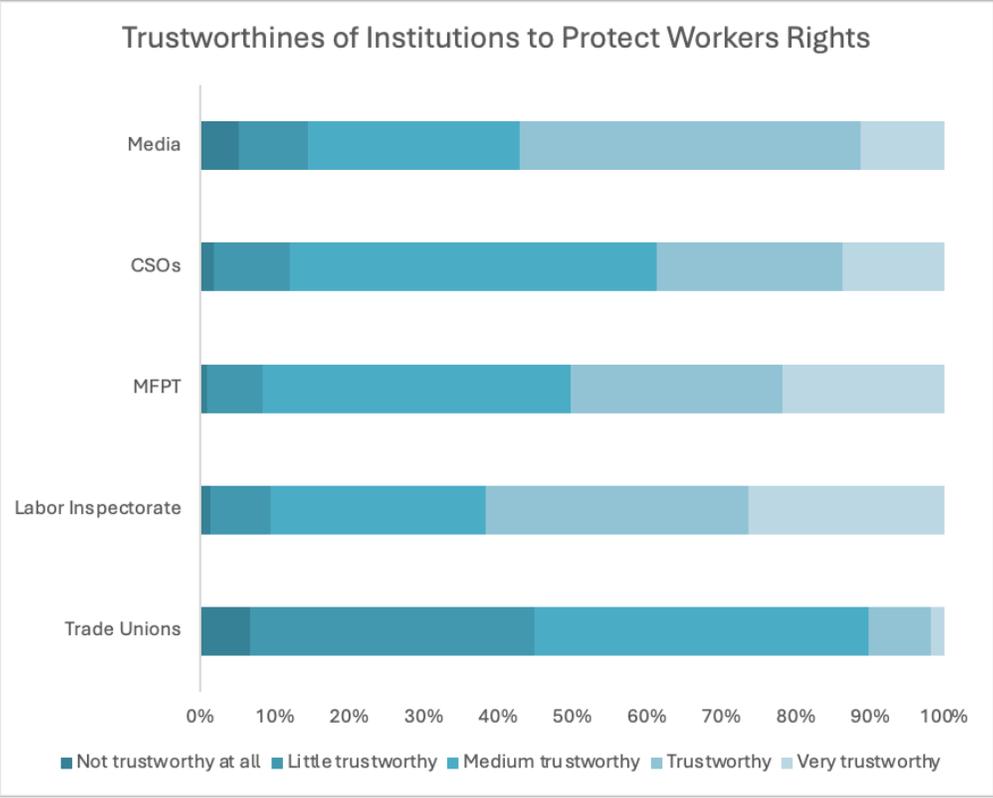


Figure 20. Trustworthiness of institutions

FINAL REMARKS AND RECOMMENDATIONS

Broader consultations are needed to ensure that processes are inclusive and consider perspectives of all stakeholders. The ineffectiveness of SEC in the recent years is considered to be a major obstacle to design and implementation of labor-related policies. The current legal and institutional review processes that directly affect the labor relations in Kosovo should be more inclusive and broadly discussed with relevant stakeholders, even outside of the direct social partners formally represented at SEC, to include civil society and broader representation of private sector. Some of the key takeaways that can be suggested from the research, include:

Firstly, structure of economy, composition of labor force and size of companies are key aspects inhibiting full implementation of labor and health and safety legislation. To this end, size of companies in informal industrial zones is directly related to formality of their operations and level of compliance with applicable legislation. As such, employees in the biggest part of private sector work in family-owned micro companies with up to 10 employees, a considerable portion of which is kinship or friendship related to owner/s. This makes implementation of policies and regulations a challenging feat.

Secondly, the legal and institutional review, which has stalled for some time, should take into consideration the inspection capacities of the **Labor Inspectorate**, and overlaps with other inspectorates in order to intensify its work and increase the number of inspections. Although this institution, has experienced management changes, and increase of number of inspectors, the results of these changes are yet to be manifested with improved performance of the Inspectorate. Particularly in formal and informal industrial zones, where the concentration of businesses is larger, the inspections need to be intensified. Installing performance-based system for the Inspectorate would also improve its performance.

The slow pace of the judiciary is a major concern when it comes to enforcing labor-related laws. Judicial procedures often take years to conclude, making it extremely difficult for individuals whose labor rights have been violated to seek justice through the courts. If the claimant is a wage earner, they may not be able to sustain themselves financially during the prolonged legal process. And if they manage to find another job, it becomes practically impossible to engage in lengthy legal disputes with a former employer. A highly effective approach to improve the handling of labor-related cases is the establishment of specialized court chambers dedicated solely to labor disputes. This model is not unfamiliar in the region, having been applied in the former Yugoslav judicial system.

Combating Informality. One important element related to the formalization of the sector is the method through which workers are paid. Only 40.6% of respondents reported receiving their full salary through bank transfers. Among employees working in businesses with five or fewer staff, 56.7% stated they are paid entirely in cash, while 33.3% receive part of their salary via bank transfer. This high level of informality—where 90% of workers in small companies are paid either partially or fully in cash—poses a major challenge to advancing employee protections within the sector.

Annual leave and paid time off in general, are also one of the areas of labor law that requires further attention. While on paper employees are entitled to paid annual leave, as well as, other time off either during their shifts or between their shifts, these aspects are rarely implemented in entirety. Breaks within full-time shifts, are reported to be given by most companies in the sample, but daily and annual work-life balance is significantly in the favor of work with long hours, and little paid time off.

Health and safety at workplace, also require significant attention particularly regarding formal certification of employees as required by law, and other technical certifications pertaining to providing a safe working environment. Health and safety training by employers is generally provided in all businesses, but formal training is rarely reported.

Emergency response and first aid provision, also require further attention. Any of these types of emergencies (natural, health emergencies or accidents) represent real risks for employees in companies in the sample as most of them report not having emergency response policies, procedures and training.

ANNEX 1: STATISTICAL REPORT FROM SURVEY

B3. Para fillimit të punës, a jeni takuar me punëdhënësin/përfaqësuesin e punëdhënësit për t’iu shpjeguar të drejtat dhe detyrimet sipas kontratës së punës?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Jam takuar dhe më janë shpjeguar të drejtat dhe detyrimet sipas kontratës së punës	83.1 %	84.5%	80.5%	25.8%	92.0%	89.5%	100.0%	100.0 %	79.1%	65.0 %	72.1 %
Jam takuar por nuk më janë shpjeguar të drejtat dhe detyrimet sipas kontratës së punës	16.9 %	15.5%	19.5%	74.2%	8.0%	10.5%	0.0%	0.0%	20.9%	35.0 %	27.9 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B4. A keni kontratë pune sipas së cilës ju paguhen kontributet pensionale?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	86.7 %	87.2%	85.7%	45.2%	94.3%	89.5%	100.0%	97.2%	89.0%	65.0 %	74.4 %
Jo	13.3 %	12.8%	14.3%	54.8%	5.7%	10.5%	0.0%	2.8%	11.0%	35.0 %	25.6 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B5. Nese jo, Cilat janë arsyet e mungesës së kontratës?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Marrëveshje e ndërsjelltë (verbale) me punëdhënësin	86.7 %	84.2%	90.9%	94.1%	100.0%	62.5%	0.0%	100.0 %	100.0 %	85.7 %	72.7 %
Nuk më është ofruar nga punëdhënësi	10.0 %	15.8%	0.0%	0.0%	0.0%	0.375	0.0%	0.0%	0.0%	0.0%	27.3 %
Jam pëfitues i skemave sociale	3.3%	0.0%	9.1%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3 %	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B6. Sa është paga juaj?

	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
301 € - 400 €	35.3 %	31.1%	43.4%	73.3%	45.5%	17.1%	13.3%	39.4%	29.7%	36.8 %	39.5 %
501 € - 600 €	33.5 %	29.1%	42.1%	23.3%	33.0%	0.4210526	23.3%	28.2%	29.7%	52.6 %	41.9 %
601 € - 700 €	21.4 %	25.0%	14.5%	3.3%	14.8%	27.6%	43.3%	19.7%	26.4%	10.5 %	18.6 %
701 € - 800 €	8.9%	13.5%	0.0%	0.0%	6.8%	11.8%	16.7%	11.3%	13.2%	0.0%	0.0%
901 € - 1000 €	0.9%	1.4%	0.0%	0.0%	0.0%	0.0131579	3.3%	1.4%	1.1%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B7. Si e merrni pagën?

	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Pagë e plotë përmes transferit bankar	40.6 %	36.1%	49.4%	10.0%	56.8%	42.1%	20.0%	46.5%	47.3%	10.0 %	31.0 %
Pagë e plotë në para të gatshme	12.9 %	12.9%	13.0%	56.7%	5.7%	0.0921053	0.0%	2.8%	11.0%	30.0 %	26.2 %

Pagën sipas kontratës me transfer bankar, dhe pjesën tjetër në para të gatshme	46.4 %	51.0%	37.7%	33.3%	37.5%	48.7%	80.0%	50.7%	41.8%	60.0 %	42.9 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B8. Lloji i kontratës tuaj të punës është:

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Punonjës me kontratë standarde pune/kohëzgjatje standarde të punës;	56.9 %	59.5%	51.9%	12.9%	63.6%	56.6%	83.3%	91.5%	38.5%	50.0 %	41.9 %
Punonjës me kontratë pune me kohë të pjeshme/kohëzgjatje pune me kohë të pjeshme;	11.1 %	9.5%	14.3%	22.6%	12.5%	0.0921053	0.0%	1.4%	11.0%	20.0 %	23.3 %
Punonjës me ndërprerje të kontratës së punës/për një periudhë të caktuar;	20.9 %	20.9%	20.8%	9.7%	19.3%	28.9%	16.7%	2.8%	41.8%	0.0%	16.3 %
Punonjës sezonalë (p.sh., për verën);	0.4%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
Punëtor i përkohshëm nga agjencitë e aplikimit për punë	0.4%	0.7%	0.0%	0.0%	0.0%	0.0131579	0.0%	1.4%	0.0%	0.0%	0.0%
Pa përgjigje	10.2 %	8.8%	13.0%	54.8%	3.4%	3.9%	0.0%	1.4%	8.8%	30.0 %	18.6 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B9. Sa ditë në javë punoni?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
5	38.7%	27.7%	59.7%	32.3%	52.3%	28.9%	30.0%	36.6%	51.6%	25.0%	20.9%
6	61.3%	72.3%	40.3%	67.7%	47.7%	0.7105263	70.0%	63.4%	48.4%	75.0%	79.1%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B10. Sa orë në ditë punoni?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
8	92.0%	90.5%	94.7%	100.0%	79.5%	100.0%	100.0%	100.0%	80.2%	100.0%	100.0%
9	8.0%	9.5%	5.3%	0.0%	20.5%	0	0.0%	0.0%	19.8%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B11. Sa orë në javë punoni?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
40	29.3%	17.6%	51.9%	32.3%	30.7%	27.6%	26.7%	33.8%	33.0%	20.0%	18.6%
45	8.9%	10.8%	5.2%	0.0%	20.5%	0.0131579	3.3%	2.8%	19.8%	0.0%	0.0%
48	61.8%	71.6%	42.9%	67.7%	48.9%	71.1%	70.0%	63.4%	47.3%	80.0%	81.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B12. A keni pauzë gjatë ditës?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren

				punonj ës							
Po	95.5 %	93.8%	98.7%	100.0%	88.5%	100.0%	100.0%	100.0 %	88.8%	100.0 %	100.0 %
Jo	4.5%	6.2%	1.3%	0.0%	11.5%	0	0.0%	0.0%	11.2%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B12.1 Nese po, sa eshte kohezgjatja?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashk ull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonjës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n
30 minuta	47.4 %	42.6%	56.0%	80.6%	44.2%	42.5%	33.3%	51.4%	26.6%	84.2 %	62.8 %
45 minuta	9.5%	10.3%	8.0%	0.0%	9.1%	0.10958 9	16.7%	7.1%	19.0%	0.0%	0.0%
1 orë	43.1 %	47.1%	36.0%	19.4%	46.8%	46.6%	50.0%	41.4%	54.4%	15.8 %	37.2 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B13. A e keni të caktuar nga punëdhënësi kohën e pauzës gjatë ditës?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashk ull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonjës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n
Po	22.7 %	26.5%	16.0%	3.2%	28.6%	11.0%	56.7%	28.6%	20.3%	5.3%	25.6 %
Jo	77.3 %	73.5%	84.0%	96.8%	71.4%	0.89041 1	43.3%	71.4%	79.7%	94.7 %	74.4 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B14. Në 12 muajt e fundit, sa shpesh; Jeni ftuar në punë me njoftim të shpejtë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashk ull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonjës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n

Shpesh	2.7%	3.4%	1.3%	6.5%	1.1%	2.6%	3.3%	0.0%	3.3%	15.0%	0.0%
Ndonjëherë	16.0%	19.6%	9.1%	12.9%	23.9%	0.0526316	23.3%	11.3%	14.3%	15.0%	27.9%
Rrallë	36.4%	37.2%	35.1%	48.4%	40.9%	36.8%	10.0%	38.0%	34.1%	40.0%	37.2%
Asnjëherë	44.4%	39.2%	54.5%	32.3%	34.1%	0.5526316	60.0%	49.3%	48.4%	30.0%	34.9%
Pa përgjigje	0.4%	0.7%	0.0%	0.0%	0.0%	0.0%	3.3%	1.4%	0.0%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B14. Në 12 muajt e fundit, sa shpesh; Jeni detyruar të punoni orë shtesë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shpesh	3.1%	4.8%	0.0%	0.0%	4.5%	4.0%	0.0%	0.0%	5.6%	5.0%	2.3%
Ndonjëherë	29.6%	33.3%	22.4%	46.7%	27.3%	0.2266667	36.7%	25.4%	38.2%	25.0%	20.9%
Rrallë	43.9%	42.9%	46.1%	53.3%	46.6%	40.0%	36.7%	35.2%	38.2%	55.0%	65.1%
Asnjëherë	22.9%	18.4%	31.6%	0.0%	20.5%	0.3333333	26.7%	38.0%	18.0%	15.0%	11.6%
Pa përgjigje	0.4%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B14. Në 12 muajt e fundit, sa shpesh; Keni punuar gjatë vikendit

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shpesh	45.7%	56.2%	26.0%	43.3%	42.5%	47.4%	53.3%	63.4%	18.9%	68.4%	62.8%
Ndonjëherë	27.8%	27.4%	28.6%	26.7%	25.3%	0.3157895	26.7%	19.7%	42.2%	10.5%	18.6%
Rrallë	11.2%	11.6%	10.4%	10.0%	18.4%	5.3%	6.7%	7.0%	14.4%	21.1%	7.0%
Asnjëherë	15.2%	4.8%	35.1%	20.0%	13.8%	0.1578947	13.3%	9.9%	24.4%	0.0%	11.6%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B14. Në 12 muajt e fundit, sa shpesh; Keni punuar në punën e natës (22:00-06:00)

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shpesh	4.9%	7.4%	0.0%	0.0%	6.8%	6.6%	0.0%	0.0%	11.0%	0.0%	2.3%
Ndonjëherë	19.1%	23.6%	10.4%	9.7%	14.8%	0.2368421	30.0%	22.5%	19.8%	15.0%	14.0%
Rrallë	12.9%	16.9%	5.2%	6.5%	3.4%	15.8%	40.0%	25.4%	2.2%	10.0%	16.3%
Asnjëherë	62.7%	51.4%	84.4%	83.9%	73.9%	0.5394737	30.0%	52.1%	65.9%	75.0%	67.4%
Pa përgjigje	0.4%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B14. Në 12 muajt e fundit, sa shpesh; Keni punuar gjatë ditë festive zyrtare

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shpesh	5.9%	6.2%	5.2%	0.0%	0.0%	10.7%	17.2%	13.0%	0.0%	0.0%	9.3%
Ndonjëherë	24.8%	24.8%	24.7%	29.0%	18.4%	0.3466667	13.8%	14.5%	28.9%	40.0%	25.6%
Rrallë	29.7%	31.7%	26.0%	32.3%	43.7%	18.7%	13.8%	20.3%	27.8%	35.0%	46.5%
Asnjëherë	39.2%	36.6%	44.2%	38.7%	37.9%	0.36	51.7%	50.7%	43.3%	25.0%	18.6%
Pa përgjigje	0.5%	0.7%	0.0%	0.0%	0.0%	0.0%	3.4%	1.4%	0.0%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B15 A kompensoheni për punën jashtë orarit:

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	85.1%	89.1%	77.3%	71.0%	87.4%	89.2%	83.3%	91.3%	91.1%	65.0%	72.1%
Jo	14.9%	10.9%	22.7%	29.0%	12.6%	0.1081081	16.7%	8.7%	8.9%	35.0%	27.9%

	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %
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B16. Si kompensoheni për punën jashtë orarit:

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Me vlerë fikse për orë, të paracaktuar në kontratë	43.9 %	42.7%	46.6%	22.7%	34.2%	63.6%	40.0%	66.7%	41.5%	7.7%	19.4 %
Me vlerë për ditë	13.8 %	13.0%	15.5%	27.3%	17.1%	0.1060606	0.0%	0.0%	23.2%	7.7%	19.4 %
Me ditë ekstra të pushimit	41.8 %	43.5%	37.9%	45.5%	48.7%	25.8%	60.0%	33.3%	34.1%	84.6 %	61.3 %
Tjetër	0.5%	0.8%	0.0%	4.5%	0.0%	0	0.0%	0.0%	1.2%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B17. A e keni shfrytëzuar pushimin vjetor sipas ligjit?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po, kam shfrytëzuar 12 apo më shumë dite pune	43.6 %	44.6%	41.6%	19.4%	44.3%	46.1%	60.0%	53.5%	37.4%	35.0 %	44.2 %
Po, kam shfrytëzuar më pak se 12 ditë pune	54.7 %	54.1%	55.8%	77.4%	52.3%	0.5394737	40.0%	46.5%	58.2%	65.0 %	55.8 %
Jo, s'e kam kërkuar	1.8%	1.4%	2.6%	3.2%	3.4%	0.0%	0.0%	0.0%	4.4%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

B18. A e keni shfrytëzuar pushimin e lehonisë me pagesë sipas ligjit? (Pyetje vetëm për gra)

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Femer		Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonj ës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Ferizaj	Prizre n
Po, kam qëndruar më pak se 6 muaj	1.3%	1.3%	0.0%	3.3%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%
Po, kam qëndruar 6 muaj	18.2%	18.2%	23.5%	16.7%	8.0%	0.6	33.3%	10.0%	12.5%	19.0%
Po, kam qëndruar 9 muaj	23.4%	23.4%	5.9%	33.3%	24.0%	20.0%	22.2%	23.3%	12.5%	28.6%
Nuk kam pasur nevojë për pushim të lehonisë	57.1%	57.1%	70.6%	46.7%	68.0%	20.0%	38.9%	66.7%	75.0%	52.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B19. A keni pasur nevojë për pushim mjekësor?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonj ës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n
Po	26.5%	22.6%	33.8%	9.7%	25.3%	29.3%	40.0%	31.0%	24.7%	35.0%	18.6%
Jo	73.5%	77.4%	66.2%	90.3%	74.7%	0.706667	60.0%	69.0%	75.3%	65.0%	81.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B20. A ju është paguar pushimi mjekësor?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonj ës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n
Po	89.8%	90.9%	88.5%	33.3%	100.0%	81.8%	100.0%	100.0%	95.5%	57.1%	75.0%
Jo	10.2%	9.1%	11.5%	66.7%	0.0%	0.181818	0.0%	0.0%	4.5%	42.9%	25.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B21. A keni sigurim shëndetësor vullnetar/privat?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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		Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	22.9 %	30.8%	7.8%	0.0%	13.8%	30.7%	53.3%	30.4%	31.9%	0.0%	2.3%
Jo	77.1 %	69.2%	92.2%	100.0%	86.2%	0.693333	46.7%	69.6%	68.1%	100.0 %	97.7 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

C1. A e bëhet vlerësimi i rrezikut në vendin tuaj të punës?

	Total	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	76.3 %	79.6%	70.1%	25.8%	77.0%	88.2%	96.7%	97.2%	70.0%	65.0 %	60.5 %
Jo	12.1 %	9.5%	16.9%	58.1%	6.9%	0.0263158	3.3%	1.4%	10.0%	30.0 %	25.6 %
Nuk e di	11.6 %	10.9%	13.0%	16.1%	16.1%	9.2%	0.0%	1.4%	20.0%	5.0%	14.0 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A është ndarë me ju dokumenti i vlerësimit të sigurisë?

	Total	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	76.9 %	80.4%	70.1%	25.8%	76.1%	89.5%	100.0%	98.6%	69.2%	65.0 %	62.8 %
Jo	17.8 %	13.5%	26.0%	67.7%	18.2%	0.0394737	0.0%	1.4%	23.1%	30.0 %	27.9 %
Nuk e di	5.3 %	6.1%	3.9%	6.5%	5.7%	6.6%	0.0%	0.0%	7.7%	5.0%	9.3%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A ju ofrohen pajisjet bazë nga punëdhënësi?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	98.2 %	97.3%	100.0%	96.8%	97.7%	98.7%	100.0%	100.0 %	97.8%	95.0 %	97.7 %
Jo	0.9%	1.4%	0.0%	3.2%	1.1%	0	0.0%	0.0%	1.1%	0.0%	2.3%
Nuk e di	0.9%	1.4%	0.0%	0.0%	1.1%	1.3%	0.0%	0.0%	1.1%	5.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A keni pësuar ndonjëherë aksident në vendin e punës?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	10.2 %	15.5%	0.0%	6.5%	10.2%	6.6%	23.3%	18.3%	6.6%	0.0%	9.3%
Jo	89.3 %	83.8%	100.0%	93.5%	88.6%	0.9342105	76.7%	81.7%	92.3%	100.0 %	90.7 %
Nuk e di	0.4%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A kanë pësuar ndonjëherë kolegët tuaj aksident në vendin e punës?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	24.9 %	34.5%	6.5%	12.9%	25.0%	14.5%	63.3%	42.3%	18.7%	0.0%	20.9 %
Jo	64.4 %	57.4%	77.9%	74.2%	64.8%	0.7105263	36.7%	57.7%	60.4%	95.0 %	69.8 %
Nuk e di	10.7 %	8.1%	15.6%	12.9%	10.2%	14.5%	0.0%	0.0%	20.9%	5.0%	9.3%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A jeni kompensuar në rast aksidenti?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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		Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	26.2 %	36.5%	6.5%	16.1%	25.0%	15.8%	66.7%	43.7%	18.7%	0.0%	25.6 %
Jo	72.0 %	61.5%	92.2%	83.9%	71.6%	0.8289474	33.3%	56.3%	79.1%	100.0 %	69.8 %
Nuk e di	1.8%	2.0%	1.3%	0.0%	3.4%	1.3%	0.0%	0.0%	2.2%	0.0%	4.7%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A jeni trajnuar, informuar dhe konsultuar lidhur me mbrojtjen dhe ruajtjen e shëndetit në punë nga punëdhënësi?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	86.6 %	90.5%	79.2%	67.7%	86.2%	89.5%	100.0%	100.0 %	86.7%	80.0 %	67.4 %
Jo	12.1 %	7.5%	20.8%	29.0%	13.8%	0.0789474	0.0%	0.0%	13.3%	20.0 %	25.6 %
Nuk e di	1.3%	2.0%	0.0%	3.2%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	7.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

A keni pasur kontrollë sistematike shëndetësore?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	80.0 %	86.5%	67.5%	32.3%	81.8%	89.5%	100.0%	97.2%	79.1%	60.0 %	62.8 %
Jo	19.6 %	12.8%	32.5%	67.7%	17.0%	0.1052632	0.0%	2.8%	19.8%	40.0 %	37.2 %
Nuk e di	0.4%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

C9 Gjatë vitit të fundit, sa shpesh ka vizituar inspektorati vendin tuaj të punës?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Asnjëherë	20.4 %	18.9%	23.4%	71.0%	15.9%	10.5%	6.7%	4.2%	26.4%	25.0 %	32.6 %
Një herë në vit	28.0 %	23.0%	37.7%	22.6%	40.9%	0.2105263	13.3%	21.1%	33.0%	40.0 %	23.3 %
Më shumë se njëherë në vit	37.8 %	41.9%	29.9%	0.0%	21.6%	55.3%	80.0%	71.8%	16.5%	20.0 %	34.9 %
Nuk e di	13.8 %	16.2%	9.1%	6.5%	21.6%	13.2%	0.0%	2.8%	24.2%	15.0 %	9.3%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Puna e sigurt, stabile, me pagesë të mirë

	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	47.1 %	40.5%	59.7%	35.5%	47.7%	51.3%	46.7%	39.4%	41.8%	60.0 %	65.1 %
E rëndësishme	49.8 %	56.1%	37.7%	58.1%	48.9%	0.4868421	46.7%	57.7%	52.7%	40.0 %	34.9 %
Neutrale	3.1%	3.4%	2.6%	6.5%	3.4%	0.0%	6.7%	2.8%	5.5%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Ambient i sigurtë ku punoj me dinjitet

	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	59.4 %	53.1%	71.4%	48.4%	62.5%	60.0%	60.0%	64.8%	44.0%	75.0 %	76.2 %
E rëndësishme	37.1 %	42.2%	27.3%	45.2%	35.2%	0.4	26.7%	32.4%	49.5%	25.0 %	23.8 %
Neutrale	3.6%	4.8%	1.3%	6.5%	2.3%	0.0%	13.3%	2.8%	6.6%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Marrëdhëniet e mira me kolegë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	73.3 %	71.6%	76.6%	48.4%	78.4%	77.6%	73.3%	88.7%	56.0%	80.0 %	81.4 %
E rëndësishme	26.7 %	28.4%	23.4%	51.6%	21.6%	0.2236842	26.7%	11.3%	44.0%	20.0 %	18.6 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Mundësia për të balancuar punën me jetën private

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	43.0 %	35.4%	57.9%	33.3%	46.6%	42.1%	44.8%	40.0%	47.3%	35.0 %	42.9 %
E rëndësishme	37.2 %	43.5%	25.0%	46.7%	29.5%	0.4210526	37.9%	32.9%	40.7%	40.0 %	35.7 %
Neutrale	19.7 %	21.1%	17.1%	20.0%	23.9%	15.8%	17.2%	27.1%	12.1%	25.0 %	21.4 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Menaxhmenti i mirë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	79.1 %	72.3%	92.2%	67.7%	86.4%	77.6%	73.3%	90.1%	63.7%	85.0 %	90.7 %
E rëndësishme	20.9 %	27.7%	7.8%	32.3%	13.6%	0.2236842	26.7%	9.9%	36.3%	15.0 %	9.3 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Orari i përshtatshëm i punës

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	44.0 %	30.4%	70.1%	41.9%	48.9%	40.8%	40.0%	38.0%	47.3%	45.0 %	46.5 %
E rëndësishme	35.6 %	45.3%	16.9%	41.9%	27.3%	0.4078947	40.0%	29.6%	45.1%	30.0 %	27.9 %
Neutrale	20.4 %	24.3%	13.0%	16.1%	23.9%	18.4%	20.0%	32.4%	7.7%	25.0 %	25.6 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Eksperienca e gjatë në këtë pozitë;

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	47.1 %	45.9%	49.4%	45.2%	46.6%	44.7%	56.7%	54.9%	38.5%	30.0 %	60.5 %
E rëndësishme	23.6 %	25.0%	20.8%	22.6%	22.7%	0.2631579	20.0%	18.3%	27.5%	35.0 %	18.6 %
Neutrale	28.0 %	27.0%	29.9%	29.0%	29.5%	27.6%	23.3%	25.4%	34.1%	30.0 %	18.6 %
E parëndësishme	1.3%	2.0%	0.0%	3.2%	1.1%	1.3%	0.0%	1.4%	0.0%	5.0%	2.3%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Ngarkesa e lartë e punës

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	10.7 %	6.8%	18.2%	19.4%	12.6%	9.2%	0.0%	1.4%	12.2%	10.0 %	23.3 %
E rëndësishme	19.2 %	21.1%	15.6%	16.1%	13.8%	0.2631579	20.0%	19.7%	22.2%	15.0 %	14.0 %
Neutrale	62.9 %	67.3%	54.5%	61.3%	63.2%	59.2%	73.3%	71.8%	61.1%	60.0 %	53.5 %
E parëndësishme	7.1%	4.8%	11.7%	3.2%	10.3%	5.3%	6.7%	7.0%	4.4%	15.0 %	9.3%

	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %
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D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Trajnimet dhe Mundësia e avancimit profesional dhe në karrierë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	17.3 %	9.5%	32.5%	19.4%	21.6%	15.8%	6.7%	11.3%	20.9%	10.0 %	23.3 %
E rëndësishme	16.9 %	16.2%	18.2%	6.5%	19.3%	0.19736 84	13.3%	14.1%	18.7%	15.0 %	18.6 %
Neutrale	58.2 %	66.9%	41.6%	58.1%	53.4%	55.3%	80.0%	66.2%	56.0%	55.0 %	51.2 %
E parëndësishme	7.6%	7.4%	7.8%	16.1%	5.7%	9.2%	0.0%	8.5%	4.4%	20.0 %	7.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Punë e mërzitshme/monotone

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	10.2 %	4.7%	20.8%	19.4%	13.6%	6.6%	0.0%	0.0%	12.1%	10.0 %	23.3 %
E rëndësishme	2.7%	4.1%	0.0%	0.0%	2.3%	0.05263 16	0.0%	0.0%	6.6%	0.0%	0.0%
Neutrale	67.1 %	73.0%	55.8%	58.1%	65.9%	69.7%	73.3%	74.6%	69.2%	70.0 %	48.8 %
E parëndësishme	18.7 %	17.6%	20.8%	22.6%	17.0%	17.1%	23.3%	23.9%	11.0%	20.0 %	25.6 %
Aspak e rëndësishme	1.3%	0.7%	2.6%	0.0%	1.1%	1.3%	3.3%	1.4%	1.1%	0.0%	2.3%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Shpërblimet, dhe përfitimet shtesë

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	39.7%	38.1%	42.9%	54.8%	40.9%	38.7%	23.3%	28.2%	30.0%	80.0%	60.5%
E rëndësishme	42.0%	42.9%	40.3%	32.3%	39.8%	0.453333	50.0%	46.5%	51.1%	20.0%	25.6%
Neutrale	17.4%	17.7%	16.9%	12.9%	17.0%	16.0%	26.7%	23.9%	17.8%	0.0%	14.0%
E parëndësishme	0.9%	1.4%	0.0%	0.0%	2.3%	0.0%	0.0%	1.4%	1.1%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Kushtet e këqija të marrëveshjes/kontratës, mungesa e marrëveshjes së punës, marrëveshja nuk respektohet

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	9.4%	4.1%	19.7%	19.4%	12.8%	5.3%	0.0%	0.0%	10.0%	10.0%	23.8%
E rëndësishme	4.9%	5.4%	3.9%	0.0%	4.7%	0.0921053	0.0%	1.4%	10.0%	5.0%	0.0%
Neutrale	68.6%	72.1%	61.8%	58.1%	69.8%	69.7%	73.3%	77.5%	74.4%	60.0%	45.2%
E parëndësishme	13.5%	12.9%	14.5%	22.6%	9.3%	13.2%	16.7%	16.9%	5.6%	10.0%	26.2%
Aspak e rëndësishme	3.6%	5.4%	0.0%	0.0%	3.5%	2.6%	10.0%	4.2%	0.0%	15.0%	4.8%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Mungesa e pushimit ditor;

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	10.3%	4.7%	21.1%	19.4%	12.5%	8.0%	0.0%	0.0%	11.0%	15.8%	23.3%
E rëndësishme	11.2%	9.5%	14.5%	0.0%	17.0%	0.106667	6.7%	8.5%	12.1%	15.8%	11.6%
Neutrale	64.7%	68.2%	57.9%	71.0%	58.0%	66.7%	73.3%	73.2%	71.4%	42.1%	46.5%

E parëndësishme	13.8 %	17.6%	6.6%	9.7%	12.5%	14.7%	20.0%	18.3%	5.5%	26.3 %	18.6 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Mungesa e pushimit ditor;

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	27.1 %	18.9%	42.9%	22.6%	29.5%	26.3%	26.7%	23.9%	16.5%	45.0 %	46.5 %
E rëndësishme	55.6 %	58.1%	50.6%	48.4%	59.1%	0.5263158	60.0%	74.6%	45.1%	50.0 %	48.8 %
Neutrale	16.9 %	23.0%	5.2%	25.8%	11.4%	21.1%	13.3%	1.4%	37.4%	5.0%	4.7%
E parëndësishme	0.4%	0.0%	1.3%	3.2%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D1. Faktorët që ndikojnë në nivelin e kënaqshmërisë me vendin e punës; Përshtatshmëria e shkollimit/aftësive me vendin e punës

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Shumë e rëndësishme	21.9 %	12.2%	40.8%	23.3%	21.6%	19.7%	26.7%	14.1%	17.6%	25.0 %	42.9 %
E rëndësishme	31.3 %	33.8%	26.3%	20.0%	40.9%	0.2763158	23.3%	28.2%	39.6%	15.0 %	26.2 %
Neutrale	40.6 %	48.0%	26.3%	50.0%	34.1%	42.1%	46.7%	53.5%	33.0%	50.0 %	31.0 %
E parëndësishme	6.3%	6.1%	6.6%	6.7%	3.4%	10.5%	3.3%	4.2%	9.9%	10.0 %	0.0%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D3. Sa ndiheni i/e sigurt në vendin e punës

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak	Ka 6 – 10	Ka 11 – 20	Ka 21 – 50	Gjilan	Prishtine	Ferizaj	Prizren

				punonj ës	punonj ës	punonjë s	punonj ës				
Shumë i/e sigurt	24.0 %	17.6%	36.4%	19.4%	23.9%	22.4%	33.3%	25.4%	19.8%	30.0 %	27.9 %
Mjaft i/e sigurt	41.3 %	43.2%	37.7%	29.0%	43.2%	0.44736 84	40.0%	49.3%	37.4%	30.0 %	41.9 %
I/e sigurt	32.9 %	36.5%	26.0%	48.4%	30.7%	31.6%	26.7%	23.9%	40.7%	40.0 %	27.9 %
Nuk e di	1.8%	2.7%	0.0%	3.2%	2.3%	1.3%	0.0%	1.4%	2.2%	0.0%	2.3%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D4 A ju ka ndodhur ndonjëherë në punën aktuale të: Diskriminoheni në baza gjinore

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashk ull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonj ës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n
Po, ndonjëherë	0.9%	1.4%	0.0%	0.0%	0.0%	2.6%	0.0%	1.4%	0.0%	5.0%	0.0%
Jo, asnjëherë	99.1 %	98.6%	100.0%	100.0%	100.0%	0.97368 42	100.0%	98.6%	100.0 %	95.0 %	100.0 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D4 A ju ka ndodhur ndonjëherë në punën aktuale të: Të ngacmoheni seksualisht nga kolegët/koleget

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashk ull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonj ës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n
Po, ndonjëherë	0.4%	0.0%	1.3%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%
Jo, asnjëherë	99.6 %	100.0 %	98.7%	100.0%	98.9%	1	100.0%	100.0 %	98.9%	100.0 %	100.0 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D4 A ju ka ndodhur ndonjëherë në punën aktuale të: Të ngacmoheni seksualisht nga mbikëqyrësi/shefi/pronari

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashk ull	Femer	Ka 5 apo më pak punonj ës	Ka 6 – 10 punonj ës	Ka 11 – 20 punonj ës	Ka 21 – 50 punonj ës	Gjilan	Prishti ne	Feriza j	Prizre n

Jo, asnjëherë	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D4 A ju ka ndodhur ndonjëherë në punën aktuale të: Të trajtoheni më mirë për shkak të gjinisë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjitan	Prishtine	Ferizaj	Prizren
Po, më shumë se njëherë	3.6%	0.0%	10.4%	3.2%	1.1%	5.3%	6.7%	4.2%	3.3%	0.0%	4.7%
Po, ndonjëherë	13.4 %	0.7%	37.7%	6.5%	9.2%	0.21052 63	13.3%	12.7%	15.6%	30.0 %	2.3%
Jo, asnjëherë	83.0 %	99.3%	51.9%	90.3%	89.7%	73.7%	80.0%	83.1%	81.1%	70.0 %	93.0 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D4 A ju ka ndodhur ndonjëherë në punën aktuale të: Të trajtoheni më keq për shkak të gjinisë

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjitan	Prishtine	Ferizaj	Prizren
Jo, asnjëherë	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

D5. Ndryshimet në kushtet e sigurisë dhe shëndetit në punë në vendin tuaj të punës gjatë vitit të fundit, krahasuar me vitet e kaluara, janë:

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjitan	Prishtine	Ferizaj	Prizren
Përmirësuar ndjeshëm	39.1 %	39.2%	39.0%	12.9%	31.8%	43.4%	76.7%	56.3%	33.0%	25.0 %	30.2 %
E vështirë për t'u thënë	2.2%	2.7%	1.3%	3.2%	3.4%	0.01315 79	0.0%	4.2%	0.0%	5.0%	2.3%
Përmirësuar pak	47.6 %	50.7%	41.6%	54.8%	54.5%	46.1%	23.3%	35.2%	57.1%	40.0 %	51.2 %

Qëndron njëjtë	4.9%	2.7%	9.1%	22.6%	2.3%	2.6%	0.0%	0.0%	3.3%	15.0%	11.6%
Nuk e di	6.2%	4.7%	9.1%	6.5%	8.0%	0.0657895	0.0%	4.2%	6.6%	15.0%	4.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E1. Sipas jush, pushimi i lehonisë në Kosovë është?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
I shkurtër	14.7%	6.1%	31.2%	19.4%	13.6%	14.5%	13.3%	18.3%	4.4%	30.0%	23.3%
I përshtatshëm	84.4%	93.2%	67.5%	80.6%	85.2%	0.8421053	86.7%	80.3%	94.5%	70.0%	76.7%
I gjatë	0.9%	0.7%	1.3%	0.0%	1.1%	1.3%	0.0%	1.4%	1.1%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E2. A jeni anëtarë të sindikatës?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	5.9%	4.8%	7.9%	0.0%	0.0%	5.4%	30.0%	12.9%	0.0%	0.0%	9.3%
Jo	94.1%	95.2%	92.1%	100.0%	100.0%	0.9459459	70.0%	87.1%	100.0%	100.0%	90.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E3. Sa mendoni se sindikata i përfaqëson të drejtat e punëtorëve?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Aspak	8.0%	10.1%	3.9%	6.5%	8.0%	10.5%	3.3%	4.2%	8.8%	20.0%	7.0%
Pak	44.4%	42.6%	48.1%	61.3%	45.5%	0.4342105	26.7%	39.4%	35.2%	55.0%	67.4%

Deri diku	39.6 %	42.6%	33.8%	32.3%	44.3%	36.8%	40.0%	43.7%	50.5%	25.0 %	16.3 %
Mjaft	7.1%	4.1%	13.0%	0.0%	2.3%	0.09210 53	23.3%	12.7%	5.5%	0.0%	4.7%
Shumë	0.9%	0.7%	1.3%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	4.7%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

E4. Cili është niveli i besueshmërisë tuaj ndaj palëve vijuese për të raportuar shkelje të drejtave të të punësuarve: Sindikatat

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Aspak të besueshme	6.7%	9.5%	1.3%	6.5%	5.7%	9.2%	3.3%	4.2%	6.6%	15.0 %	7.0%
Pak të besueshme	38.2 %	35.8%	42.9%	41.9%	43.2%	0.36842 11	23.3%	39.4%	25.3%	60.0 %	53.5 %
Mesatarisht	44.9 %	47.3%	40.3%	45.2%	47.7%	43.4%	40.0%	43.7%	58.2%	25.0 %	27.9 %
Të besueshme	8.4%	6.1%	13.0%	3.2%	3.4%	0.10526 32	23.3%	11.3%	8.8%	0.0%	7.0%
Shumë të besueshme	1.8%	1.4%	2.6%	3.2%	0.0%	0.0%	10.0%	1.4%	1.1%	0.0%	4.7%
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

E4. Cili është niveli i besueshmërisë tuaj ndaj palëve vijuese për të raportuar shkelje të drejtave të të punësuarve: Inspektorati i punës

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Aspak të besueshme	1.3%	2.0%	0.0%	0.0%	2.3%	1.3%	0.0%	0.0%	3.3%	0.0%	0.0%
Pak të besueshme	8.0%	8.2%	7.8%	19.4%	12.5%	0.01333 33	0.0%	4.2%	8.9%	20.0 %	7.0%
Mesatarisht	29.0 %	25.9%	35.1%	45.2%	38.6%	21.3%	3.3%	12.7%	35.6%	30.0 %	41.9 %
Të besueshme	35.3 %	35.4%	35.1%	32.3%	25.0%	0.48	36.7%	38.0%	40.0%	20.0 %	27.9 %
Shumë të besueshme	26.3 %	28.6%	22.1%	3.2%	21.6%	28.0%	60.0%	45.1%	12.2%	30.0 %	23.3 %
	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %	100.0 %

E4. Cili është niveli i besueshmërisë tuaj ndaj palëve vijuese për të raportuar shkelje të drejtave të të punësuarve: Ministrisë së Financave, Punës dhe Transfereve?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Aspak të besueshme	0.9%	1.4%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%
Pak të besueshme	7.6%	7.4%	7.8%	9.7%	10.2%	0.0657895	0.0%	5.6%	7.7%	15.0%	7.0%
Mesatarisht	41.3%	39.9%	44.2%	48.4%	53.4%	34.2%	16.7%	25.4%	49.5%	55.0%	44.2%
Të besueshme	28.4%	27.0%	31.2%	38.7%	22.7%	0.3289474	23.3%	28.2%	30.8%	10.0%	32.6%
Shumë të besueshme	21.8%	24.3%	16.9%	3.2%	11.4%	26.3%	60.0%	40.8%	9.9%	20.0%	16.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E4. Cili është niveli i besueshmërisë tuaj ndaj palëve vijuese për të raportuar shkelje të drejtave të të punësuarve: OJQ-të

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Aspak të besueshme	1.8%	2.7%	0.0%	0.0%	2.3%	2.6%	0.0%	0.0%	4.4%	0.0%	0.0%
Pak të besueshme	10.2%	11.5%	7.8%	12.9%	15.9%	0.0657895	0.0%	7.0%	14.3%	5.0%	9.3%
Mesatarisht	49.3%	54.7%	39.0%	58.1%	44.3%	52.6%	46.7%	33.8%	63.7%	45.0%	46.5%
Të besueshme	24.9%	22.3%	29.9%	25.8%	28.4%	0.2236842	20.0%	35.2%	11.0%	40.0%	30.2%
Shumë të besueshme	13.8%	8.8%	23.4%	3.2%	9.1%	15.8%	33.3%	23.9%	6.6%	10.0%	14.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E4. Cili është niveli i besueshmërisë tuaj ndaj palëve vijuese për të raportuar shkelje të drejtave të të punësuarve: Mediat

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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		Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Aspak të besueshme	5.1%	6.4%	2.7%	3.4%	5.9%	6.9%	0.0%	3.0%	8.0%	10.5%	0.0%
Pak të besueshme	9.3%	8.5%	11.0%	6.9%	10.6%	0.083333	10.7%	6.0%	13.8%	0.0%	9.8%
Mesatarisht	28.5%	26.2%	32.9%	41.4%	27.1%	30.6%	14.3%	22.4%	32.2%	36.8%	26.8%
Të besueshme	45.8%	46.1%	45.2%	37.9%	48.2%	0.458333	46.4%	53.7%	42.5%	31.6%	46.3%
Shumë të besueshme	11.2%	12.8%	8.2%	10.3%	8.2%	8.3%	28.6%	14.9%	3.4%	21.1%	17.1%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Kur flasim për mediat, cilat TV me se shumti kaloni kohe duke i shikuar?

	Gjinia juaj			Sa punonjës ka kompania ku punoni?				Komuna e punës:			
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
KTV	8.5%	6.8%	12.0%	6.7%	9.2%	7.9%	10.0%	8.5%	10.0%	5.3%	7.0%
Klan Kosova	18.4%	20.9%	13.3%	16.7%	20.7%	0.1842105	13.3%	22.5%	14.4%	31.6%	14.0%
RTK	20.6%	21.6%	18.7%	16.7%	16.1%	22.4%	33.3%	22.5%	20.0%	10.5%	23.3%
ATV	3.1%	1.4%	6.7%	10.0%	2.3%	0.0263158	0.0%	1.4%	0.0%	5.3%	11.6%
RTV21	8.5%	8.1%	9.3%	3.3%	8.0%	9.2%	13.3%	9.9%	5.6%	5.3%	14.0%
TeVe1	2.2%	1.4%	4.0%	6.7%	1.1%	2.6%	0.0%	1.4%	0.0%	0.0%	9.3%
T7	2.7%	2.0%	4.0%	0.0%	1.1%	0.0394737	6.7%	4.2%	2.2%	0.0%	2.3%
TV Dukagjini	26.0%	27.0%	24.0%	26.7%	31.0%	23.7%	16.7%	23.9%	32.2%	26.3%	16.3%
Kanal 10	2.2%	2.7%	1.3%	3.3%	2.3%	0.0131579	3.3%	1.4%	2.2%	5.3%	2.3%
Asnjerin	7.6%	8.1%	6.7%	10.0%	8.0%	7.9%	3.3%	4.2%	13.3%	10.5%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E5. A mendoni të largoheni nga Kosova për punë, tani që është bërë liberalizimi i vizave?

Total	Gjinia juaj	Sa punonjës ka kompania ku punoni?	Komuna e punës:
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	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	8.9%	10.1%	6.5%	3.2%	10.2%	10.5%	6.7%	16.9%	1.1%	10.0%	11.6%
Jam duke e menduar	22.7%	23.6%	20.8%	25.8%	28.4%	0.2236842	3.3%	14.1%	24.2%	45.0%	23.3%
Jo	68.4%	66.2%	72.7%	71.0%	61.4%	67.1%	90.0%	69.0%	74.7%	45.0%	65.1%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E6. Nëse po, cilat janë arsyet?

	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Paga më e mirë	15.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	16.7%	100.0%	0.0%	0.0%
Kushte e punës më të mira	10.0%	6.7%	20.0%	0.0%	22.2%	0	0.0%	16.7%	0.0%	0.0%	0.0%
Mundësit më të mëdha të vendeve të punës	75.0%	73.3%	80.0%	100.0%	44.4%	100.0%	100.0%	66.7%	0.0%	100.0%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

E.7. A keni kolegë të nacionaliteteve/vendeve të tjera në vendin ku punoni?

	Gjinia juaj		Sa punonjës ka kompania ku punoni?				Komuna e punës:				
	Total	Mashkull	Femer	Ka 5 apo më pak punonjës	Ka 6 – 10 punonjës	Ka 11 – 20 punonjës	Ka 21 – 50 punonjës	Gjilan	Prishtine	Ferizaj	Prizren
Po	4.4%	4.7%	3.9%	0.0%	4.5%	1.3%	16.7%	7.0%	5.5%	0.0%	0.0%
Jo	95.6%	95.3%	96.1%	100.0%	95.5%	0.9868421	83.3%	93.0%	94.5%	100.0%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%