

4.2.1 Increase labour market participation of women, young people and vulnerable groups through the ongoing restructuring and improved administrative capacity of public employment services

Summary of checks performed by relevant authorities on the steps for which funding is requested, including weaknesses identified and any corrective actions taken.

In accordance with the national legal framework on public internal control, public financial management and internal audit, the RGF Regulation and the applicable Commission Implementing Decision, the competent authorities carried out a comprehensive verification process for this reform step. The verification process included the systematic collection, review and assessment of relevant supporting evidence by the Ministry of Labour, Family and Values of the Liberation War (MLFVLW) and the Employment Agency, with internal audit units performing their functions in accordance with their respective mandates. The checks and verifications were conducted through the established control framework, involving the units responsible for the implementation of this reform step, the Reform Agenda coordination units within the MLFVLW and the Employment Agency, as well as the respective management structures.

In addition, the Reform Agenda coordination structures within the Office of the Prime Minister carried out further checks and verifications to ensure the completeness, consistency and accuracy of the reported information and supporting evidence submitted for the assessment of this reform step. The verification process also ensured that the supporting documentation was properly recorded and maintained, providing a complete audit trail for the assessment of the achievement of the reform step.

The step under review	50% of Active Labour Market Measures to target women, youth (aged 15-29), people with disabilities, those living in rural areas and ethnic minority groups.
Baseline	Women – 50%, youth aged 15-29 – 48%, people with disabilities – 2%, people living in rural areas – 5%, ethnic minority groups – 5%
Deadline of the step	June 2026

Actual results	The implementation of this reform step contributes to the objectives of the National Development Strategy, in particular the Human Capital development pillar, which focuses on improving skills, strengthening employment opportunities and supporting inclusive socio-economic development. It is also aligned with the objectives of the National Employment Strategy 2024–2028, particularly regarding increasing employment opportunities, improving employability and strengthening labour market inclusion. At the institutional level, the delivery of employment services and labour market interventions is guided by the Employment Agency’s Annual Performance Plan, which defines institutional objectives, planned activities, performance indicators and expected results. The Employment Agency is the public provider responsible for implementing employment services and active labour market measures in accordance with the applicable legal framework. In carrying out its mandate, the Agency administers and delivers active labour market measures aimed at improving access to employment services, supporting jobseekers and employers, and increasing the participation of priority groups in the labour market. Regulation (MLSW) No. 01/2018 on Active Labour Market Measures establishes the procedures, responsibilities and obligations of institutions, service providers, registered unemployed persons, jobseekers and employers involved in the design, implementation, monitoring and evaluation of active labour market measures. The Employment Agency applies this Regulation as the main operational framework for planning, delivering, monitoring and reporting on these measures. Under this framework, the Employment Agency implements the following active labour market measures: 1. Vocational training; 2. Internships; 3. On-the-job training; 4. Public works; 5. Self-employment support; and 6. Wage subsidies. The Employment Agency implemented Active Labour Market measures in line with the indicators and targets established under the Reform Agenda. The implemented interventions included wage subsidy, internships and vocational training programmes delivered through the Employment Agency’s Vocational Training Centres. These measures aimed to improve the employability of jobseekers, facilitate their transition into employment and increase labour market participation among priority groups. The implementation of these interventions contributed to the achievement of the established reform targets, with the results presented below demonstrating progress across the identified beneficiary categories. During the reporting period, a total of 1,151 persons benefited from employment-oriented Active Labour Market Measures (ALMMs), including wage subsidies, internships. These measures were designed to support beneficiary’s integration into employment, improve employability and increase labour market participation among priority groups.
------------------------------	--

	The distribution of beneficiaries by target category is as follows: • Women: 735 beneficiaries, representing 64% of the total number of beneficiaries. This result demonstrates a high level of participation of women in active labour market measures and confirms the effectiveness of interventions aimed at increasing women's access to employment opportunities. The share of women beneficiaries significantly exceeds the reform benchmark of 50%. • Young people aged 15–29: 551 beneficiaries, representing 48% of the total number of beneficiaries. This indicates that almost half of all beneficiaries were young people, reflecting the focus of active labour market measures on supporting young people's transition into employment and improving their integration into the labour market. • Members of non-majority communities: 337 beneficiaries, representing 29% of the total number of beneficiaries. This level of participation demonstrates significant inclusion of non-majority communities in employment support measures and contributes to promoting equal opportunities and social inclusion. • Persons with disabilities: 32 beneficiaries, representing 3% of the total number of beneficiaries. While this category remains included in active labour market measures and exceeds the established benchmark, participation continues to require targeted support, including tailored interventions and strengthened cooperation with employers to further improve labour market inclusion. • Persons living in rural areas: 515 beneficiaries, representing 45% of the total number of beneficiaries. This result demonstrates broad geographical coverage of active labour market measures and reflects efforts to improve access to employment services and reduce territorial disparities in employment opportunities. In addition to the beneficiaries supported through the main employment-oriented measures, a further 1,401 persons participated in vocational education and training programmes delivered by the Employment Agency's Vocational Training Centres during the reporting period. These programmes contributed to skills development, improved employability and better alignment of workforce competencies with labour market needs. Of the total participants, 630 were women, representing 45.0%; 703 were young people aged 15–29, representing 50.2%; 67 were members of non-majority communities, representing 4.8%; and 6 were persons with disabilities, representing 0.4%. The inclusion of these beneficiaries further supports the achievement and exceeding the reform targets across the relevant categories. The increased participation of priority groups reflects the efforts undertaken by the Employment Agency to improve access to active labour market measures through more targeted outreach and implementation approaches. The Agency has strengthened the identification and inclusion of vulnerable groups, including persons with disabilities, members of non-majority communities and persons living in rural areas, by improving communication with potential beneficiaries and facilitating their access to employment support measures. In particular, the increased participation of non-majority communities, coincides with the implementation of targeted programmes aimed at improving access to employment opportunities for minority groups. These include wage subsidy schemes implemented under the "Government for the Family" programme implemented by Employment Agency, which supported the engagement of beneficiaries from minority communities in active labour market measures. These targeted interventions contributed
--	---

	to broader outreach, increased participation and improved access to employment support services for priority groups. Overall, the results demonstrate that employment-oriented Active Labour Market Measures contributed to improving access to employment opportunities and increasing the participation of women, young people and vulnerable groups in the labour market. The achieved results confirm achievement or exceeding of the benchmarks established under the reform step. Methodological clarification regarding the youth indicator The Employment Agency's information system (EMIS) is capable of recording and reporting beneficiaries aged 15 and above. However, no beneficiaries aged 15–17 participated in active labour market measures during the reporting period. Active Labour Market measures primarily target registered jobseekers and labour market participants, while most persons aged 15–17 remain engaged in formal education and are therefore less likely to register as jobseekers or participate in such measures. Consequently, the reported results for the youth category reflect beneficiaries aged 18–29, as no beneficiaries aged 15–17 were recorded during the reporting period. This clarification is provided to explain the statistical methodology applied in reporting the youth indicator against the reform target referring to the 15–29 age group.
Evidence provided	The reported statistics are generated from the Employment Management Information System (EMIS), which serves as the central information and performance management system of the Public Employment Service for monitoring, administering and reporting on employment services and active labour market measures. EMIS enables the registration and management of jobseekers and employers, monitoring of employment services, administration and tracking of Active Labour Market Measures (ALMMs), monitoring of implementation progress and performance indicators, and generation of statistical and analytical reports to support performance assessment, employment policy implementation and evidence-based decision-making. The data extracted from EMIS provide the basis for monitoring, verification and reporting on the implementation of active labour market measures and the achievement of the indicators established under the Reform Agenda. The following supporting evidence attached: 1. Employment Agency Performance Report generated from EMIS for the period January–June 2026, provided with screenshots from the system demonstrating the reported data, performance results and beneficiary statistics. The report also has evidence on the generation of data from the EMIS system (screenshots). 2. Employment Agency Performance Report for 2025 generated from EMIS [Pending translation to English], providing data and trends on active labour market measures. 3. Regulation (MLSW) No. 01/2018 on Active Labour Market Measures, establishing the procedures, responsibilities and operational framework for the design, implementation, monitoring and evaluation of active labour market measures.

Checks performed in the verification of the step and related findings	During the verification of this reform step, all relevant evidence was reviewed and summarised in the control checklist, while all supporting documents were properly stored to ensure a complete audit trail. The conducted checks and verifications confirmed that: • all required documents, as specified in Annex 1 of the Reform Agenda, were provided and attached to this report; • the submitted evidence is consistent with the description and requirements of the reform step set out in the Commission Implementing Decision; • the submitted documentation confirms the fulfilment of the reform step; • the submitted documentation confirms the period in which the reform step was fulfilled. Based on the checks and verifications conducted, the evidence provided confirms the achievement of the and the relevant implementation period.
Compliance with general principles and DNSH principle	The implementation of this step does not contravene the general principles outlined in Article 4 and 11(4) of Regulation (EU) 2024/1449 and Article 3 of the Facility Agreement. The implementation of this step does not contravene the ‘Do No Significant Harm’ principle (DNSH).
Double funding	During the implementation of this reform, no double funding has occurred. Development partners provided technical assistance (e.g. capacity building, advisory services and technical expertise), while no external funding was used to finance the Active Labour Market Measures reported under this reform step. The expenditures reported for this reform step were financed exclusively from the state budget.
Clear conclusion on the achievement of the step	Based on the most recent data available as of the end of June 2026, the overall target and the category-specific benchmarks established under this reform step were achieved or exceeded by the reform deadline. The results demonstrate that the implemented active labour market measures contributed to increased participation of women, young people and other priority groups in employment support measures, in line with the objectives of the Reform Agenda.

PERFORMANCE REPORT ON EMPLOYMENT AND VOCATIONAL TRAINING

January - June 2026

Contents

Introduction	3
1.Strategic and institutional context for implementing the reform step	5
2.ACTIVE LABOUR MARKET MEASURES	6
3.RESULTS OF ACTIVE LABOUR MARKET MEASURES ACCORDING TO THE CATEGORIES OF THE GROWTH PLAN	7
3.1. Active Labour Market Measures by gender	7
3.2. Active Labour Market Measures by age group	8
3.3. Active Labour Market Measures by minority communities	9
3.4. Active Labour Market Measures for persons with disabilities	10
3.5. Active Labour Market Measures by rural and urban areas	11
4. VOCATIONAL TRAINING	13
4.1. Vocational Training by age group	13
4.2. Vocational Training by ethnicity	14
4.3. Vocational Training by gender	14
4.4. Vocational Training for persons with disabilities	15

Introduction

The 2026 six-month performance report, “Employment and Vocational Training,” provides an integrated overview of the performance of the Employment Agency of the Republic of Kosovo (EARK) and offers an analysis of the activities, services and results achieved during the reporting period in the areas of employment and the development of vocational skills.

The report aims to provide a comprehensive assessment of the functioning of the Public Employment Services, addressing the main labour market management processes, the provision of employment services, the implementation of Active Labour Market Measures (ALMMs), as well as the referral and inclusion of unemployed persons in vocational training programmes.

Within the framework of the strategic objectives for increasing employment, developing human capital and improving inclusion in the labour market, Active Labour Market Measures and vocational training programmes continue to be important instruments for supporting unemployed persons, increasing employability and facilitating the transition into employment. In this regard, the report provides a specific analysis of the inclusion of priority groups, including women, young people, persons with disabilities, minority communities and persons living in rural areas.

The report has been prepared in accordance with the priorities established in the European Union’s Growth Plan for the Western Balkans, Kosovo’s Reform Agenda, the National Development Strategy and the National Employment Strategy 2024–2028, reflecting the role of the Employment Agency in implementing active employment policies and improving labour market outcomes.

Through the analysis of key performance indicators, the report aims to present the progress achieved, the challenges identified and the main trends in the provision of employment services and the development of vocational skills. The data presented provide a basis for assessing the effectiveness of the interventions implemented and for supporting the planning and development of future policies in the field of employment.

Objective and Methodology

Objective

The 2026 six-month performance report, “Employment and Vocational Training,” provides a structured overview of the results achieved by the Employment Agency of the Republic of Kosovo (EARK) during the reporting period, focusing on monitoring and evaluating the performance of employment services, employment intermediation, the implementation of Active Labour Market Measures and the development of vocational training.

The main purpose of the report is to provide data-based information on the level of implementation of activities and key performance indicators, enabling an assessment of progress in implementing active employment policies and the strategic objectives defined in relevant public policy documents, including the National Employment Strategy 2024–2028, Kosovo’s Reform Agenda and the priorities of the European Union’s Growth Plan for the Western Balkans.

The report aims to analyse the results achieved in providing employment services to jobseekers and employers, including:

- the inclusion of beneficiaries in Active Labour Market Measures;
- the inclusion of priority groups in employment policies, including women, young people, persons with disabilities, minority communities and persons from rural areas;
- the referral and inclusion of jobseekers in vocational training programmes.

Through the analysis of performance indicators, the report provides a basis for assessing the efficiency of the services provided, identifying challenges and supporting the process of planning and further improving employment policies and programmes.

Methodology

The 2026 six-month performance report has been prepared primarily on the basis of administrative data generated by the Employment Management Information System (SIMP), which is used by the Employment Agency and its operational structures for the registration, management, monitoring and reporting of employment services and vocational training programmes.

The data used in the report were extracted from the administrative records of the Employment Offices and Vocational Training Centres and include information relating to beneficiaries of Active Labour Market Measures and participants in vocational training programmes.

The analysis was conducted for the six-month period of the reporting year and is based on a comparison of the results achieved with the previous period, as well as an assessment of the structure of beneficiaries according to demographic and social categories, including:

- gender;
- age group;
- ethnic affiliation;
- status of persons with disabilities;
- area of residence, rural or urban.

The report uses quantitative indicators and analytical percentages to present the level of implementation of activities and the inclusion of priority categories in employment services. For indicators related to vocational training, the number of referrals is also analysed.

The data presented in this report represent administrative data from the Public Employment Services, registered in SIMP, and are used for the purposes of monitoring institutional

performance, assessing the implementation of measures and supporting evidence-based decision-making.

1. Strategic and Institutional Context for Implementing the Reform Step

Within the framework of implementing the reforms supported through the European Union's Growth Plan for the Western Balkans, the Ministry of Labour, Families and Values of the Liberation War has undertaken important steps to strengthen employment policies and increase labour market inclusion. This reform step aims to further advance the implementation of Active Labour Market Measures, focusing on increasing employability, developing skills and supporting priority groups in accessing employment opportunities.

At the same time, this reform step is aligned with the objectives of the National Employment Strategy 2024–2028, which places particular emphasis on increasing sustainable employment, improving the employability of jobseekers and strengthening social inclusion in the labour market. Within this framework, the Strategy provides for the development and implementation of targeted measures for groups facing greater difficulties in integrating into the labour market, including women, young people, persons with disabilities, members of minority communities and persons living in rural areas.

The results of the implementation of Active Labour Market Measures during the reporting period reflect this inclusive approach, demonstrating significant participation by priority groups. The high inclusion of women and young people, the increased participation of minority communities, expanded access for persons with disabilities and greater coverage of beneficiaries from rural areas demonstrate the orientation of active employment policies towards reducing barriers and creating equal employment opportunities.

The Employment Agency of the Republic of Kosovo is the public institution responsible for implementing active employment policies, providing employment services and administering programmes aimed at integrating unemployed persons into the labour market. In exercising its mandate, the Agency plans, coordinates, implements and monitors Active Labour Market Measures with the aim of improving access to employment opportunities, supporting jobseekers and employers and increasing the participation of priority categories in the labour market.

The institutional and operational framework for implementing these measures is defined through Regulation (MLSW) No. 01/2018 on Active Labour Market Measures, which establishes the procedures, criteria, responsibilities and obligations of implementing institutions, service providers, registered unemployed persons, jobseekers and employers involved in the process of designing, implementing, monitoring and evaluating active measures.

The Employment Agency implements this Regulation as the main operational basis for planning and implementing Active Labour Market Measures, ensuring a transparent, standardised and results-oriented process. Through monitoring and reporting mechanisms, the Agency continuously assesses the effectiveness of the measures, the structure of

beneficiaries and their impact on improving employability and the inclusion of priority groups in the labour market.

2. Active Labour Market Measures

Within this framework, the Employment Agency implements the following Active Labour Market Measures:

The Employment Agency has implemented Active Labour Market Measures in accordance with the indicators and objectives established under the Reform Agenda. The interventions implemented have included wage-subsidy schemes, workplace internship programmes and vocational training programmes provided through the Employment Agency's Vocational Training Centres.

The Active Labour Market Measures presented in this section of the report are:

1. Workplace Internship;
2. Wage Subsidy;
3. Vocational Training.

1. Workplace Internship

Workplace Internship means a labour market measure that aims to provide participants seeking to enter a specific career field with the opportunity to gain valuable experience in a working environment. Therefore, the main objective of the Workplace Internship is to increase the skills and employment prospects of recent graduates.

The Workplace Internship is a labour market measure intended to provide participants with the skills and knowledge required to perform a particular job within the workplace and working environment. It supports recent graduates in accessing training opportunities and establishing contact with employers, in order to improve their future employment prospects and obtain a job.

It promotes the employment of jobseekers who aim to begin work appropriate to their type of education and who have completed vocational secondary education or university education. The measure aims to increase the employment prospects of unemployed persons seeking employment for the first time.

1. Wage Subsidy

The Wage Subsidy means a labour market measure that aims to create employment opportunities for jobseekers by subsidising employers to recruit them on a long-term basis. Participants in the Wage Subsidy scheme are expected to remain in employment after the subsidy period has ended. These are direct transfers to employers intended to encourage them to employ specific groups that experience difficulties in finding employment.

Employment subsidies may assist employers in expanding their businesses and employing new staff, which will help create more jobs.

2. Vocational Training

Vocational Training means training provided by the eight (8) Vocational Training Centres (VTCs) operating under the administration of EARK.

The Vocational Training Centres provide free training to jobseekers in specific occupations, focusing on the application of practical skills and knowledge. Participants are provided with additional knowledge, skills and abilities to perform work effectively through training at the VTCs, thereby aiming to increase participants' prospects of gaining or retaining employment.

3. RESULTS OF ACTIVE LABOUR MARKET MEASURES ACCORDING TO THE CATEGORIES OF THE GROWTH PLAN

3.1. Active Labour Market Measures by Gender

Of a total of 1,151 beneficiaries of Active Labour Market Measures under the Wage Subsidy and Workplace Internship measures during the period January–June 2026, women accounted for the largest share, with 735 beneficiaries or 63.9% of the total number of beneficiaries. Compared with 2025, the number of women beneficiaries increased from 631 to 735, representing an increase of 16.5%. This result demonstrates a high level of women's inclusion in active employment measures and confirms the impact of interventions aimed at increasing women's access to employment opportunities.

Table 1: Active Labour Market Measures by gender

Gender	2026	%	Change compared with 2025	2025
Women	735	63.9%	16.5%	631
Men	416	36.1%	-3.9%	433
Total	1,151	100%	8.2%	1,064

The participation of men in Active Labour Market Measures during 2026 amounted to 416 beneficiaries or 36.1% of the total. Compared with the previous year, this category recorded a decrease of 3.9%, declining from 433 beneficiaries in 2025 to 416 beneficiaries in 2026. This decrease contributed to widening the participation gap between the genders, with women having significantly higher representation in the active measures.

In total, the number of beneficiaries of Active Labour Market Measures increased from 1,064 persons in 2025 to 1,151 persons in 2026, representing an overall increase of 8.2%. The increase in the total number of beneficiaries was mainly driven by increased participation by women, while the participation of men recorded a slight decrease.

The gender structure of beneficiaries shows the dominant participation of women, who account for approximately two-thirds of all beneficiaries of the active measures. This result is above the indicative threshold of 50% for the inclusion of women and demonstrates the effectiveness of the measures undertaken to promote equality in access to the labour market and support women's economic activation.

Figure 1: Percentage of beneficiaries of Active Labour Market Measures by gender

- Women: 64%
- Men: 36%

3.2. Active Labour Market Measures by Age Group

Of a total of 1,151 beneficiaries of Active Labour Market Measures during the reporting period, January–June 2026, the largest share was represented by the 15–29 age group, with 551 beneficiaries or 47.9% of the total number of beneficiaries.

Compared with 2025, this age group recorded an increase of 17.7%, confirming the continued orientation of active employment policies towards young people and support for their transition into the labour market.

In terms of age structure, the data confirm that young people continue to be the main beneficiary group of Active Labour Market Measures, accounting for almost half of all beneficiaries. This result is in line with the priorities of employment policies and the objectives of the Reform Agenda, which aim to increase youth employment, facilitate the transition from education to work and develop human capital.

Table 2: Active Labour Market Measures by age group

Age group	2026	%	Change compared with 2025	2025
15–29	551	47.9%	17.7%	468
30–39	290	25.2%	5.8%	274
40–54	236	20.5%	-4.8%	248
55+	74	6.4%	0.0%	74
Total	1,151	100.0%	8.2%	1,064

The 30–39 age group is represented by 290 beneficiaries or 25.2% of the total. Compared with the previous year, this category recorded an increase of 5.8%, reflecting the stable inclusion of working-age persons in employment programmes and support measures.

The 40–54 age group includes 236 beneficiaries or 20.5% of the total. Unlike the younger age groups, this category recorded a decrease of 4.8% compared with 2025, indicating somewhat lower participation in Active Labour Market Measures during the reporting period.

The lowest participation continues to be recorded among the age group of 55 years and above, with 74 beneficiaries or 6.4% of the total number of beneficiaries. Compared with the previous year, the number of beneficiaries in this category remained unchanged, recording neither an increase nor a decrease during the reporting period.

Overall, the number of beneficiaries of Active Labour Market Measures increased from 1,064 beneficiaries in 2025 to 1,151 beneficiaries in 2026, representing an increase of 8.2%. The increase was mainly supported by the expansion of participation among the 15–29 and 30–39 age groups, while the older age groups remained at the same level or recorded a slight decrease.

Figure 2: Percentage of beneficiaries of Active Labour Market Measures by age group

- 15–29: 48%
- 30–39: 25%
- 40–54: 21%
- 55+: 6%

3.3. Active Labour Market Measures by Minority Communities

Of a total of 1,151 beneficiaries of Active Labour Market Measures during 2026, the largest share consisted of beneficiaries from the majority Albanian community, with 814 persons or 70.7% of the total number of beneficiaries.

Compared with 2025, the number of beneficiaries from this category increased from 751 to 814 persons, representing an increase of 8.4%. This increase is in line with the overall increase in the number of beneficiaries of Active Labour Market Measures during the reporting period.

Table 3: Active Labour Market Measures by minority communities

Ethnic affiliation	2026	%	Change compared with 2025	2025
Albanian	814	70.7%	8.4%	751
Minority communities	337	29.3%	7.7%	313
Total	1,151	100.0%	8.2%	1,064

Beneficiaries from minority communities numbered 337 persons, accounting for 29.3% of all beneficiaries of Active Labour Market Measures during 2026.

Compared with 2025, this category increased from 313 to 337 beneficiaries, representing an increase of 7.7%. The participation level of 29.3% indicates significant inclusion of minority communities in employment programmes and reflects institutional efforts to promote equal access to employment-support measures.

Overall, the number of beneficiaries of Active Labour Market Measures increased from 1,064 persons in 2025 to 1,151 persons in 2026, representing an increase of 8.2%. The increase was reflected in both categories, with the Albanian community recording an increase of 8.4% and minority communities recording an increase of 7.7%.

The participation of almost 29.3% by minority communities in Active Labour Market Measures represents an important result in terms of social inclusion and the promotion of equal opportunities in the labour market. This level of participation demonstrates the impact of targeted measures and information and intermediation activities in including groups from minority communities in employment programmes.

Figure 3: Percentage of beneficiaries of Active Labour Market Measures by ethnicity

- Albanian: 95%
- Ethnic minorities: 5%

3.4. Active Labour Market Measures for Persons with Disabilities

During 2026, 32 persons with disabilities were included in Active Labour Market Measures, compared with only 4 persons in 2025. This represents an increase of 28 beneficiaries, or a significant increase of 700% compared with the previous year.

Table 4: Active Labour Market Measures for persons with disabilities

Data	2026	%	Change compared with 2025	2025
Persons with disabilities	1,151	100%	8.2%	1,064
Beneficiaries of ALMMs	32	3%	700.0%	4

The increase in the number of beneficiaries from this category demonstrates a significant improvement in the inclusion of persons with disabilities in employment-support programmes and reflects institutional efforts to expand access to the labour market for vulnerable groups.

Although the absolute number of beneficiaries remains relatively low compared with the total number of beneficiaries of Active Labour Market Measures, with 32 persons representing approximately 2.8% of the total of 1,151 beneficiaries, the increase in participation compared

with the previous year represents important progress towards achieving the objectives of social inclusion and equal employment opportunities.

This result may be linked to the strengthening of activities for identifying and including priority groups, increased cooperation with relevant institutions and organisations and efforts to encourage employers to become more involved in providing employment opportunities for persons with disabilities.

Nevertheless, the participation of this category continues to require targeted support through adapted measures, more active promotion of employment opportunities, specialised intermediation and continued cooperation with employers, with the aim of sustainably increasing the integration of persons with disabilities into the labour market.

Figure 4: Beneficiaries of Active Labour Market Measures who are persons with disabilities

- 2026: 32
- 2025: 4

3.5. Active Labour Market Measures by Rural and Urban Areas

Of a total of 1,151 beneficiaries of Active Labour Market Measures during 2026, the largest share consisted of persons living in rural areas, with 735 beneficiaries or 63.9% of the total number of beneficiaries.

Compared with 2025, the number of beneficiaries from rural areas increased from 631 to 735 persons, representing an increase of 16.5%. This result indicates expanded access to active measures in rural areas and a positive impact on the inclusion of persons who face greater barriers in accessing the labour market.

Table 5: Active Labour Market Measures by rural and urban areas

Beneficiaries' area of residence	2026	%	Change compared with 2025	2025
Rural areas	735	63.9%	16.5%	631
Urban areas	416	36.1%	-3.9%	433
Total	1,151	100%	8.2%	1,064

On the other hand, beneficiaries from urban areas totalled 416 persons or 36.1% of all beneficiaries during 2026. Compared with the previous year, this category recorded a decrease of 3.9%, falling from 433 beneficiaries in 2025 to 416 beneficiaries in 2026. The slight decrease in the participation of beneficiaries from urban areas contributed to an increase in the relative share of beneficiaries from rural areas.

At the overall level, the number of beneficiaries of Active Labour Market Measures increased from 1,064 persons in 2025 to 1,151 persons in 2026, representing an increase of 8.2%. This increase was driven primarily by the rise in the number of beneficiaries from rural areas, which was significantly higher compared with urban areas.

The participation of 63.9% of beneficiaries from rural areas indicates the broad territorial coverage of Active Labour Market Measures and demonstrates the Employment Agency's efforts to reduce inequalities in access to employment opportunities between rural and urban areas.

This result is particularly important given that persons from rural areas often face additional challenges, such as more limited access to jobs, distance from economic centres and more limited opportunities for professional development.

The increase in beneficiaries from rural areas suggests that the mechanisms for information, intermediation and the provision of employment services have succeeded in including more jobseekers outside urban areas.

Nevertheless, continued monitoring of the territorial distribution of beneficiaries remains important to ensure that Active Labour Market Measures continue to address the needs of communities in all areas and provide equal employment opportunities.

Figure 5: Active Labour Market Measures by rural and urban areas

- Rural areas: 45%
- Urban areas: 55%

4. VOCATIONAL TRAINING

Vocational Training, as an Active Labour Market Measure, is organised and provided as a service by the eight (8) Vocational Training Centres operating under the administration of the Employment Agency.

Vocational training constitutes one of the main components of active labour market policies and an important instrument for increasing the employability of jobseekers, developing vocational skills and adapting the workforce to the changing demands of the labour market. Within the mandate of the Employment Agency of the Republic of Kosovo (EARK), vocational training is provided through Vocational Training Centres (VTCs), which offer free training programmes to registered jobseekers.

These programmes are oriented towards the development of theoretical knowledge and practical skills in various occupations, with the aim of increasing employment opportunities, supporting professional advancement and facilitating the transition of unemployed persons into the labour market.

Vocational training programmes are designed and implemented by taking into account labour market needs, employer requirements and employment-policy priorities. Through these programmes, jobseekers are enabled to acquire new skills, improve their existing competencies and increase their competitiveness in the labour market.

4.1. Vocational Training by Age Group

According to the age structure, the largest share of participants in vocational training programmes consists of young people aged 15–29, with 703 participants or 50.2% of the total number.

Compared with 2025, the number of young people included in vocational training increased from 535 to 703 persons, representing an increase of 31.4%.

Other age groups, persons aged 30 and above, are represented by 698 participants or 49.8% of the total. Compared with the previous year, this category recorded a higher increase in relative terms, rising from 464 participants in 2025 to 698 participants in 2026, or an increase of 50.4%.

Table 6: Vocational Training by age group

Age group	2026	%	Change compared with 2025	2025
15–29	703	50.2%	31.4%	535
Other age groups	698	49.8%	50.4%	464
Total	1,401	100%	40.2%	999

The participation of 50.2% by young people aged 15–29 demonstrates the continued orientation of vocational training programmes towards supporting young people’s transition from education into the labour market and increasing their employability.

At the same time, the significant increase in the participation of age groups over 30 years of age, at 50.4%, demonstrates that vocational training programmes have also had an impact in supporting working-age persons who need to improve, adapt or change their vocational skills in accordance with labour market requirements.

4.2. Vocational Training by Ethnicity

According to ethnic affiliation, the largest share of participants in vocational training programmes consists of persons from the Albanian community, with 1,334 participants or 95.2% of the total number of participants.

Compared with 2025, the number of participants from this category increased from 958 to 1,334 persons, representing an increase of 39.2%.

Table 7: Vocational Training by minority communities

Ethnic affiliation	2026	%	Change compared with 2025	2025
Albanian	1,334	95%	39.2%	958
Minority communities	67	5%	63.4%	41
Total	1,401	100%	40.2%	999

Participants from minority communities during 2026 numbered 67 persons or 4.8% of the total.

Compared with the previous year, this category increased from 41 to 67 participants, representing an increase of 63.4%. Although the absolute number of participants from minority communities remains lower compared with the majority community, the recorded increase indicates improved inclusion of these categories in vocational training programmes.

4.3. Vocational Training by Gender

During the 2026 reporting period, a total of 1,401 jobseekers participated in the vocational training programmes provided through the Vocational Training Centres, compared with 999 participants in 2025.

The number of participants in vocational training programmes increased by 402 persons, representing an increase of 40.2% compared with the previous year.

Table 8: Vocational Training data by gender

Age group	2026	%	Change compared with 2025	2025
Women	630	45%	33.2%	473
Men	771	55%	46.6%	526
Total	1,401	122%	40.2%	999

According to the gender structure, men accounted for the largest share of participants in vocational training programmes during 2026, with 771 participants or 55.0% of the total number, while women were represented by 630 participants or 45.0% of the total.

Compared with 2025, the number of women included in vocational training increased from 473 to 630 participants, representing an increase of 33.2%. The number of men increased from 526 to 771 participants, or 46.6% more compared with the previous year.

The higher increase in the participation of men contributed to a slight change in the gender structure of beneficiaries, with men accounting for 55.0% of participants in 2026 and women accounting for 45.0%.

Nevertheless, the increase in the number of women by more than one-third compared with 2025 indicates greater inclusion of women in vocational skills-development programmes.

Overall, the expansion of participation in vocational training for both genders reflects the important role of vocational training programmes in increasing the employability of jobseekers and preparing the workforce in accordance with labour market requirements. The continued inclusion of women in these programmes remains an important factor in promoting equal access to skills development and employment opportunities.

4.4. Vocational Training for Persons with Disabilities

Within this category, persons with disabilities account for 6 participants or approximately 0.4% of the total number of participants in vocational training during 2026.

Compared with 2025, when 3 persons with disabilities participated in vocational training programmes, the number of participants from this category doubled, representing an increase of 100%.

Table 9: Vocational Training data by gender

	2026	%	Change compared with 2025	2025
Persons with disabilities	6	0.4%	100.0%	3
Total in Vocational Training	1,401	100%	40.2%	999

The increase in the number of persons with disabilities included in vocational training programmes represents a positive development towards expanding access for this category to skills-development and labour-market-preparation services.

Nevertheless, the participation of persons with disabilities continues to remain at a low level compared with the total number of beneficiaries, accounting for 0.4% of the total.

This indicates the need to continue targeted measures for identifying, informing and motivating this category to participate in vocational training programmes, as well as to

strengthen cooperation with institutions and organisations working to support persons with disabilities.

Annex 1: Data obtained from simp.rks-gov.net



- HOME
- JOBSEEKERS 6
- EMPLOYERS 3
- GOVERNMENT FOR FAMILY 3
- MATCH VACANCY 3
- MATCH PATP 4
- STATISTICAL REPORTS 5
 - Jobseekers
 - Advertisements
 - Employers
 - Vacancies / Vacancy Placements
 - Referral to VTC
- ADMINISTRATIVE REPORTS 7
- PERFORMANCE REPORTS 4
- SETTINGS 2

Report: Open vacancies in municipalities

From: 01.01.2026
To: 30.06.2026

Report type: Ndërmjetësimet në punësim
Filter by: Grupe moshë

Vacancy type: -- All --
Supported by:

Place: Search...
☒ Select all
☒ Prishtinë
☒ Fushë Kosovë
☒ Glogoc
☒ Lipjan

☐ From APRK

Profession: Select Some Options

Education Level: Select

☐ Abroad employment
☐ Disability

☐ Repatriation
☐ Social Assistance

Work experience: Select

Employment duration: Select

Company Ownership: Select

Company Size: Select

Company Type: Select

Generate

Report data

PDF Excel

Municipalities:	Age group	Total	Female	Male
15 - 24		332	201	131
25 - 29		219	146	73
55+		74	41	33
15 - 29		551	347	204
30 - 39		290	187	103
40 - 54		236	160	76
Total		1151	735	416

Annex 2: Data obtained from simp.rks-gov.net for Vocational Training

QAP - Statistical Reports - Empi

10.153.232.5/SIMP/QAP/ReportStatistikor

Welcome: Fënik Latina

Profile Përditësimet Configuration Logout

QAP - Statistical Reports

QAP

Search...

☒ Select all

☒ QAP Pejë

☒ QAP Gjakovë

☒ QAP Prishtinë

☒ QAP Prizren

From: 01.01.2026 To: 30.06.2026

Report type

Search...

☐ Select all

☒ Te referuarit

☐ Lista e prijës

☐ Trajnimet e Filluara

☐ Refuzimet nga kandidatët

Place

Search...

☒ Select all

☒ Prishtinë

☒ Fushë Kosovë

☒ Glogoc

☒ Lipjan

Filter by

Age group

Filter jobseekers

Profession

Select Some Options

Age group

Select

Age

Select

Generate

PDF Excel

Report data

Municipalities: Kosovo

Nr.	Age group	Total	Female	Male
1	55+	58	21	37
2	15 - 24	419	186	233
3	40 - 54	381	208	173
4	25 - 39	557	220	337
5	Total	1415	635	780



AGJENCIA E PUNËSIMIT E REPUBLIKËS SË KOSOVËS
AGENCIJA ZA ZAPOŠLAAVANJE REPUBLIKE KOSOVO
EMPLOYMENT AGENCY OF THE REPUBLIC OF KOSOVO

Performance
Report

2025

EMPLOYMENT AND VOCATIONAL TRAINING

Foreword

The 2025 Annual Report on “Employment and Vocational Training” aims to provide a structured, evidence-based overview of labour market developments in Kosovo and to present the institutional performance of the Employment Agency of the Republic of Kosovo in the areas of job placement and vocational training development.

The report covers the main developments during the 2025 reporting year, including trends in jobseeker registration, the provision of services to unemployed persons and employers, and the implementation of active labour market measures. The data presented reflect not only the current situation, but also year-on-year trends in the performance of services provided by Employment Offices and Vocational Training Centres.

During the reporting period, the Employment Agency continued to implement structural reforms focused on improving the efficiency and quality of services. These reforms include modernising physical and digital infrastructure, improving service-delivery processes, and further developing a client-oriented approach.

By the end of December 2025, the number of persons registered as unemployed had reached 65,488, while a total of 10,463 job vacancies were reported. During the year, 4,831 job placements were made, of which 2,736 were through regular placement services and 2,095 through active labour market measures. At the same time, 1,949 jobseekers participated in vocational training programmes.

In the context of policies to increase youth employment, the “Superpuna” platform, developed under the Guaranteed Employment for Youth scheme, facilitated the first-time entry of 10,838 young people into the labour market during 2025. In addition, 614 internships in the public and private sectors were made possible through the K-GenU (Kosovo Generation Unlimited) initiative.

This report serves as an important tool for informing policymakers and other relevant stakeholders, thereby contributing to the design and evaluation of evidence-based policies.

The Employment Agency expresses its appreciation to the international partners and donors that supported the development of services and the implementation of projects, including GIZ/DIMAK, GIZ/Fit for Jobs, ILO, LuxDev and others. Their contribution was instrumental in achieving the results presented in this report.

Editor:	Shpetim KALLUDRA, Head of Division Division for the Development of Active Measures and Labour Market Analysis
Responsible Department	Muhamet KLINAKU, Director Labour Market Department Jehona Rexha, Director Vocational Training Department
Responsible	Blerim Hasani, Acting Director General Employment Agency of the Republic of Kosovo
Address	Employment Agency of the Republic of Kosovo Tirana St., n/n 10000 Prishtina, Kosovo
Publisher	Employment Agency of the Republic of Kosovo Published: April 2026 © Employment Agency of the Republic of Kosovo Reproduction is prohibited without authorisation. The source must be acknowledged when using the data.

Contents

Abbreviations	5
List of Tables	6
List of Figures	7
Introduction	8
1. PROVISION OF SERVICES TO JOBSEEKERS	10
1.1. Registered unemployment by year	10
1.2. Registered unemployment by qualification	11
1.3. Registered unemployment by occupation	12
1.4. Registered unemployment by age group	12
1.5. Registered unemployment by ethnicity	13
1.6. Registered unemployment by region	14
2. PROVISION OF SERVICES TO EMPLOYERS	16
2.1. Job vacancies	16
2.2. Job vacancies by sector	16
2.3. Job vacancies by business size	18
2.4. Job vacancies by occupation	18
2.5. Job vacancies by qualification	19
2.6. Job vacancies by region	20
3. EMPLOYMENT PLACEMENTS	22
3.1. Regular employment placements by economic sector	24
3.2. Employment placements by enterprise size	25
3.3. Regular employment placements by occupation	26
3.4. Regular employment placements by qualification	28
3.5. Regular employment placements by age group	29
3.6. Regular employment placements by ethnicity	29
3.7. Regular employment placements by sex	31
3.8. Regular employment placements by region	31
4. VOCATIONAL TRAINING	33
4.1. Vocational Training by qualification level	34
4.2. Vocational Training by age group	36
4.3. Vocational Training by ethnicity	36
4.4. Vocational Training by sex	38
4.5. Vocational Training by region	38
5. ACTIVE LABOUR MARKET MEASURES	39
5.1. Active Labour Market Measures by qualification	41
5.2. Active Labour Market Programmes by age group	42
5.3. Active Labour Market Measures by ethnicity	42

5.4. Active Labour Market Measures by occupation	44
5.5. Active Labour Market Measures by sex	45
5.6. Active Labour Market Measures by region	45
Annex 1: Migration services relating to employment	47
Annex 2: Support for Vocational Training	51
Annex 3: Support for Employment Services	55
Annex 4: General data	56
Annex 5: Vocational Training data by occupation for 12 months.....	57
Annex 6: Data on persons with disabilities	60
Definitions and Terminology	60

Abbreviati

MFPT	Ministry of Finance, Labour and Transfers
APRK	Employment Agency of the Republic of Kosovo
DMS	Department of Social Welfare
ILO	International Labour Organization / International Labour Office ZKP Municipal Employment Office
KAS	Kosovo Agency of Statistics
QAP	Vocational Training Centre
DAP	Vocational Training Division
ISCED	International Standard Classification of Education ISCO International Standard Classification of Occupations
NACE	International Standard Classification of Economic Activities

Additional resources are also available at:

APRK, Employment Management Information System;
APRK, Labour Market Information System: sitp.rks-gov.net;
APRK, Kosovo Classification of Occupations: kpk.rks-gov.net;

List of Tables

Contents	
Table 1	Registered unemployment by year
Table 2	Registered unemployment by qualification
Table 3	Registered unemployment by occupation
Table 4	Registered unemployment by age group
Table 5	Registered unemployment by ethnicity
Table 6	Registered unemployment by region
Table 7	Job vacancies by qualification
Table 8	Job vacancies by region
Table 9	Employment Rate
Table 10	Regular employment placements by occupation
Table 11	Regular employment placements by qualification
Table 12	Regular employment placements by age group
Table 13	Regular employment placements by ethnicity
Table 14	Regular employment placements by region
Table 15	Active Labour Market Measures
Table 16	Vocational Training by qualification
Table 17	Vocational Training by age group
Table 18	Vocational Training by ethnicity
Table 19	Vocational Training by sex
Table 20	Vocational Training by region
Table 21	Active Labour Market Measures by qualification
Table 22	Active Labour Market Measures by age group
Table 23	Active Labour Market Measures by ethnicity
Table 24	Active Labour Market Measures by occupation
Table 25	Active Labour Market Measures by sex
Table 26	Active Labour Market Measures by region

List of Figures

Contents	
Figure 1	Jobseeker registration by year
Figure 2	Registration of new and reactivated jobseekers
Figure 3	Registered unemployment per staff member
Figure 4	Trend in job vacancies by year
Figure 5	Job vacancies by economic sector
Figure 6	Job vacancies by ownership sector
Figure 7	Job vacancies by enterprise size
Figure 8	Job vacancies by occupation
Figure 9	Job vacancy registration rate by qualification
Figure 10	SHRVLP by region
Figure 11	SHVLS by region
Figure 12	Employment trends by year
Figure 13	Regular employment by economic sector
Figure 14	Regular employment rate by ownership sector
Figure 15	Percentage of regular employment by business size
Figure 16	Regular employment rate by occupation
Figure 17	Regular employment rate by qualification
Figure 18	Regular employment rate by age group
Figure 19	Regular employment placement rate by ethnicity
Figure 20	Regular employment placement rate by sex
Figure 21	Regular employment placement rate by region
Figure 22	SHPS by region for 12 months
Figure 23	Trend in enrolment in Vocational Training by year
Figure 24	Training Rate by qualification
Figure 25	Training Rate by age group
Figure 26	Training Rate by ethnicity
Figure 27	Training Rate by region
Figure 28	Activation rate in active measures by qualification
Figure 29	Activation rate in active measures by age group
Figure 30	Activation rate in active measures by ethnicity
Figure 31	Activation rate in active measures by occupation
Figure 32	Activation rate in active measures by sex
Figure 33	Activation rate in active measures by region

Introduction

The Annual Report on “Employment and Vocational Training” constitutes the performance report of the Employment Agency of the Republic of Kosovo and provides a comprehensive overview of the activities undertaken and services delivered during the reporting period. It focuses in particular on processes related to jobseeker registration, **job** placement—both in regular employment and through active labour market **measures—and** the referral of jobseekers to vocational training programmes.

Objectives and Methodology

The report covers a substantial part of the services provided by Employment Offices and Vocational Training Centres, namely employment and vocational training services for jobseekers and employers.

The report focuses primarily on monitoring and evaluating the performance of employment services. In this context, the definition and monitoring of performance indicators within the Employment Management Information System (SIMP) are intended to improve the efficiency and quality of the services provided by the Public Employment Services (SHPP).

The data used in this report are based primarily on information generated through SIMP and recorded and updated by officials of the Employment Offices (ZP) and Vocational Training Centres (QAP). The system enables the extraction and processing of data on registered unemployment, job vacancies, job placements and enrolments in vocational training programmes. These data are structured according to various analytical categories, including sex, qualification level, age group, ethnicity, region, economic activity and ownership sector.

For macro-level labour market indicators—such as the resident population, working-age population, economically active population and employment level—the report draws on data from other relevant institutions as secondary sources of information.

The overall objective, “Reducing inactivity, increasing employment, developing skills in line with labour market needs, and improving labour market administration”, together with the specific objectives, is defined in accordance with the Employment Agency’s Annual Work Plan.

Within this framework, the purpose of the performance report is to provide relevant institutions and the general public with structured and comparable information on employment services by:

- presenting and analysing the structure of registered unemployment, including socio-demographic characteristics such as sex, qualification, age group and ethnicity;
- analysing job vacancies reported by the labour market, as well as job placements made through regular employment and active labour market measures;
- analysing the enrolment of unemployed persons in vocational training programmes and the results of these programmes as an instrument of active labour market policy;
- providing other relevant information on the operation and development of employment services.

The report aims to strengthen the evidence base for public policymaking by supporting relevant institutions and decision-making processes in the field of the labour market.

Executive **Summary**

- During 2025, the total number of jobseekers registered with the Public Employment Services was 65,488, representing an increase of 14.2% compared with 2024. Of the total number registered, 33,954 were women and 31,534 were men, reflecting a higher share of women in the structure of registered unemployment. The increase in registered unemployment during 2025 was more pronounced among women, at 17.6%, compared with 10.8% among men. The registration structure in 2025 continued to be characterised by a higher number of reactivated jobseekers than first-time registrants.
- During the reporting year (2025), the Public Employment Services registered a total of 10,463 job vacancies (VLP). This represented an increase of approximately 15.4% compared with the previous year (2024), when 9,064 job vacancies were registered. On average, 872 job vacancies per month were registered in 2025, compared with a monthly average of 755 in 2024. This marks a significant increase in the monthly rate of vacancy registration, reflecting stronger demand for labour and greater engagement by businesses in registering vacancies through the Public Employment Services during the reporting year. The Job Vacancy Registration Rate (SHRVL), relative to registered unemployment during the year, was approximately 15.4%, whereas in 2024 this rate had decreased by 5.4% compared with the previous year.
- A total of 4,831 job placements were made during 2025. Of these, 2,736 were made through regular employment placement, representing a decrease of 7.7% compared with 2024. A further 2,095 placements were made through active labour market measures (MATP), an increase of 3.4% compared with the previous year. The number of first-time jobseekers placed in employment during 2025 was 10,838, an increase of 60.2% compared with 2024, when 6,737 persons were placed. During 2025, 614 young people were placed in internships in the private and public sectors. This scheme recorded a decrease of 38.1% compared with the previous year.
- Vocational training consistently remains one of the active measures with the largest number of beneficiaries. As in previous years, this measure accounted for 48.2%, or 1,949 referrals to vocational training, during the reporting year. In 2025, 1,949 referrals to vocational training were made, reflecting a decrease of 7.4% compared with one year earlier. A total of 1,949 jobseekers were referred to Vocational Training Centres in 2025, of whom 1,420, or 72.9%, were certified.

1. PROVISION OF SERVICES TO JOBSEEKERS

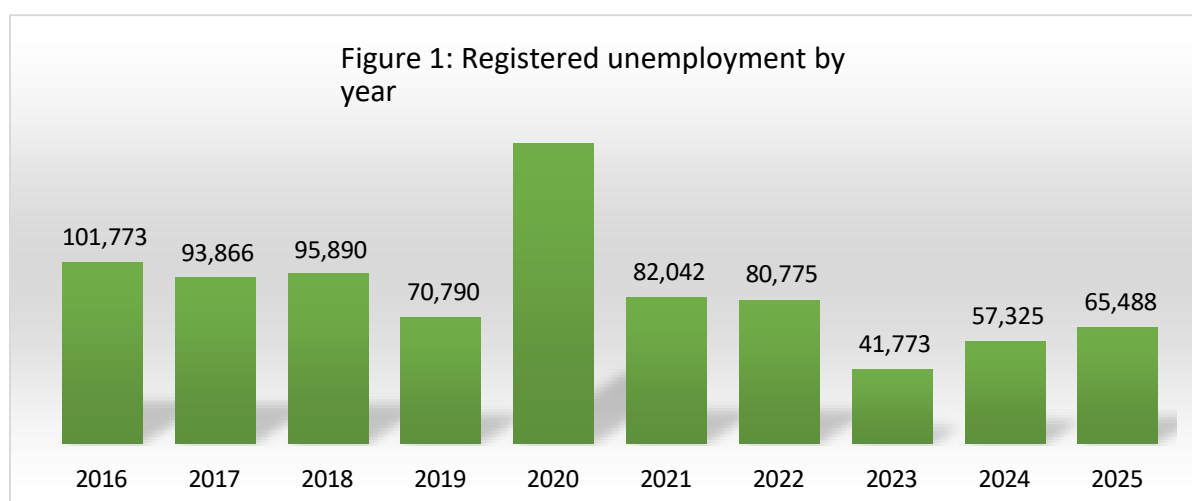
1.1. Registered unemployment by year

During 2025, the total number of jobseekers registered with the Public Employment Services was 65,488, representing an increase of 14.2% compared with 2024. Of the total number registered, 33,954 were women and 31,534 were men, reflecting a higher share of women in the structure of registered unemployment.

The increase in registered unemployment during 2025 was more pronounced among women, at 17.6%, compared with 10.8% among men. These data confirm the continuation of the trend towards faster growth in women's labour market registration, which was also observed in previous years.

Table 1: Registered unemployment by year						
Registered unemployment	2021	2022	2023	2024	2025	Increase from 2024
Total	82,042	80,775	41,773	57,325	65,488	14.2%
Women	38,568	39,169	20,284	28,875	33,954	17.6%
Men	43,474	41,606	21,489	28,450	31,534	10.8%

In year-on-year terms, following the sharp decline in registered unemployment in 2023 and the substantial increase in 2024 (37.2% compared with 2023), a more moderate increase was observed in 2025, signalling a gradual stabilisation of registrations with the Public Employment Services.



The registration structure in 2025 continued to be characterised by a higher number of reactivated jobseekers than first-time registrants. This indicates that the increase in registered unemployment was driven primarily by the return to the system of previously registered jobseekers, rather than by a substantial increase in new registrations.

The implementation of active labour market schemes and measures, which encouraged jobseekers to participate in and re-engage with employment services, remained a factor with a direct impact on this dynamic. At the same time, the continued operation of the “Superpuna” digital platform directed young people towards alternative means of accessing the labour market, contributing to a decline in traditional first-time registrations at Employment Offices, particularly among younger age groups.

1.2. Registered unemployment by qualification

The structure of registered unemployment in 2025 continued to be dominated by jobseekers with low qualification levels. Unqualified persons and those with primary and secondary education accounted for 89% of all registered jobseekers.

Qualification level	2025	(%)	Change from 2024	Female	Male
Unqualified	23186	35.4%	16.6%	12433	10753
Grades I-IX (Primary education)	13856	21.2%	11.7%	6549	7307
Vocational secondary education	15499	23.7%	12.0%	6550	8949
General upper-secondary education	5721	8.7%	21.2%	3086	2635
Bachelor's	6535	10.0%	11.9%	4857	1678
Master's	691	1.1%	10.2%	479	212
Doctorate	-	-	-	-	-
Total	65,488	100%	14.2%	33,954	31,534

In terms of year-on-year developments, registrations increased across all qualification categories in 2025, indicating broader participation by jobseekers in the employment services system. The largest increase was recorded among persons with general upper-secondary education, at 21.2% compared with the previous year, substantially above the overall national average increase of 14.2%.

This was followed by a substantial increase of 16.6% among unqualified jobseekers. Persons with a bachelor's degree recorded an increase of 11.9%.

From a gender perspective, the data show that registered unemployment among women remains higher than among men at almost all qualification levels. In particular, highly qualified women (bachelor's and master's degrees) have higher levels of registered unemployment than men with the same level of education, indicating the existence of structural and gender-related barriers to employment, irrespective of qualification level.

1.3. Registered unemployment by occupation

The structure of registered unemployment in 2025, classified by occupation (ISCO-08), shows that the highest level of registered unemployment remains concentrated in elementary occupations. This category accounted for 39.4% of registered unemployment, reflecting the continued predominance of occupations requiring low levels of qualification and occupational competence within the overall jobseeker structure.

Occupations according to ISCO	2025	(%)	Change from 2024	Female	Male
Managers	667	1.0%	13.2%	419	248
Professionals	7,292	11.1%	13.0%	5,044	2,248
Technicians and associate professionals	7,848	12.0%	13.9%	4,122	3,726
Clerical support workers	3,971	6.1%	16.7%	2,388	1,583
Service and sales workers	8,718	13.3%	13.1%	5,093	3,625
Skilled agricultural, forestry and fishery workers	1,105	1.7%	9.8%	421	684
Craft and related trades workers	8,952	13.7%	9.6%	2,069	6,883
Plant and machine operators and assemblers	1,117	1.7%	9.7%	155	962
Elementary occupations	25,818	39.4%	16.9%	14,243	11,575
Total	65,488	100%	14.2%	33,954	31,534

By contrast, the lowest level of registered unemployment was recorded among managers, who accounted for only 1.0% of all registered jobseekers. Plant and machine operators and assemblers, at 1.7%, and skilled agricultural, forestry and fishery workers, also at 1.7%, likewise represented relatively small shares of registered unemployment, indicating more sustained labour market demand for these occupations.

From a gender perspective, the data show that women constitute the majority of registered unemployed persons in several occupational categories, particularly among professionals, clerical support workers, and service and sales workers. By contrast, men predominate in categories associated with physical and technical work, including skilled agricultural, forestry and fishery workers, plant and machine operators and assemblers, and craft and related trades workers.

1.4. Registered unemployment by age group

Data for 2025 show that the highest level of registered unemployment was recorded among persons aged 25-39, who accounted for 40.7% of the total number of

registered jobseekers. Persons aged 40-54 represented the next largest group, accounting for 31.1% of registered unemployment and reflecting difficulties in reintegrating into the labour market, particularly in the context of structural changes and new skills requirements. Young people aged 15-24 accounted for 15.8% of registered unemployment, while persons aged 55 and over represented 12.3% of the total.

Table 4: Registered unemployment by age group

Age group	2025	(%)	Change from 2024	Female	Male
15 - 24	10,371	15.8%	38.3%	5,542	4,829
25 - 39	26,667	40.7%	11.8%	13,951	12,716
40 - 54	20,367	31.1%	9.2%	10,219	10,148
55+	8,083	12.3%	10.4%	4,242	3,841
Total	65,488	100%	14.2%	33,954	31,534

In terms of year-on-year change, registered unemployment increased in all age groups in 2025 compared with the previous year. The largest increase was recorded among persons aged 15-24, at 38.3%, followed by those aged 25-39 at 11.8%, those aged 55 and over at 10.4%, and those aged 40-54 at 9.2%.

From a gender perspective, the distribution of registered unemployment shows a higher share of women in almost all age groups, particularly among persons aged 25-39 and 40-54. It should be noted that a substantial proportion of unemployed young people primarily use digital employment services, particularly the “Superpuna” platform. As a result, the number of formal registrations at Employment Offices among persons aged 15-24 remains relatively lower than for other age groups, directly affecting the overall structure of registered unemployment.

1.5. Registered unemployment by ethnicity

The structure of registered unemployment by ethnicity continued to be dominated by jobseekers of Albanian ethnicity, who accounted for 76.8% of all registered persons. Compared with the previous year, this category increased by 16.5%, reflecting the overall rise in registered unemployment during the year.

The Serb community represented 12.5% of registered unemployment, making it the community with the second-highest share in the overall structure. Compared with 2024, registrations among this community increased by 6.8%, indicating moderate growth in registrations with the Public Employment Services.

Other communities accounted for smaller shares of registered unemployment. The Ashkali community represented 4.0%, Roma 2.5%, Bosniaks 2.3% and Egyptians 1.3%, while the Turkish,

Croat and Gorani communities each accounted for less than 1%. Nevertheless, in year-on-year terms, some of these communities recorded relatively marked increases in registrations.

Table 5: Registered unemployment by ethnicity

Ethnicity	2025	(%)	Change from 2024	Female	Male
Albanian	50,268	76.8%	16.5%	26,510	23,758
Serb	8,205	12.5%	6.8%	4,390	3,815
Bosniak	1,509	2.3%	8.2%	825	684
Croat	50	0.1%	16.3%	31	19
Roma	1,657	2.5%	6.4%	694	963
Ashkali	2,604	4.0%	7.3%	973	1,631
Egyptian	833	1.3%	11.4%	345	488
Montenegrin	14	0.0%	7.7%	10	4
Turk	348	0.5%	13.7%	176	172
Total	65,488	100%	14.2%	33,954	31,534

In particular, the Bosniak community recorded an increase of 8.2% compared with the previous year. Noticeable increases were also recorded among the Ashkali community, at 7.3%, and the Roma community, at 6.4%.

1.6. Registered unemployment by region

The regional distribution of registered unemployment in 2025 shows that, as in previous years, the Prishtina region continued to have the highest number of registered jobseekers, at 14,890 persons, representing 23% of total registered unemployment. Compared with 2024, the region recorded an increase of 13.8%, reflecting continued pressure on the labour market in the area with the country's largest urban and institutional concentration (for further details, see Table 6).

The Mitrovica region ranked second in terms of the number of persons registered as unemployed, with 12,992 persons, or 20% of the total, representing an increase of 12.1% compared with the previous year.

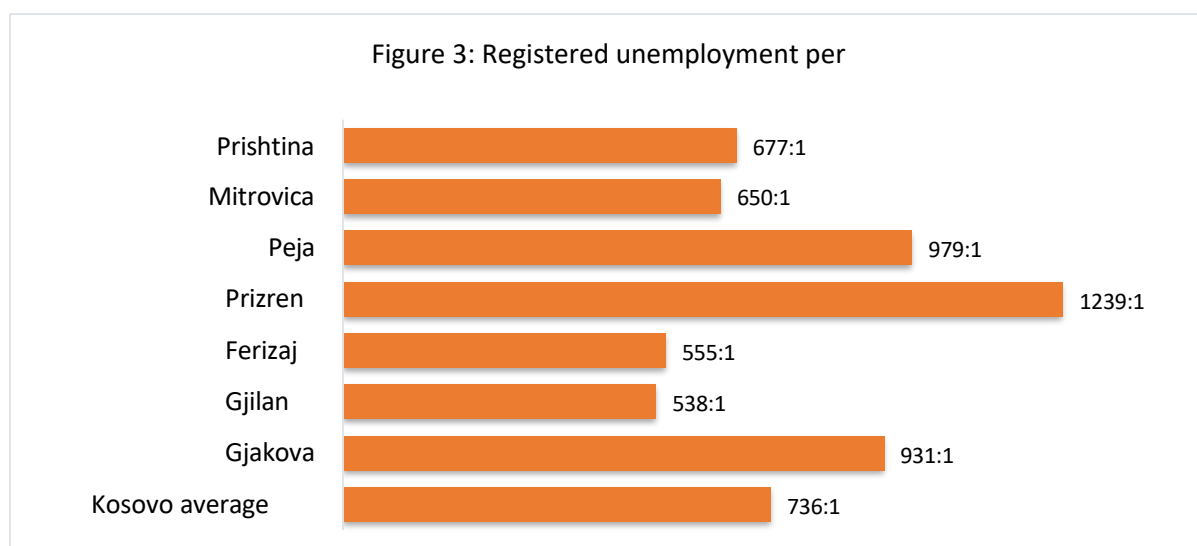
Table 6: Registered unemployment by region

Region	2025	(%)	Change from 2024	Female	Male	SHPS
Prishtina	14,890	23%	13.8%	7,894	6,996	677:1
Mitrovica	12,992	20%	12.1%	6,789	6,203	650:1
Peja	5,875	9%	14.1%	2,834	3,041	979:1
Prizren	11,147	17%	18.2%	5,964	5,183	1239:1
Ferizaj	7,216	11%	14.0%	3,612	3,604	555:1
Gjilan	5,921	9%	15.4%	3,151	2,770	538:1
Gjakova	7,447	11%	12.6%	3,710	3,737	931:1
Kosovo average	65,488	100%	14.2%	33,954	31,534	736:1

The Prizren region recorded 11,147 persons registered as unemployed, representing 17% of registered unemployment nationwide and an increase of 18.2% compared with 2024. In the Gjakova region, registered unemployment reached 7,447 persons, or 11%, an increase of 12.6%, while the Ferizaj region recorded 7,216 persons registered as unemployed, also representing 11% of the total and an increase of 14.0% compared with the previous year.

The lowest number of registered unemployed persons was recorded in the Gjilan region, at 5,921 persons, or 9%, although this region also recorded an increase of 15.4% compared with 2024. Similarly, the Peja region recorded 5,875 unemployed persons, representing 9% of the total and an increase of 14.1%.

From a gender perspective, the regional distribution of registered unemployment shows a relatively balanced share of women and men, with slight differences in some regions, including Prishtina, Prizren and Gjilan, where women accounted for a higher proportion of those registered.



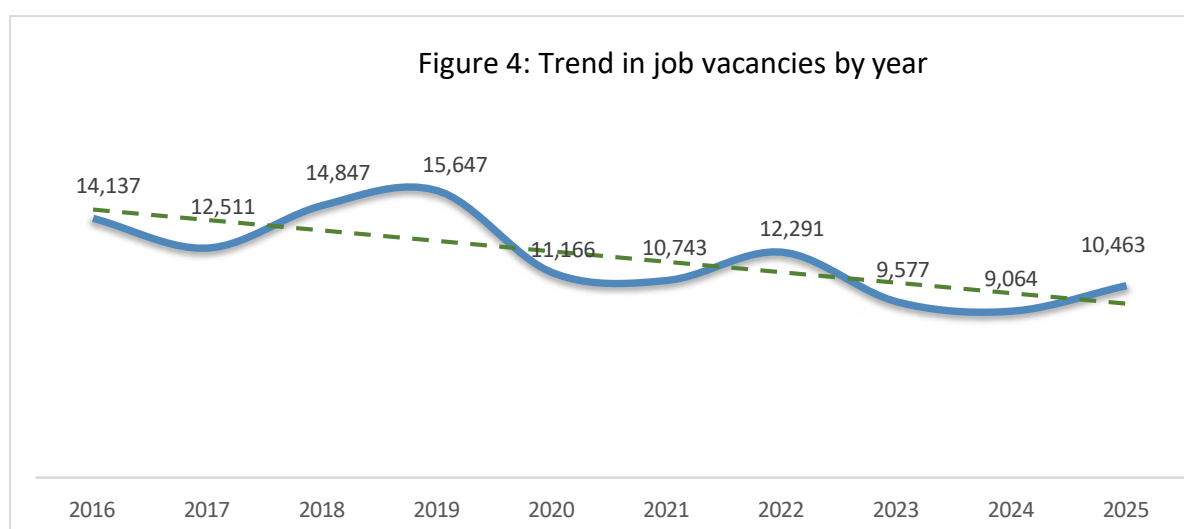
Three regions were above the national average for registrations per staff member. The highest ratio of unemployed persons per staff member was recorded in the Prizren region, at 1,239:1, followed by Peja at 979:1 and Gjakova at 931:1.

Gjilan and Ferizaj performed better in this regard: the ratio between counsellors providing services and registered persons was 538:1 in Gjilan and 555:1 in Ferizaj (for further details, see Figure 3).

2. PROVISION OF SERVICES TO EMPLOYERS

2.1. Job vacancies

During the reporting year (2025), the Public Employment Services registered a total of 10,463 job vacancies (VLP). This represented an increase of approximately 15.4% compared with the previous year (2024), when 9,064 job vacancies were registered.



On average, 872 job vacancies per month were registered in 2025, compared with a monthly average of 755 in 2024. This represents a significant increase in the monthly rate of vacancy registration, reflecting stronger demand for labour and greater engagement by businesses in registering vacancies through the Public Employment Services during the reporting year.

The Job Vacancy Registration Rate (SHRVL), relative to registered unemployment during the year, was approximately 15.4%, whereas in 2024 this rate had decreased by 5.4% compared with the previous year.

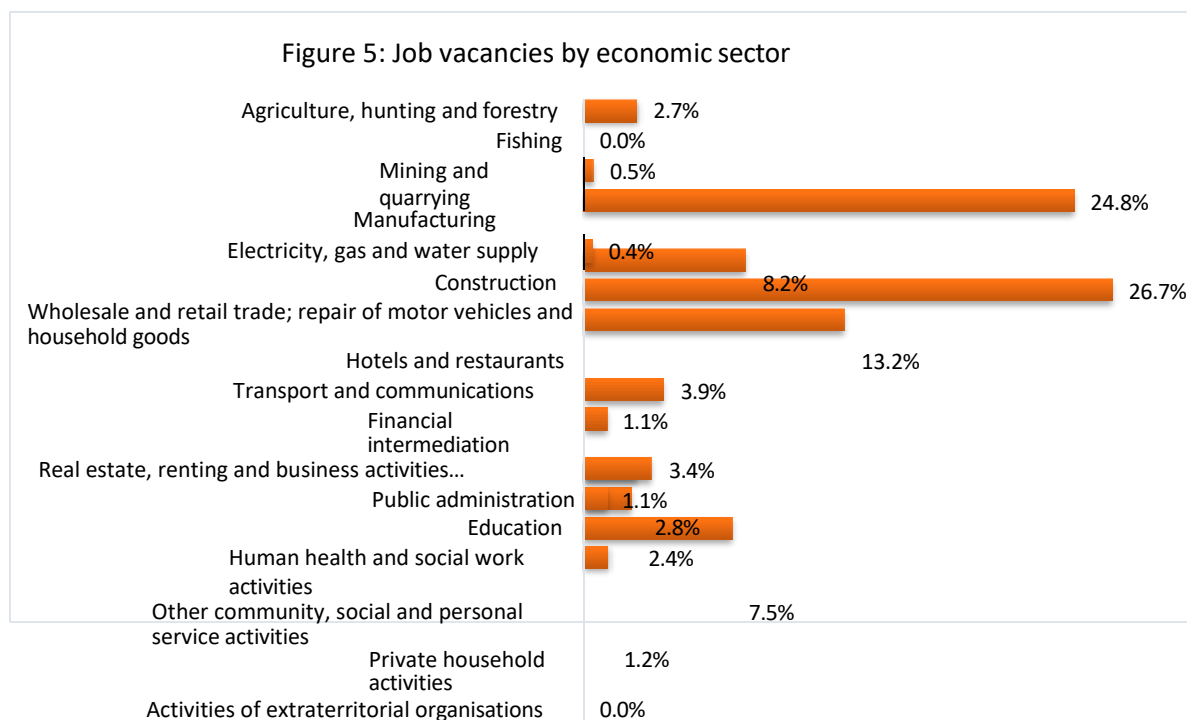
2.2. Job vacancies by sector

The largest share of registered job vacancies was in wholesale and retail trade, repair of motor vehicles and household goods, at 26.7%, followed by manufacturing at 24.8% and hotels and restaurants at 13.2%.

Meanwhile, the shares of other sectors in total job vacancies remained considerably lower, reflecting a concentration of labour demand primarily in the above-mentioned sectors (for further details, see Figure 5).

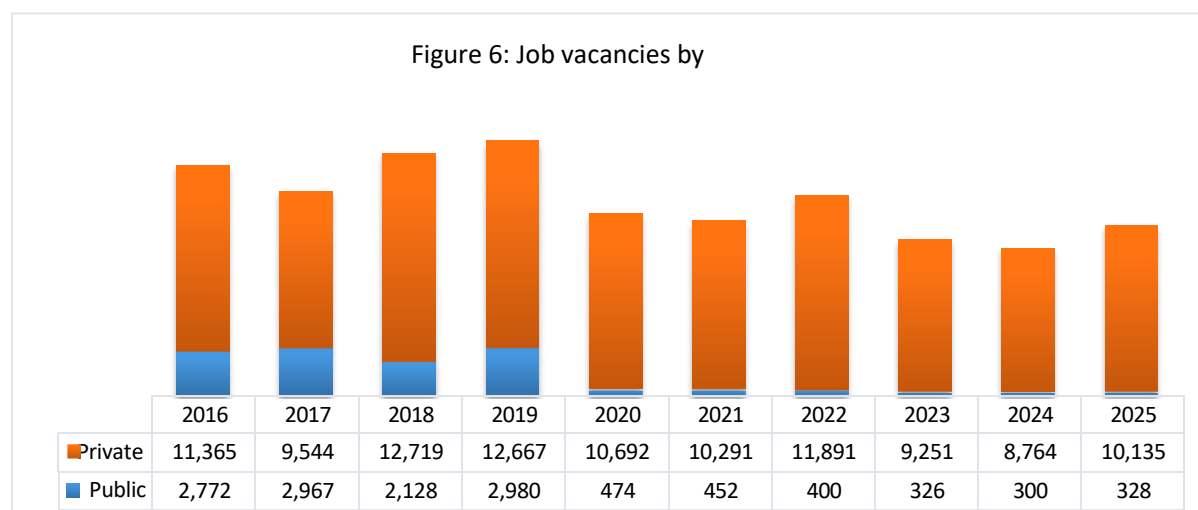
Employment and Vocational Training,

In terms of ownership, as in the previous year, job vacancies were offered primarily by the private sector, which accounted for 97% of all registered vacancies (10,135), while the public sector accounted for only 3% (328).



This structure demonstrates the dominant role of the private sector in generating new employment opportunities in the labour market.

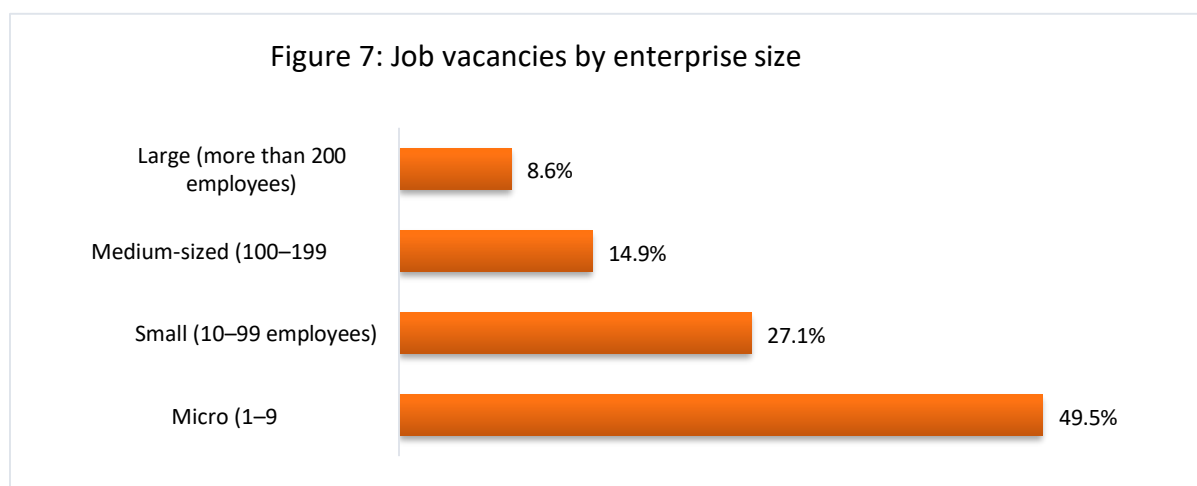
The private sector remains the principal driver of new job creation and Kosovo's economic development. During 2025, the trend in job vacancies in the two sectors (private and public) showed a relative increase in the private sector and remained stable in the public sector, with few pronounced fluctuations (see Figure 6).



2.3. Job vacancies by business size

Micro-enterprises registered the highest share of job vacancies, accounting for 49.5% of the total. Small enterprises followed with 27.1%, while medium-sized enterprises accounted for 14.9% of vacancies.

Large enterprises had a lower share, accounting for only 8.6% of registered job vacancies.



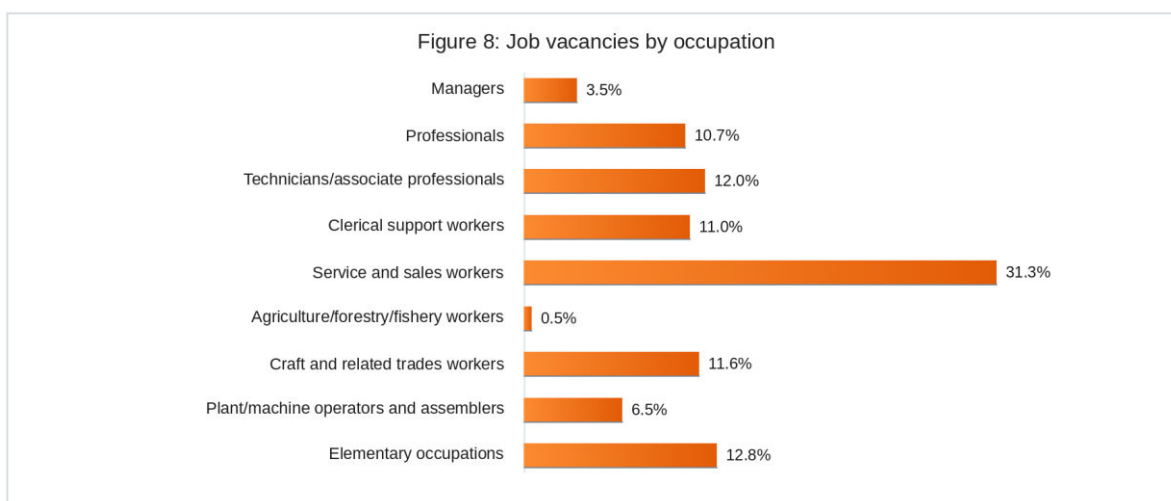
This structure shows that small enterprises, and micro-enterprises in particular, remain the main contributors to the generation of new jobs in the labour market.

2.4. Job vacancies by occupation

The largest number of job vacancies by occupation was registered for service and sales workers, with 3,271 vacancies, or 31.3% of the total. These were followed by elementary occupations with 1,342 vacancies, or 12.8%, and technicians and associate professionals with 1,260 vacancies, or 12.0%. Craft and related trades workers also accounted for 11.6% (1,213), while clerical support workers represented 11.0% (1,148).

Professionals accounted for 1,124 registered vacancies, or 10.7%, while plant and machine operators and assemblers accounted for 6.5% (683).

The lowest shares were recorded for managers, with 371 vacancies, or 3.5%, and skilled agricultural, forestry and fishery workers, with only 51 vacancies, representing approximately 0.5% of the total.



The distribution by occupation shows that labour demand was concentrated primarily in services, sales and medium-skilled occupations, while highly qualified occupations and those in the primary sector accounted for more limited shares of total job vacancies (see Figure 8).

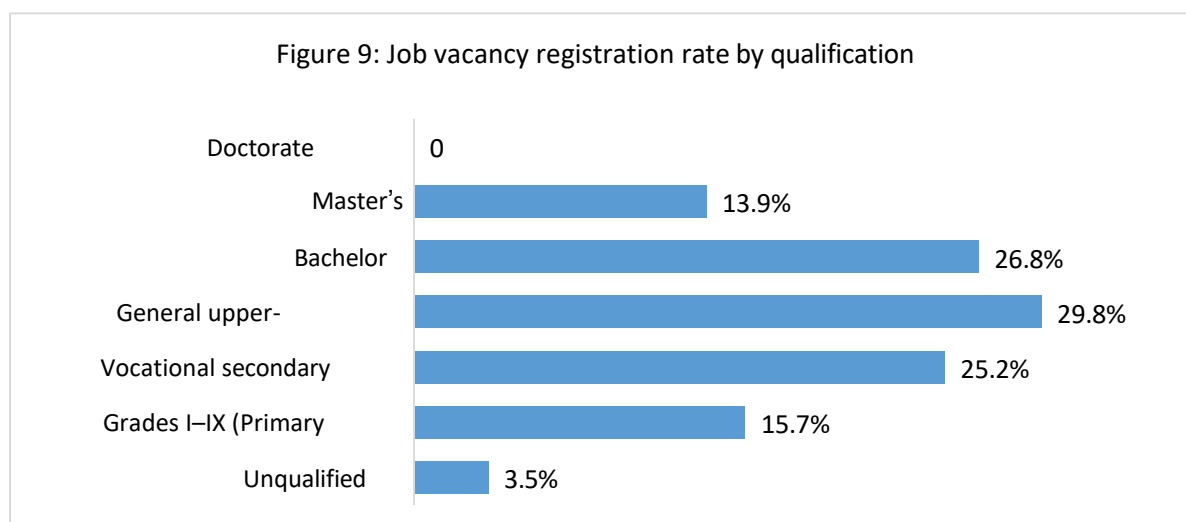
2.5. Job vacancies by qualification

The largest number of job vacancies was recorded at the vocational secondary education level, with 3,908 vacancies, or 37.4% of the total, representing an increase of 5.8% compared with the previous year.

Table 7: Job vacancies by qualification				
Qualification level	VLP	Proportion	Change from 2024	SHRVLP
Unqualified	819	7.8%	40.5%	3.5%
Grades I–IX (Primary education)	2,180	20.8%	15.3%	15.7%
Vocational secondary education	3,908	37.4%	5.8%	25.2%
General upper-secondary education	1,706	16.3%	59.4%	29.8%
Bachelor's	1,754	16.8%	1.3%	26.8%
Master's	96	0.9%	2.1%	13.9%
Doctorate	-	-	-	-
Total	10,463	100%	15.4%	16.0%

This was followed by the primary education category (grades I–IX), with 2,180 job vacancies, or 20.8%, an increase of 15.3%. The bachelor's degree level represented 16.8% of job vacancies (1,754), with a slight increase of 1.3%, while general upper-secondary education accounted for 16.3% (1,706), recording a marked increase of 59.4% compared with 2024.

Unqualified persons accounted for 7.8% (819), an increase of 40.5%, while the master's degree level had a lower share of 0.9% (96 job vacancies), with an increase of 2.1%.



With regard to the Job Vacancy Registration Rate (SHRVLP) relative to unemployment, the highest rate was recorded for general upper-secondary education, at 29.8%, followed by bachelor's degree holders at 26.8% and vocational secondary education at 25.2%. By contrast, the lowest registration rate was recorded among unqualified persons, at 3.5%, and at the master's degree level, at 13.9%.

2.6. Job vacancies by region

Of the 10,463 job vacancies registered during 2025, the Prishtina region led with 3,836 vacancies, or 36.7% of the total, representing an increase of 31.6% compared with 2024. This result confirms the region's dominant role in generating new employment opportunities and its greater concentration of economic activity nationwide.

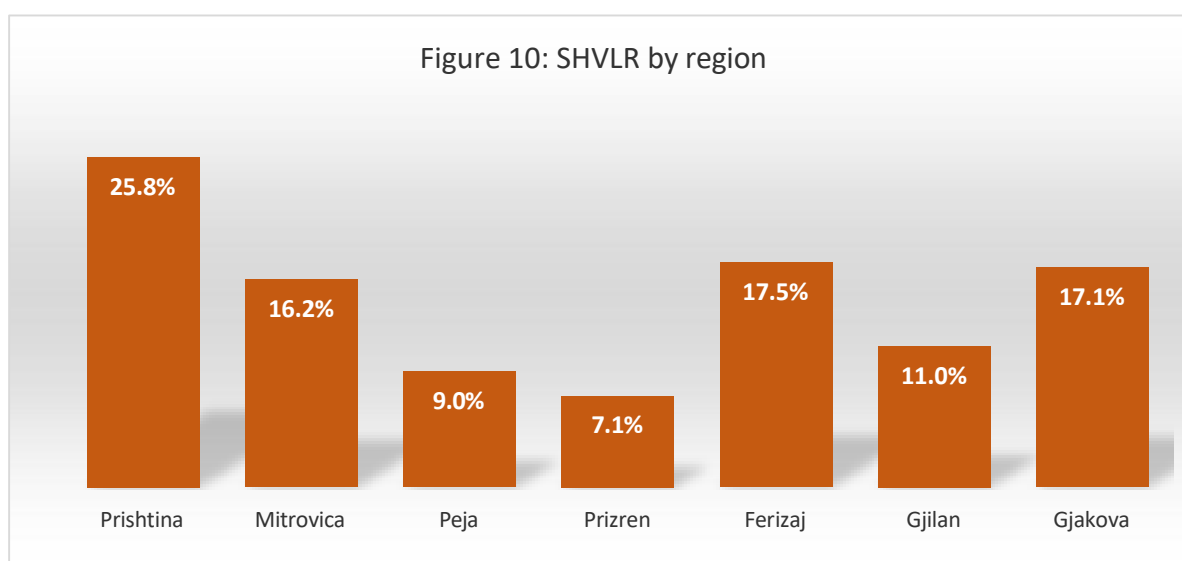
The Mitrovica region ranked second with 2,106 job vacancies, or 20.1%, an increase of 17.7%. It was followed by the Gjakova region with 1,277 vacancies, or 12.2%, and a minimal change of -0.5%, reflecting stability compared with the previous year. The Ferizaj region registered 1,266 vacancies, or 12.1%, representing a decrease of 17.4%.

The regions with the lowest shares of total job vacancies were Prizren with 795 vacancies (7.6%), Gjilan with 652 (6.2%) and Peja with 531 (5.1%). However, unlike the downward trend in several regions, Prizren recorded a substantial increase of 69.1% and Peja an increase of 47.9%, indicating a significant recovery compared with the previous year. Gjilan, by contrast, recorded a decrease of 8.8%.

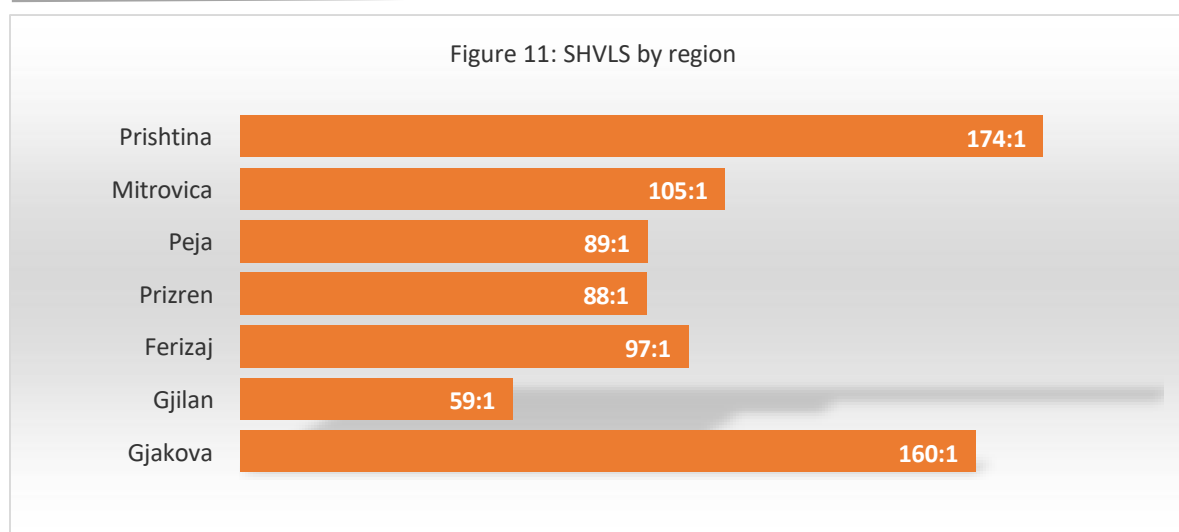
Table 8: Job vacancies by region

Regions	VLP	%	Change from 2024	SHVLS	SHVLR
Prishtina	3,836	36.7%	31.6%	174:1	25.8%
Mitrovica	2,106	20.1%	17.7%	105:1	16.2%
Peja	531	5.1%	47.9%	89:1	9.0%
Prizren	795	7.6%	69.1%	88:1	7.1%
Ferizaj	1,266	12.1%	-17.4%	97:1	17.5%
Gjilan	652	6.2%	-8.8%	59:1	11.0%
Gjakova	1,277	12.2%	-0.5%	160:1	17.1%
Total	10,463	100%	15.4%	118:1	16.0%

At national level, job vacancies increased overall by 15.4% during 2025. The Job Vacancy Rate relative to unemployment (SHVLR) was 16.0% nationwide, while the average ratio of job vacancies to unemployment registrations was 59:1. The highest rate was recorded in the Prishtina region, at 25.8%, followed by Ferizaj at 17.5% and Gjakova at 17.1%, reflecting a more favourable relationship between labour supply and demand in these regions (see Figure 10).



By contrast, the lowest SHVLR was recorded in the Prizren region, at 7.1%, followed by Peja at 9.0% and Gjilan at 11.0%.



The highest ratio of job vacancies per staff member was reported in Prishtina, at 174:1, and in the Gjakova region, at 160:1. The lowest ratio of job vacancies to staff was reported in Gjilan, at 59:1, followed by the Prizren and Peja regions, both at 88:1 (see Figure 11).

3. EMPLOYMENT PLACEMENTS

The principal strategic objective of the Public Employment Services in Kosovo is to reduce inactivity, increase employment, develop skills in line with labour market needs and improve labour market administration.

This objective seeks to increase employment, develop the workforce's occupational skills and achieve a better match between labour supply and demand.

Placements provided as a service are reported under:

- (i) *Regular employment placements¹ and*
- (ii) *Employment placements through Active Labour Market Measures².*

Accordingly, the data presented in this section relate only to regular job placements made by Employment Offices, while data on placements through active labour market measures are presented in a subsequent section of this report.

In addition, the performance report provides a brief account of the following two schemes:

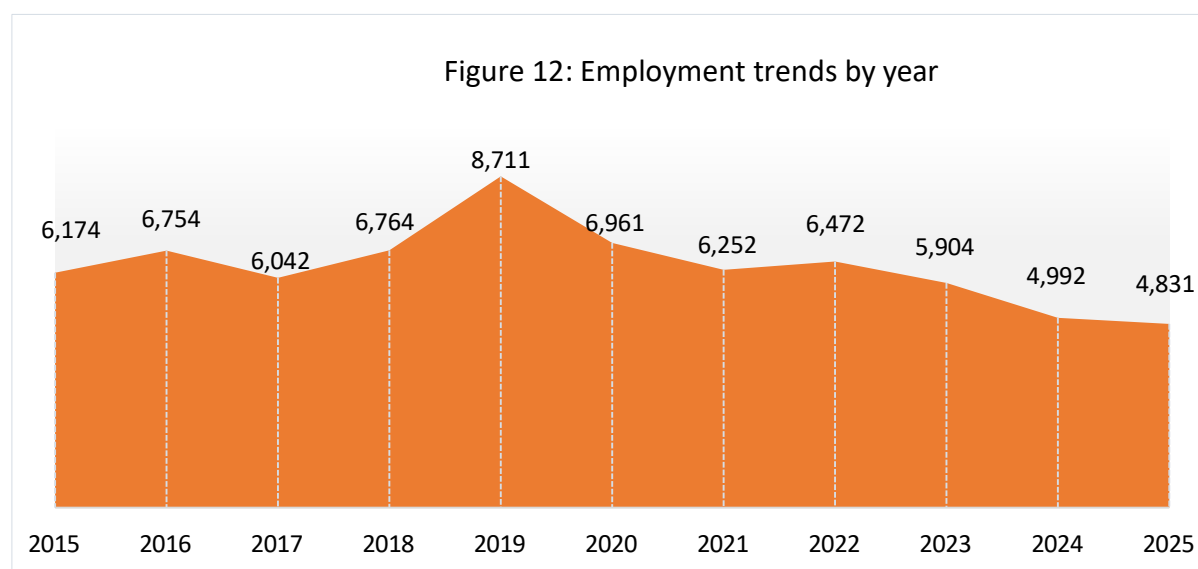
¹ Regular employment placement is carried out directly through employers, who submit their labour requirements to Employment Offices, after which the vacancies are matched with the available supply of registered unemployed persons.

² Employment through active labour market measures is supported by subsidising the job, either directly or indirectly through employers.

(iii) **Superpuna** is an employment platform established by the Government of the Republic of Kosovo under the Guaranteed Employment for Youth scheme. It is intended to facilitate young people's access to the labour market and assist businesses in recruiting young workers. Through placement services connecting employers and jobseekers, Superpuna aims to guarantee a job to every young person aged 18–29. Following a successful placement, the Government subsidises the worker's monthly wage in the amount of EUR 350 for six months. In 2025, 10,838 first-time jobseekers were placed in employment, an increase of 60.2% compared with 2024, when 6,737 persons were placed.

(iv) **K-GenU (Kosovo Generation Unlimited)** – During 2025, 614 young people were placed in internships in the private and public sectors. This scheme recorded a decrease of 38.1% compared with the previous year.

The most important indicator for all activities undertaken in the labour market is the number of persons placed in employment. However, owing to the lack of more detailed data by specific indicator for the two above-mentioned schemes, they are not included in the analysis below.



A total of 4,831 job placements were made during 2025. Of these, 2,736 were made through regular employment placement, representing a decrease of 7.7% compared with 2024. A further 2,095 placements were made through active labour market measures (MATP), an increase of 3.4% compared with the previous year.

The Job Vacancy Filling Rate (SHPVL) was 46%. Compared with 2024, this represents a decrease of 9 percentage points in the rate at which reported job vacancies were filled. The Employment Rate (SHP) for 2025 was 7.38%, representing a decrease of 8.71% compared with the previous year.

Table 9: Employment Rate					
	2021	2022	2023	2024	2025
Unemployment	82,042	80,775	41,773	57,325	65,488
Job vacancies	10,747	12,291	9,577	9,064	10,463
Employment	6,252	6,472	5,904	4,991	4,831
– Regular employment placements	2,955	4,460	3,535	2,026	2,736
– Employment placements through MATP	3,297	2,012	2,369	2,965	2,095
– Referral to Vocational Training	3,151	2,797	2,829	2,104	1,949
– Superpuna				6,767	10,838
– K-GenU				992	614
SHPVL	58%	53%	62%	55%	46%
Employment Rate	7.62%	8.01%	14.13%	8.71%	7.38%

Specific programmes had a visible impact on the structure of participation:

- Job placements through the Superpuna platform reached 10,838 beneficiaries in 2025, a substantial increase compared with 2024 (6,767), confirming the expansion of this scheme as an important instrument for activating young people.
- The K-GenU programme included 614 persons, representing a decrease compared with the previous year (992).

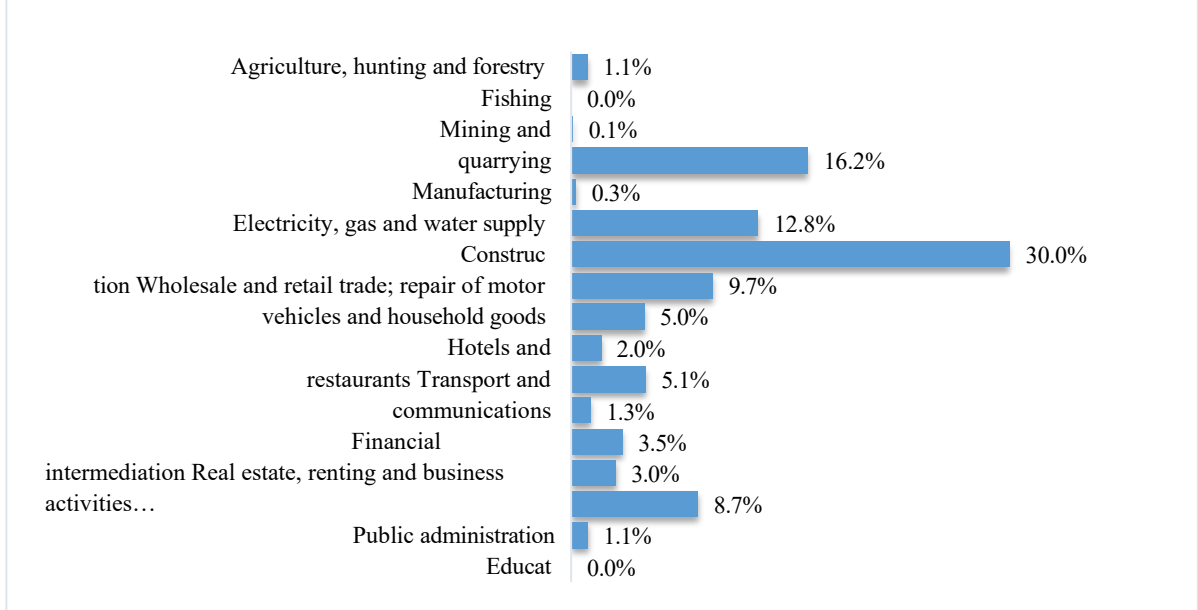
3.1. Regular employment placements by economic sector

Through employment counsellors, the Public Employment Services conduct labour market research and register all requests received from employers. Developments in this area are reflected in job-placement results disaggregated by economic sector, illustrating the structure of labour demand during the reporting year.

During 2025, the largest shares of job placements were made in wholesale and retail trade, repair of motor vehicles and household goods, at 30%, and in manufacturing, at 16.2%. These two sectors continued to dominate the placement structure and accounted for the largest share of employment placements.

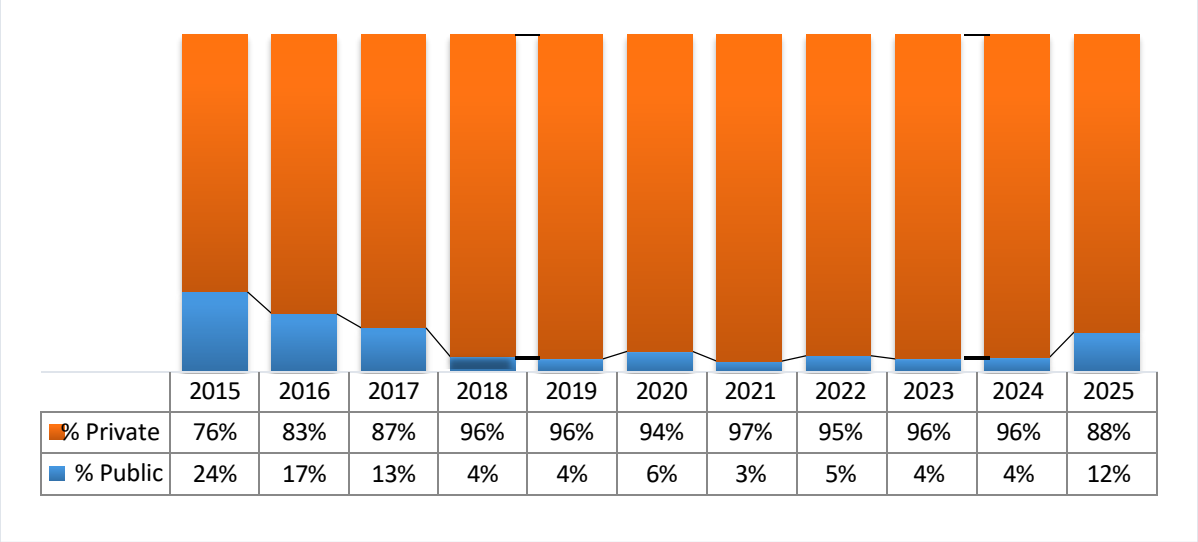
Other economic sectors recorded relatively lower placement indicators, reflecting either more limited employment capacity or more specific demand for particular occupational profiles. In particular, construction, administrative services and professional activities accounted for more moderate shares of total placements.

Figure 13: Regular employment by economic sector



In terms of ownership, it may be concluded that the private sector dominates the regular employment placement rate. During the reporting year, the private sector's share decreased to 88%, while the public sector's share increased from 4% to 12%.

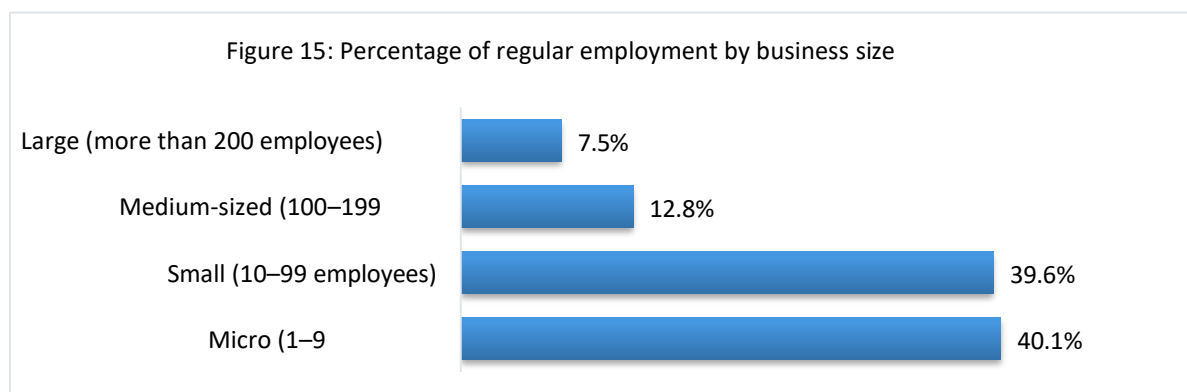
Figure 14: Regular employment rate by ownership sector



3.2. Employment placements by enterprise size

The structure of job placements in 2025 by enterprise size shows

a relatively balanced distribution between micro-enterprises and small enterprises, which together accounted for the largest share of employment placements made through the Public Employment Services.



Micro-enterprises (1-9 employees) accounted for 1,098 placements, representing 40.1% of the total and constituting the group with the largest share during the reporting year.

Small enterprises (10-99 employees) accounted for 1,083 placements, or 39.6%. Together, these two categories represented 79.7% of all job placements in 2025, confirming the dominant role of small and micro-enterprises in absorbing labour.

Medium-sized enterprises (100-199 employees) accounted for 350 placements, or 12.8%, while large enterprises (more than 200 employees) accounted for 205 placements, or 7.5%, and therefore had relatively lower shares in the overall employment structure.

3.3. Regular employment placements by occupation

The largest number of employment placements was recorded among professionals, with 553 placements, or 20.2% of the total. Elementary occupations followed with 496 placements (18.1%), and service and sales workers with 474 placements (17.3%). Together, these three categories accounted for 55.6% of all regular employment placements in 2025, reflecting the current structure of labour market demand.

Technicians and associate professionals also accounted for a substantial share, at 15.0%, followed by clerical support workers at 12.3% and craft and related trades workers at 12.1%. Plant and machine operators and assemblers (2.4%), managers (1.9%), and skilled agricultural, forestry and fishery workers (0.7%) had lower shares.

Table 10: Regular employment by occupation

Occupations	Employment Regular	Proportion	SHP	Change from 2024
Managers	51	1.9%	7.6%	-1.9%
Professionals	553	20.2%	7.6%	-7.7%
Technicians and associate professionals	411	15.0%	5.2%	-6.4%
Clerical support workers	336	12.3%	8.5%	-2.6%
Service and sales workers	474	17.3%	5.4%	6.8%
Skilled agricultural, forestry and fishery workers	19	0.7%	1.7%	-80.8%
Craft and related trades workers	330	12.1%	3.7%	-1.2%
Plant and machine operators and assemblers	66	2.4%	5.9%	-25.8%
Elementary occupations	496	18.1%	1.9%	-12.1%
Total	2,736	100%	4.2%	-7.7%

Compared with 2024, an increase was recorded only in the category of service and sales workers (+6.8%). All other categories recorded decreases, the largest being among skilled agricultural, forestry and fishery workers (-80.8%), plant and machine operators and assemblers (-25.8%), and elementary occupations (-12.1%). More moderate decreases were recorded among professionals (-7.7%), technicians (-6.4%), clerical support workers (-2.6%), craft workers (-1.2%) and managers (-1.9%).

Figure 16: Regular employment rate by occupation



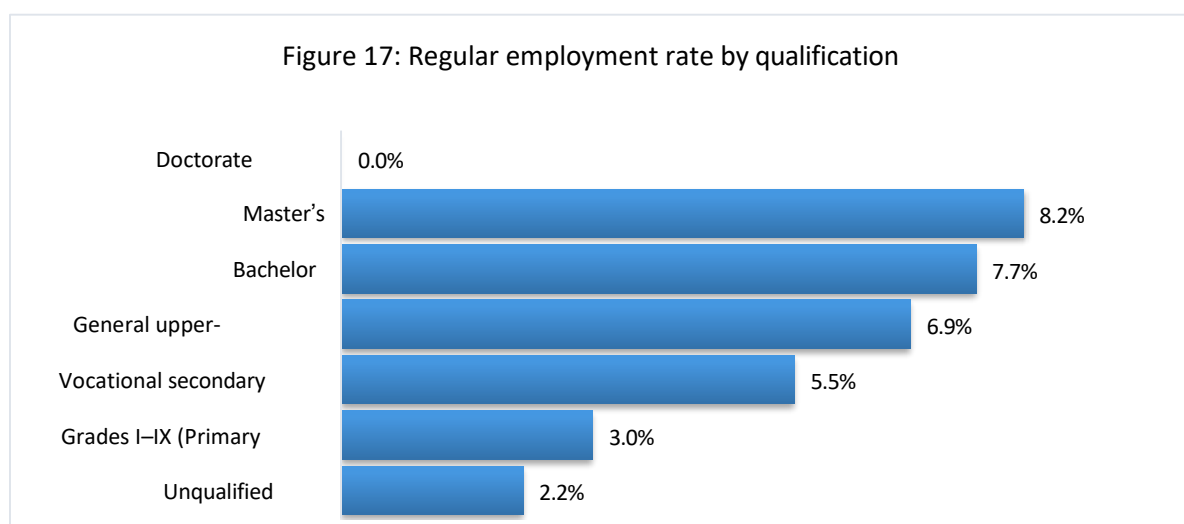
In total, 2,736 regular employment placements were made during 2025, with an Employment Rate (SHP) of 4.2%, while an overall decrease of 7.7% was recorded compared with the previous year. These data indicate that the labour market is oriented towards professional and service profiles, while several traditional sectors have contracted considerably.

3.4. Regular employment placements by qualification

By qualification level, the structure of regular employment placements in 2025 shows that labour market demand remained highest for persons with vocational secondary education, with 850 placements, or 31.1% of the total. This category also recorded an increase of 6.8% compared with 2024, reflecting the market's orientation towards technical and vocational profiles.

Education level	Employment Regular	%	SHP	Change from 2024
Unqualified	511	18.7%	2.2%	-11.6%
Grades I–IX (Primary education)	422	15.4%	3.0%	-7.9%
Vocational secondary education	850	31.1%	5.5%	6.8%
General upper-secondary education	394	14.4%	6.9%	-7.1%
Bachelor's	502	18.3%	7.7%	-21.4%
Master's	57	2.1%	8.2%	-18.6%
Doctorate	-	-	-	-
Total	2,736	100%	4.2%	-11.6%

With regard to the Employment Rate (SHP), the highest levels were recorded among persons with a master's degree (8.2%) and a bachelor's degree (7.7%), and among those with general upper-secondary education (6.9%). The lowest employment rate was recorded among unqualified persons (2.2%) (see Figure 17).



Compared with 2024, decreases were recorded at almost all education levels, most notably among bachelor's degree holders (-21.4%), master's degree holders (-18.6%) and unqualified persons (-11.6%). More moderate decreases were observed among persons with primary education (-7.9%)

Employment and Vocational Training,

and general upper-secondary education (-7.1%). Vocational secondary education was the exception, recording an increase of 6.8%.

3.5. Regular employment placements by age group

The structure of regular employment placements by age group shows that the largest share of placement beneficiaries were aged 25-39, the principal working-age segment of the labour force.

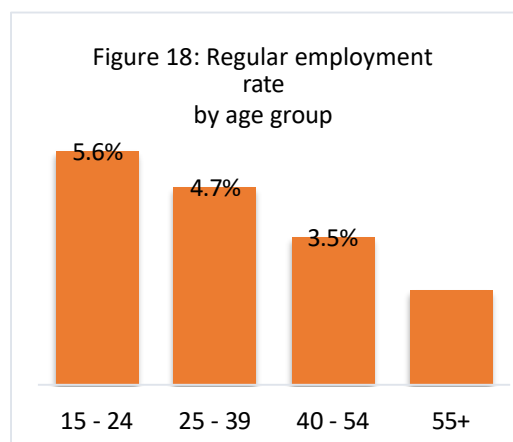
Table 12: Regular employment by age group

Age group	Employment Regular	%	ShP	Change from 2024
15 - 24	578	21.1%	5.6%	14.0%
25 - 39	1,258	46.0%	4.7%	-16.5%
40 - 54	718	26.2%	3.5%	-7.1%
55+	182	6.7%	2.3%	1.7%
Total	2,736	100%	4.2%	-7.7%

Persons aged 25-39 accounted for 1,258 employment placements, or 46.0% of the total, and remained the dominant category in the overall employment structure. They were followed by persons aged 40-54 with 718 placements (26.2%), while young people aged 15-24 accounted for 578 placements (21.1%). Persons aged 55 and over had the lowest share, with 182 placements, or 6.7% (see Figure 18).

With regard to the Employment Rate (SHP), the highest rate was recorded among persons aged 15-24 (5.6%), followed by those aged 25-39 (4.7%). The lowest rate was recorded among persons aged 55 and over (2.3%), indicating more pronounced difficulties for this group in integrating into the labour market.

Compared with 2024, increases were recorded among persons aged 15-24 (+14.0%) and those aged 55 and over (+1.7%), while decreases were recorded among persons aged 25-39 (-16.5%) and 40-54 (-7.1%).



3.6. Regular employment placements by ethnicity

As in the previous year, the distribution of regular employment placements by ethnicity shows that the majority of placements were made among members of the Albanian community, who represented the dominant share of beneficiaries of placement services.

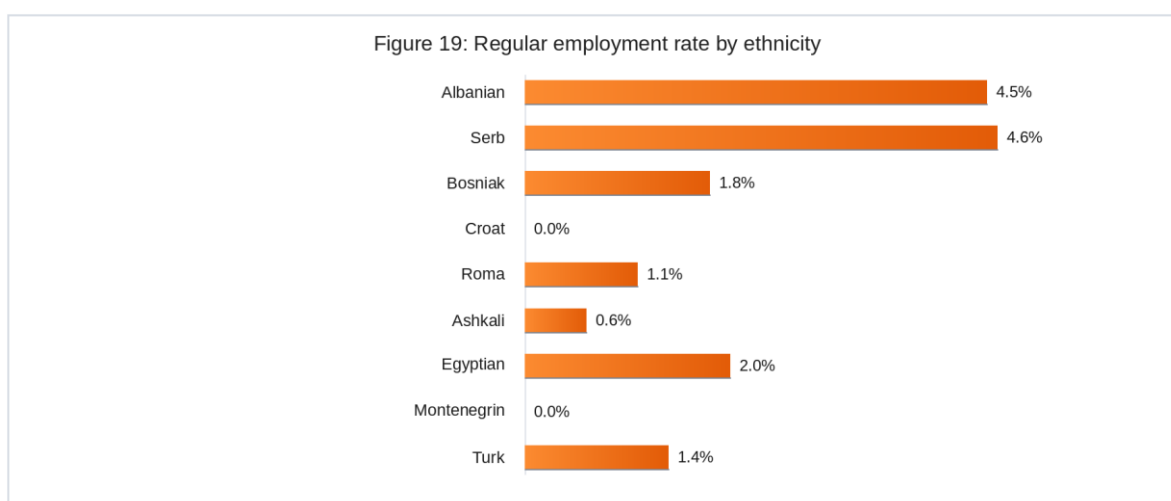
The Albanian community accounted for 2,274 employment placements, or 83.1% of the total, with an Employment Rate (SHP) of 4.5%. Compared with 2024, this category recorded a decrease of

Serb community ranked second, with 380 employment placements (13.9%) and an employment rate of 4.6%, representing a substantial increase of 68.1% compared with the previous year.

Ethnicity	Employment Regular	%	SHP	Change from 2024
Albanian	2274	83.1%	4.5%	-12.5%
Serb	380	13.9%	4.6%	68.1%
Bosniak	27	1.0%	1.8%	-18.2%
Croat	-	-	-	-
Roma	18	0.7%	1.1%	-18.2%
Ashkali	15	0.5%	0.6%	-65.9%
Egyptian	17	0.6%	2.0%	-48.5%
Montenegrin	-	-	-	-
Turk	5	0.2%	1.4%	25.0%
Total	2736	100%	4.2%	-7.7%

Other communities had lower shares. The Bosniak community accounted for 27 placements (1.0%), with an employment rate of 1.8% and a decrease of 18.2%. The Roma community accounted for 18 placements (0.7%), with an Employment Rate of 1.1% and a decrease of 18.2%, while the Ashkali community accounted for 15 placements (0.5%), with an Employment Rate of 0.6%, recording the largest decrease, at 65.9%.

The Egyptian community accounted for 17 employment placements (0.6%), with an Employment Rate (SHP) of 2.0% and a decrease of 48.5%, while the Turkish community accounted for five placements (0.2%), with an SHP of 1.4%, recording an increase of 25.0% (see Table 13).



The highest Employment Rate was recorded among the Serb community, at 4.6%, which was

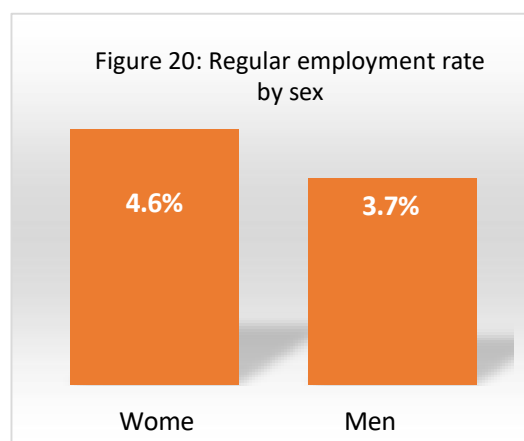
Employment and Vocational Training,

above the national average, followed by the Albanian community at 4.5%. Other communities had lower employment rates.

3.7. Regular employment placements by sex

Of the 2,736 regular employment placements made during 2025, women accounted for 57.1%, or 1,561 placements, while men accounted for 42.9%, or 1,175 regular employment placements. During the year, the employment rate among women was 4.6%, while the rate among men was 3.7%.

In 2025, the employment rate was 4.6% among women and slightly lower, at 3.7%, among men.



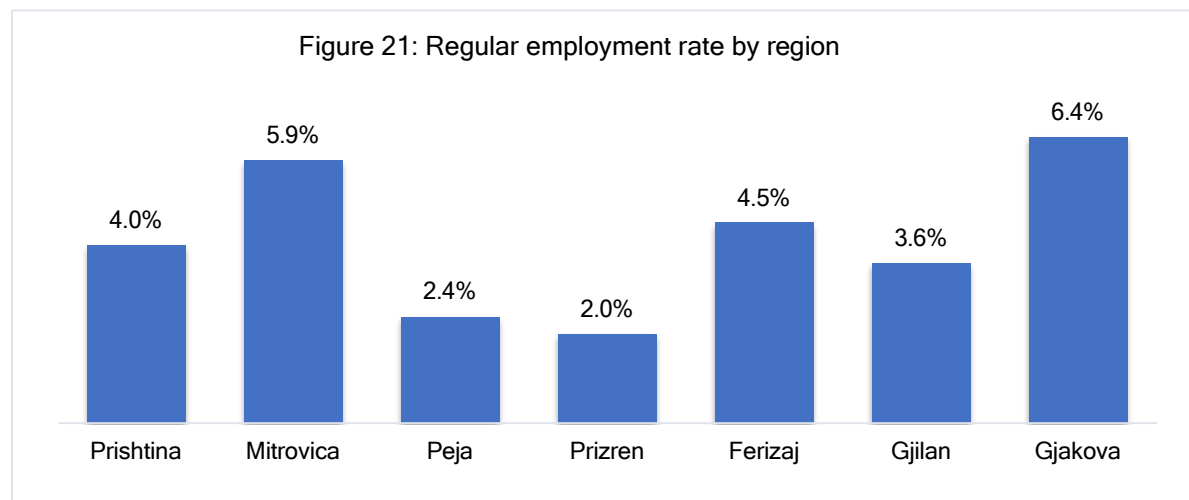
3.8. Regular employment placements by region

The Mitrovica region had the highest share, with 765 employment placements, or 28%, representing an increase of 11.5% compared with the previous year. It was followed by Prishtina with 595 placements, or 21.7%, while Gjakova accounted for 478 placements, or 17.5%, but recorded a substantial decrease of 28.4%.

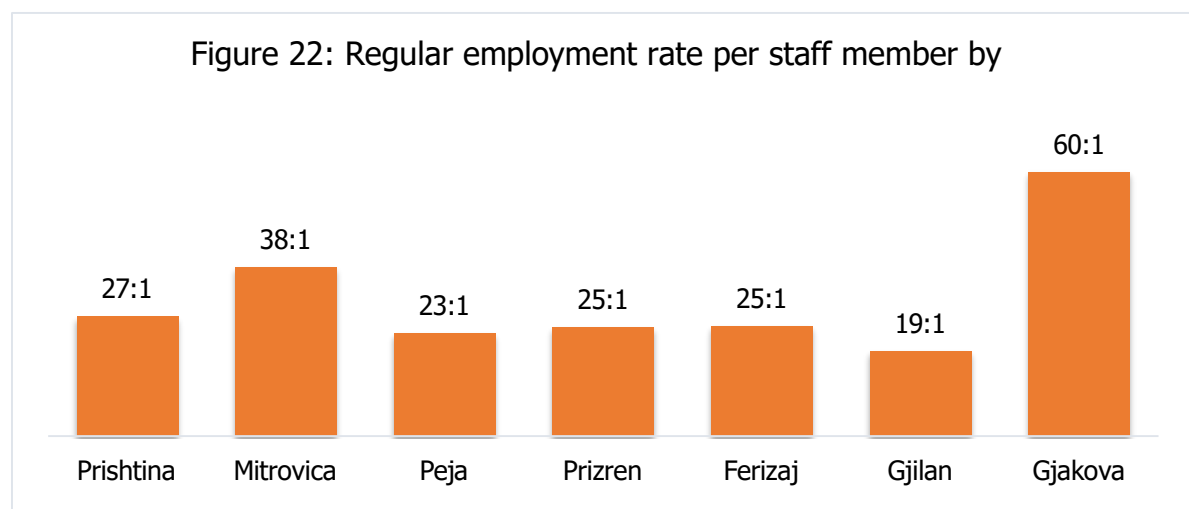
Regions	Employment Regular	%	Change from 2024	SHP	SHPS
Prishtina	595	21.7%	-15.0%	4.0%	27:1
Mitrovica	765	28.0%	11.5%	5.9%	38:1
Peja	140	5.1%	75.0%	2.4%	23:1
Prizren	222	8.1%	18.1%	2.0%	25:1
Ferizaj	324	11.8%	-10.7%	4.5%	25:1
Gjilan	212	7.7%	-24.3%	3.6%	19:1
Gjakova	478	17.5%	-28.4%	6.4%	60:1
Total	2,736	100%	-7.7%	4.2%	31:1

The lowest number of regular employment placements was reported by the Peja region, with 5.1%, or 140 placements. This was followed by the Gjilan region with 7.7%, or 212 placements (see Table 14).

With regard to the employment rate, the highest levels were recorded in Gjakova, at 6.4%, and Mitrovica, at 5.9%, while the lowest were recorded in Prizren and Peja, at 2.0% and 2.4%, respectively.



Employment officials in the Gjakova region achieved the highest rate of employment placements per staff member (ShPS), at 60:1, followed by the Mitrovica region at 38:1.



The lowest number of regular employment placements per staff member was reported by the Gjilan region, at 19:1, and the Peja region, at 23:1.

4. VOCATIONAL TRAINING

Vocational training, as an Active Labour Market Measure, is organised and provided as a service by eight (8) Vocational Training Centres operating under the administration of the Employment Agency.

As in previous reporting years, Vocational Training is presented separately from the other Active Labour Market Measures, although the same methodology and analytical approach are applied.

Vocational training consistently remains one of the active measures with the largest number of beneficiaries. As in previous years, this measure accounted for 48.2%, or 1,949 referrals to vocational training, during the reporting year.

Types	2025	%	Change from 2024	2024	2023
Vocational Training	1,949	48.2%	-7.4%	2104	2,829
On-the-Job Training (combined)	5	-	25.0%	2	48
Public Works	-	-	-	2	28
Wage Subsidy	1,567	38.7%	1.0%	1551	1,641
Self-employment	-	-	-	32	-
Internship	523	12.9%	11.0%	471	699
Total	4,044	100%	-3%	4,162	5,245

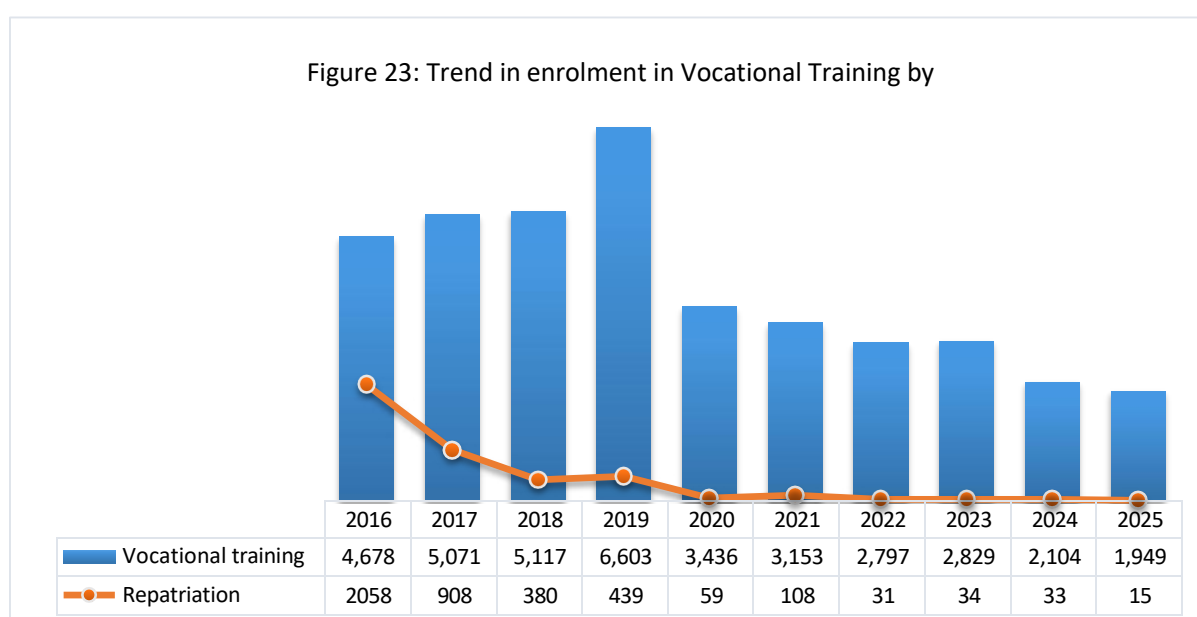
Vocational Training comprises two sub-measures: institutional training at Vocational Training Centres and combined training (VTC and company).

- (i) **Institutional training** means training provided by the eight (8) Vocational Training Centres (QAP) operating under the administration of APRK. The Vocational Training Centres provide jobseekers with free training in a specific occupation, focusing on the application of practical skills and knowledge. Participants acquire additional knowledge, skills and competences to perform work effectively. Through training at the VTCs, the measure aims to improve participants' prospects of securing or retaining employment.
- (ii) **Combined training – Vocational** Training Centres identify enterprises for cooperation and conclude memoranda of understanding with them. Combined training is then delivered, with certain modules provided at a Vocational Training Centre and other modules related to the practical component and completion of the product delivered in the company.

Recognition of Prior Learning (RPL) is a process for assessing the broad knowledge, skills or competences that an individual has previously acquired through formal, non-formal or informal learning.¹ RPL is the process through which a participant's existing knowledge and skills, irrespective of how they were acquired, are assessed towards the award of an occupational qualification. RPL is regulated by MEST Administrative Instruction No. 31/2014, the RPL policy document and Regulation No. 02/2018 on Active Labour Market Measures.

In 2025, 1,949 referrals to vocational training were made, reflecting a decrease of 7.4% compared with one year earlier.

A total of 1,949 jobseekers were referred to Vocational Training Centres in 2025, of whom 1,420, or 72.9%, were certified.



The Training Rate for 2024 was 3.0%. The number of repatriated persons referred during 2024 was 15, representing a slight decrease of 2.9% compared with the number recorded in 2024.

4.1. Vocational Training by qualification level

The largest share of participants in vocational training consisted of persons with vocational secondary education, who accounted for 53.7% of all trainees. They were followed by jobseekers with primary education (grades I-IX), at 23.8%. Persons with general upper-secondary education represented 13.3% of participants, while those with a bachelor's degree accounted for 8.5%.

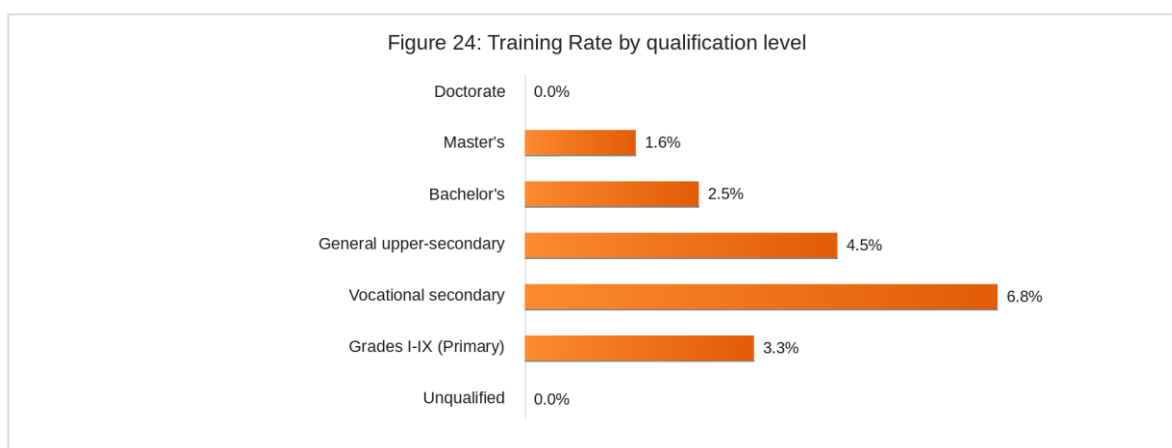
Employment and Vocational Training,

Table 16: Vocational Training by qualification

Vocational Training	Training	%	ShT	Certified	ShC
Unqualified	3	0.2%	0.0%	0	0.0%
Grades I-IX (Primary education)	463	23.8%	3.3%	339	73.2%
Vocational secondary education	1,047	53.7%	6.8%	765	73.1%
General upper-secondary education	260	13.3%	4.5%	184	70.8%
Bachelor's	165	8.5%	2.5%	122	73.9%
Master's	11	0.6%	1.6%	10	90.9%
Doctorate	-	-	-	-	-
Total	1,949	100%	3.0%	1,420	72.9%

The smallest share of participants was recorded among persons with a master's degree, who accounted for only 0.6% of all trainees, while unqualified persons represented only 0.2%. Referrals of unqualified persons to vocational training are linked to career guidance and counselling, as well as efforts to address mismatches between labour supply and demand.

With regard to the Training Rate (ShT) in vocational training, the highest rate was recorded among persons with vocational secondary education, at 6.8%, followed by those with general upper-secondary education at 4.5% and primary education at 3.3%. Other qualification levels, including bachelor's and master's degrees, had lower training rates of 2.5% and 1.6%, respectively, while the rate among unqualified persons was almost negligible (0.01%).



Of the 1,949 participants in training, 1,420 were certified, representing a nationwide certification rate of 72.9%.

The highest certification rate was recorded among persons with a master's degree: 10 of the 11 participants were certified, representing a certification rate of 90.9%. They were followed by

persons with a bachelor's degree, at 73.9%, closely followed by persons with primary education (grades I-IX), at 73.2%, and those with vocational secondary education, at 73.1%. Persons with general upper-secondary education had a certification rate of 70.8%. No certification was recorded among unqualified persons, as none of the three participants was certified (see Table 16).

4.2. Vocational Training by age group

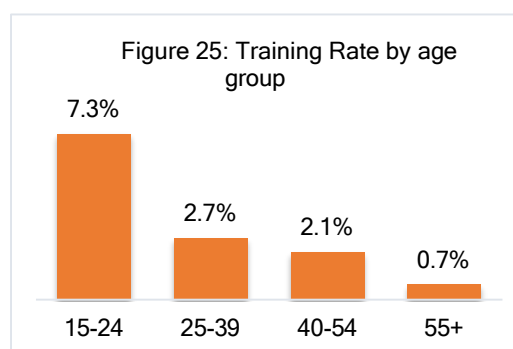
During 2025, the largest number of participants in Vocational Training was concentrated among persons aged 15-24, with 753 participants, or 38.6%, followed by persons aged 25-39, with 722 participants, or 37.0%. Persons aged 40-54 accounted for 21.6%, while those aged 55 and over represented only 2.7% of participants (see Table 17).

Table 17: Vocational Training by age group

Age group	Training	%	ShT	Certified	ShC
15-24	753	38.6%	7.3%	519	68.9%
25-39	722	37.0%	2.7%	544	75.3%
40-54	421	21.6%	2.1%	320	76.0%
55+	53	2.7%	0.7%	37	69.8%
Total	1,949	100%	3.0%	1,420	72.9%

With regard to the Certification Rate (ShC), the highest percentage was recorded among persons aged 40-54, at 76.0%, followed by those aged 25-39, at 75.3%. Persons aged 55 and over had a certification rate of 69.8%, while the rate among young people aged 15-24 was 68.9%.

Young people continued to have the highest training rate, at 7.3%, reflecting the priority accorded to this age group in vocational training programmes. The training rate was 2.7% for persons aged 25-39, 2.1% for those aged 40-54, and for those aged 55 and over years was 0.7% (see Table 17).



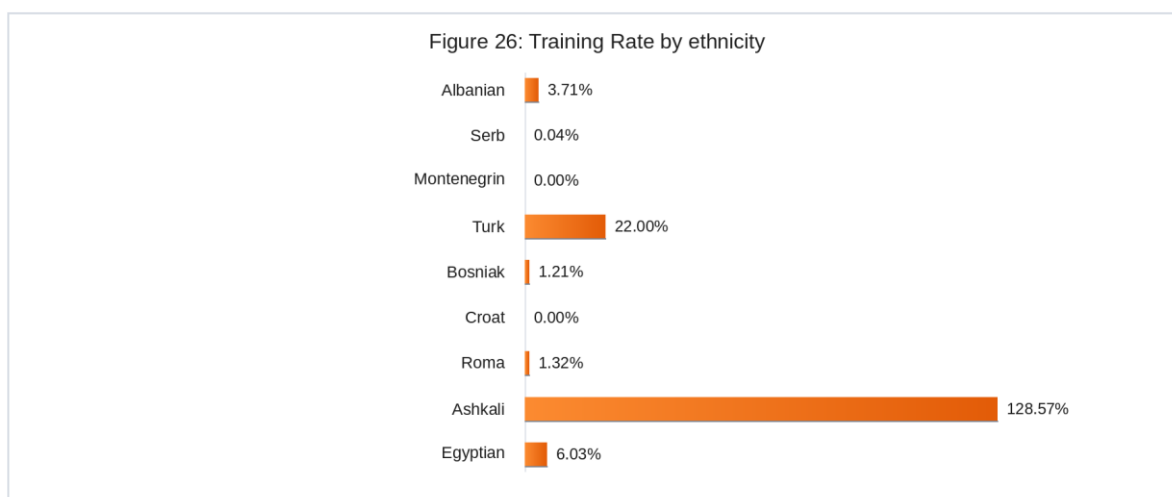
4.3. Vocational Training by ethnicity

Vocational training by ethnicity shows that members of the Albanian community had the largest participation in training, with 1,865 participants, or 95.7% of all participants. Of this number, 1,346 persons were certified, representing a certification rate of 72.2%.

Table 18: Vocational Training by ethnicity

Ethnicity	Training	%	ShT	Certified	ShC
Albanian	1865	95.7%	3.71%	1346	72.2%
Serb	3	0.2%	0.04%	2	66.7%
Montenegrin	-	-	-	-	-
Turk	11	0.6%	22.00%	11	100.0%
Bosniak	20	1.0%	1.21%	20	100.0%
Croat	-	-	-	-	-
Roma	11	0.6%	1.32%	10	90.9%
Ashkali	18	0.9%	128.57%	13	72.2%
Egyptian	21	1.1%	6.03%	18	85.7%
Total	1949	100%	3.0%	1420	72.9%

Other communities had considerably lower participation in training. The Egyptian community was represented by 21 participants, or 1.1%, of whom 18 were certified, corresponding to a certification rate of 85.7%. The Bosniak community had 20 participants, or 1.0%, all of whom were certified, resulting in a certification rate of 100%.



The Ashkali community was represented by 18 participants, or 0.9%, of whom 13 were certified, for a certification rate of 72.2%. The Turkish and Roma communities each had 11 participants, or 0.6%.

All participants from the Turkish community were certified (100%), while 10 participants from the Roma community were certified, representing 90.9%. The Serb community was represented by three participants, or 0.2%, of whom two were certified, for a certification rate of 66.7%.

4.4. Vocational Training by sex

From a gender perspective, referrals of jobseekers to vocational training over the 12-month period show that men had the largest share, with 1,059 participants, or 54.3% of the total. Women were represented by 890 participants, or 45.7%.

Table 19: Vocational Training by sex

Training	Training	%	ShT	Certified	ShC
Women	890	45.7%	2.6%	658	73.9%
Men	1,059	54.3%	3.4%	762	72.0%
Total	1,949	100%	3.0%	1,420	72.9%

With regard to the Training Rate (ShT), men had a higher participation rate, at 3.4%, compared with 2.6% among women. In terms of the Certification Rate (ShC), however, women had a slightly higher rate, at 73.9%, compared with 72.0% among men.

4.5. Vocational Training by region

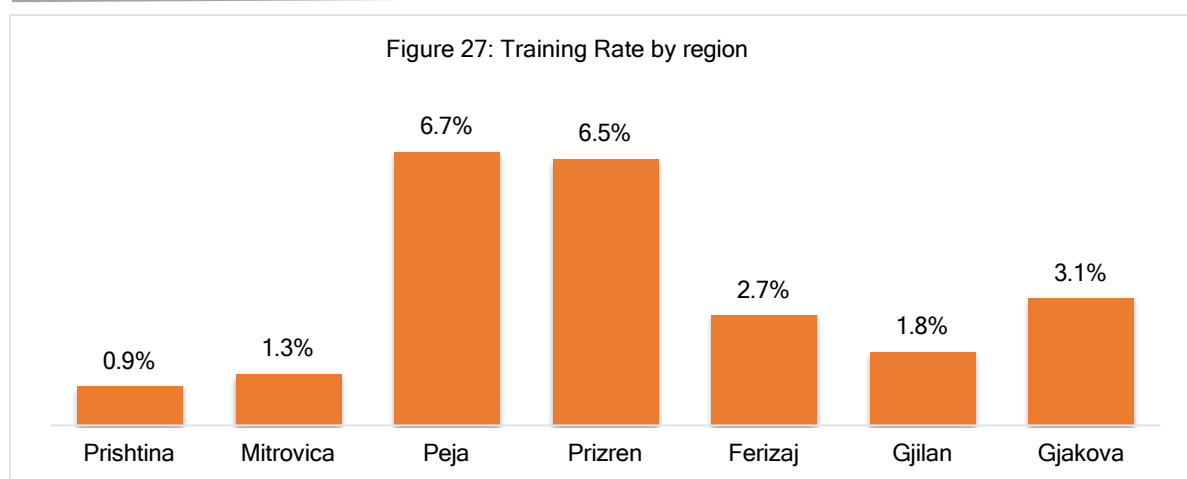
At national level, the Prizren region had the largest participation in training, with 723 participants, or 37.1% of the total. It was followed by the Peja region with 391 participants, or 20.1%, while the Gjakova region was represented by 231 participants, or 11.9%.

Table 20: Vocational Training by region

Regions	Training	%	ShT	Certified	ShC
Prishtina	141	7.2%	0.9%	77	54.6%
Mitrovica	163	8.4%	1.3%	121	74.2%
Peja	391	20.1%	6.7%	261	66.8%
Prizren	723	37.1%	6.5%	597	82.6%
Ferizaj	194	10.0%	2.7%	101	52.1%
Gjilan	106	5.4%	1.8%	66	62.3%
Gjakova	231	11.9%	3.1%	197	85.3%
Total	1,942	100%	3.0%	1,420	72.9%

Lower participation was recorded in Prishtina, with 141 participants, or 7.2%, and Gjilan, with 106 participants, or 5.4%.

With regard to the Training Rate (ShT), the highest levels were recorded in the Peja region, at 6.7%, followed by Prizren at 6.5%. Other regions had lower training rates: Gjakova 3.1%, Ferizaj 2.7%, Gjilan 1.8%, Mitrovica 1.2% and Prishtina 0.9%.



In terms of the Certification Rate (ShC), a total of 1,420 of the 1,942 training participants were certified, representing an overall certification rate of 72.9%.

The highest rate was recorded in the Gjakova region, at 85.3%, followed by Prizren at 82.6% and Mitrovica at 74.2%. The other regions had lower certification rates: Peja 66.8%, Gjilan 62.3%, Prishtina 54.6% and Ferizaj 52.1%.

5. ACTIVE LABOUR MARKET MEASURES

As in previous years, Active Labour Market Measures are presented as a separate part of this report, in view of their significant role in supporting employment. Active employment measures have played an important role in integrating unemployed persons into the labour market.

A substantial number of unemployed persons were placed in employment through Active Labour Market Measures, while some were referred to Vocational Training programmes. In this context, referrals to short-term training made a significant contribution to the development of the individual skills of registered unemployed persons. Implementation of active labour market measures is governed by the relevant regulation and by procedural manuals developed separately for each measure.

.

The other Active Labour Market Measures presented in this section of the report are:

- (i) Internship;
- (ii) Wage Subsidy;
- (iii) On-the-Job Training;
- (iv) Self-employment; and

- (v) **Public Works.**
- (i) **Internship (PnP)** means a labour market measure designed to provide participants seeking to enter a particular career field with an opportunity to acquire valuable workplace experience. Its principal objective is therefore to improve the skills and employment prospects of recent graduates. An internship is a labour market measure intended to equip participants with the skills and knowledge required to perform a specific job within a workplace and work environment. It enables recent graduates to access training opportunities and establish contact with employers, thereby improving their future employment prospects and helping them secure a job. The measure promotes the employment of first-time jobseekers seeking work suited to their field of education and who have completed vocational secondary or university education. It aims to improve the employment prospects of unemployed persons seeking their first job.
- (ii) **Wage Subsidy (SpP)** means a labour market measure designed to create employment opportunities for jobseekers by subsidising employers to recruit them on a long-term basis. Participants in the Wage Subsidy scheme are expected to remain in employment after the subsidy period ends. These subsidies are direct transfers to employers intended to encourage them to recruit specific groups that face difficulties in finding employment. Employment subsidies can help employers expand their businesses and recruit new staff, thereby contributing to the creation of additional jobs.
- (iii) **On-the-Job Training (TnP)** means training provided by an employer to a jobseeker while the person is engaged in productive work, developing the essential knowledge or skills required to perform a specific job adequately. Its principal objective is therefore to improve the jobseeker's skills and employment prospects. On-the-Job Training is a labour market measure intended to equip participants with the skills and knowledge required to perform a specific job within a workplace and work environment. It enables jobseekers to access training opportunities and establish contact with employers, thereby improving their future employment prospects and helping them secure a job.
- (iv) **Self-employment** is an opportunity offered to registered unemployed persons to start a business activity. The self-employment programme is a labour market measure that assists unemployed persons in starting a business, provides training and counselling to help self-employed persons develop and manage a business, and offers financial support to help unemployed persons launch a business activity. The self-employment measure aims to address unemployment through self-employment, thereby creating new jobs in small enterprises.
- (v) **Public Works** provide short-term employment while improving local infrastructure. Public Works programmes aim to generate temporary employment for registered unemployed persons through the implementation of labour-intensive projects and through the maintenance and rehabilitation of municipal assets and public spaces.

During 2024, 2,058 jobseekers were placed through Active Labour Market Measures, while the Activation Rate for Active Labour Market Measures was 3.5%.

5.1. Active Labour Market Measures by qualification

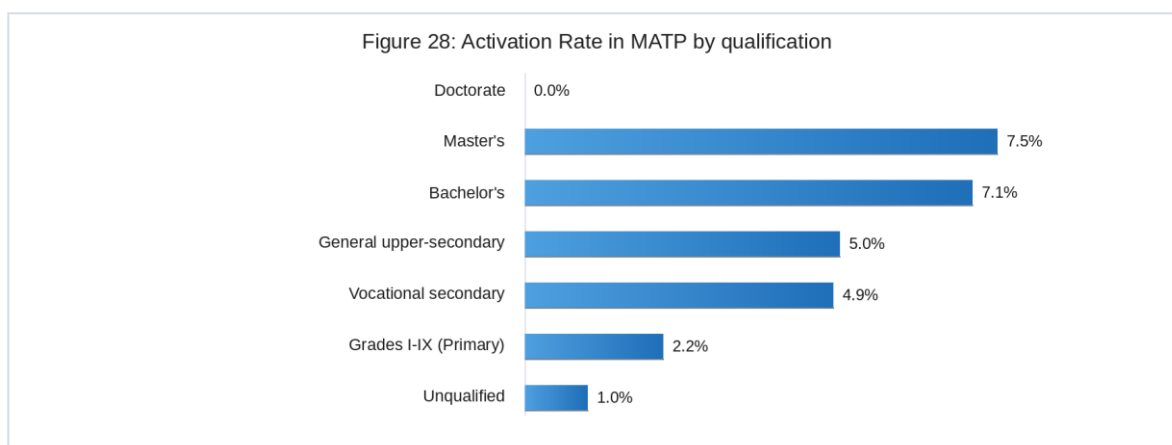
Of the total of 2,095 beneficiaries of Active Labour Market Measures (MATP), the largest group consisted of persons with vocational secondary education, with 763 beneficiaries, or 36.4% of the total. They were followed by persons with a bachelor's degree, with 464 beneficiaries, or 22.1%.

Table 21: Active Labour Market Measures by qualification

Qualification level	MATP	%	Change from 2024	SHA
Unqualified	222	10.6%	47.0%	1.0%
Grades I-IX (Primary education)	306	14.6%	20.9%	2.2%
Vocational secondary education	763	36.4%	-3.5%	4.9%
General upper-secondary education	288	13.7%	-1.4%	5.0%
Bachelor's	464	22.1%	-7.2%	7.1%
Master's	52	2.5%	-26.8%	7.5%
Doctorate	-	-	-	-
Total	2,095	100%	1.8%	3.2%

The smallest numbers of beneficiaries were recorded among persons with a master's degree, with 52 beneficiaries, or 2.5%, and among unqualified persons, with 222 beneficiaries, or 10.6%.

Compared with the previous year, the largest increases were recorded among unqualified persons, at 47.0%, and among persons with primary education (grades I-IX), at 20.9%. Decreases were recorded at the other levels, the largest being at the master's degree level, at 26.8%, followed by the bachelor's degree level at 7.2% and vocational secondary education at 3.5%.



With regard to the Activation Rate (SHA), the highest rate was recorded among persons with a master's degree, at 7.5%, followed by those with a bachelor's degree at 7.1% and persons with general upper-secondary education at 5.0%. The other categories had lower activation rates: unqualified persons 1.0% and persons with primary education 2.2%.

5.2. Active Labour Market Programmes by age group

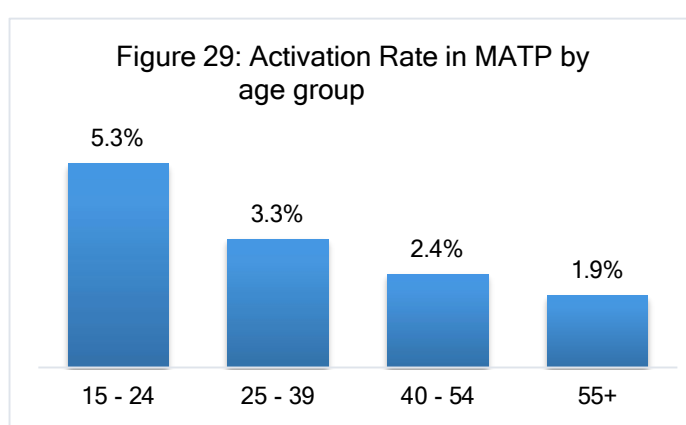
Of the 2,095 beneficiaries of Active Labour Market Measures during 2025, the largest share was accounted for by persons aged 25-39, with 893 beneficiaries, or 42.6%. However, this category recorded a decrease of 6.7% compared with 2024.

Age group	MATP	%	Change from 2024	SHA
15 - 24	553	26.4%	2.4%	5.3%
25 - 39	893	42.6%	-6.7%	3.3%
40 - 54	497	23.7%	14.8%	2.4%
55+	152	7.3%	18.8%	1.9%
Total	2,095	100%	1.8%	3.2%

Persons aged 15-24 accounted for 26.4% of beneficiaries, with 553 persons, representing a slight increase of 2.4% compared with the previous year. Persons aged 40-54 accounted for 497 beneficiaries, or 23.7%, recording a substantial increase of 14.8%.

Persons aged 55 and over had the lowest share, with 152 beneficiaries, or 7.3% of the total, but recorded the highest annual increase, at 18.8%, compared with 2024.

With regard to the Activation Rate (SHA), the highest level was recorded among young people aged 15-24, at 5.3%, followed by persons aged 25-39, at 3.3%. Older age groups had lower activation rates: 2.4% among persons aged 40-54 and 1.9% among those aged 55 and over. The overall average activation rate was 3.2%.



Through Active Labour Market

Labour Market Measures, the current figures confirm the continued priority given to young people. The difference in activation compared with older age groups is substantial.

5.3. Active Labour Market Measures by ethnicity

In terms of participation in active labour market measures, members of the Albanian community had the largest share, with 1,449 beneficiaries, or 69.2%. However, this category recorded a decrease of 6.9% compared with 2024.

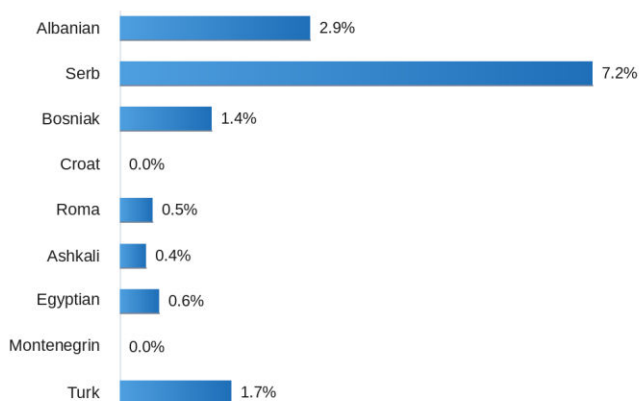
Table 23: Active Labour Market Measures by ethnicity

Ethnicity	MATP	%	Change from 2024	SHA
Albanian	1,449	69.2%	-6.9%	2.9%
Serb	594	28.4%	30.5%	7.2%
Bosniak	21	1.0%	10.5%	1.4%
Croat	-	-	-	-
Roma	9	0.4%	350.0%	0.5%
Ashkali	11	0.5%	-8.3%	0.4%
Egyptian	5	0.2%	25.0%	0.6%
Montenegrin	-	-	-	-
Turk	6	0.3%	-40.0%	1.7%
Total	2,095	100%	1.8%	3.2%

The Serb community was represented by 594 beneficiaries, or 28.4% of the total, recording a substantial increase of 30.5% compared with the previous year.

Other communities had considerably lower representation. The Bosniak community had 21 beneficiaries (1.0%), an increase of 10.5%. The Roma community had nine beneficiaries (0.4%). The Ashkali community had 11 beneficiaries (0.5%), a decrease of 8.3%, while the Egyptian community had five beneficiaries (0.2%), an increase of 25%. The Turkish community was represented by six beneficiaries (0.3%), a decrease of 40%.

Figure 30: Activation Rate in MATP by ethnicity



With regard to the Activation Rate (SHA), the highest rate was recorded among the Serb community, at 7.2%, followed by the Albanian community at 2.9%. Other communities had lower activation rates: Turks 1.7%, Bosniaks 1.4%, Egyptians 0.6%, Roma 0.5% and Ashkali 0.4%.

5.4. Active Labour Market Measures by occupation

In terms of MATP beneficiaries by occupation, professionals had the largest share, with 463 beneficiaries, or 22.1%, although this category recorded a decrease of 6.8% compared with the previous year. They were followed by technicians and associate professionals, with 445 beneficiaries (21.2%), a decrease of 3.5%.

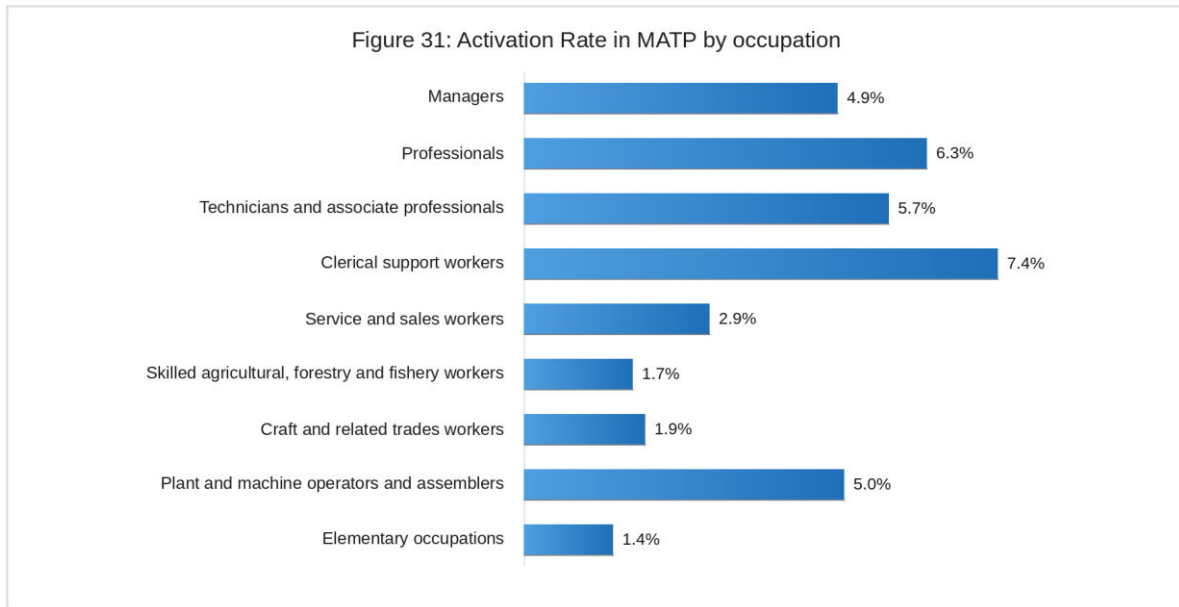
Table 24: Active Labour Market Measures by occupation

Occupations	MATP	%	Change from 2024	SHA
Managers	33	1.6%	-40.0%	4.9%
Professionals	463	22.1%	-6.8%	6.3%
Technicians and associate professionals	445	21.2%	-3.5%	5.7%
Clerical support workers	292	13.9%	14.5%	7.4%
Service and sales workers	249	11.9%	-8.1%	2.9%
Skilled agricultural, forestry and fishery workers	19	0.9%	-29.6%	1.7%
Craft and related trades workers	167	8.0%	0.6%	1.9%
Plant and machine operators and assemblers	56	2.7%	24.4%	5.0%
Elementary occupations	371	17.7%	32.0%	1.4%
Total	2,095	100%	1.8%	3.2%

Elementary occupations accounted for 17.7% of beneficiaries (371 persons), recording a marked increase of 32.0% compared with the previous year. Clerical support workers were represented by 292 beneficiaries (13.9%), an increase of 14.5%. Service and sales workers accounted for 11.9% of the total (249 beneficiaries), a decrease of 8.1%, while craft and related trades workers were represented by 167 beneficiaries (8.0%), a slight increase of 0.6%.

Employment and Vocational Training,

By occupation, the highest Activation Rate (SHA) was recorded for clerical support workers and assistants (7.4%), followed by professionals (6.3%) and technicians and associate professionals (5.7%). The lowest rates were recorded for elementary occupations (1.4%) and skilled agricultural, forestry and fishery workers (1.7%).



5.5. Active Labour Market Measures by sex

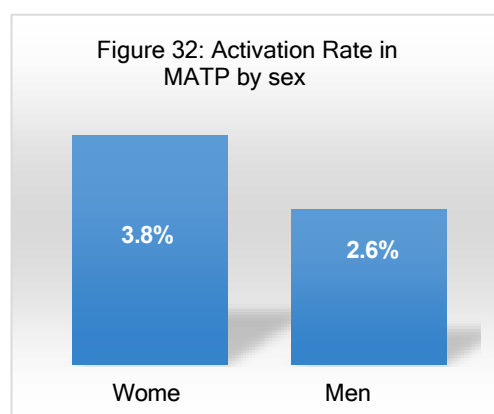
Active labour market measures by sex show that women predominated, accounting for 61.4%, or 1,287 persons participating in measures. The predetermined target of 50% for women's participation in active labour market measures over the 12-month period was achieved and exceeded by 11.4 percentage points. Men were represented by 808 beneficiaries, or 38.6%.

Table 25: Active Labour Market Measures by sex

Sex	MATP	%	Change from 2024	SHA
Women	1,287	61.4%	2.2%	3.8%
Men	808	38.6%	1.1%	2.6%
Total	2,095	100%	1.8%	3.2%

Compared with 2024, women's participation increased by 2.2%, while men's participation increased by 1.1%, reflecting a positive trend in the inclusion of both sexes.

With regard to the Activation Rate (SHA), women had a higher activation rate, at 3.8%, compared with 2.6% among men. Overall, the average activation rate was 3.2%, indicating that the active measures were more effective among women.



5.6. Active Labour Market Measures by region

Active Labour Market Measures by region show marked differences in the distribution and dynamics of participation during 2025. Of the 2,095 beneficiaries, the Mitrovica region had the largest share, with 802 beneficiaries, or 38.3% of the total, recording a substantial increase of 18.8% compared with 2024.

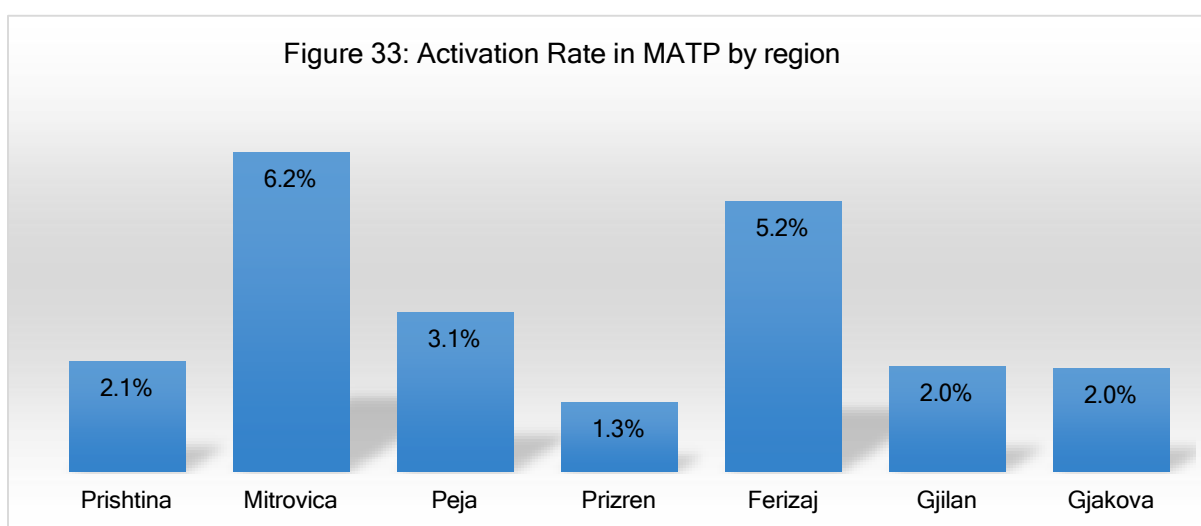
Mitrovica was followed by the Ferizaj region with 377 beneficiaries (18.0%), which recorded a substantial increase of 27.8%, while Prishtina was represented by 317 beneficiaries (15.1%) but recorded a decrease of 14.8% compared with the previous year.

Table 26: Active Labour Market Measures by region

Regions	MATP	%	Change from 2024	SHA
Prishtina	317	15.1%	-14.8%	2.1%
Mitrovica	802	38.3%	18.8%	6.2%
Peja	181	8.6%	16.8%	3.1%
Prizren	150	7.2%	-14.8%	1.3%
Ferizaj	377	18.0%	27.8%	5.2%
Gjilan	120	5.7%	-43.7%	2.0%
Gjakova	148	7.1%	-14.0%	2.0%
Total	2,095	100%	1.8%	3.2%

The Peja region had 181 beneficiaries (8.6%), an increase of 16.8%, while Prizren had 150 beneficiaries (7.2%), a decrease of 14.8%. Gjakova was represented by 148 beneficiaries (7.1%), a decrease of 14.0%, while Gjilan had the lowest share, with 120 beneficiaries (5.7%), and the largest annual decrease, at 43.7%.

Figure 33: Activation Rate in MATP by region



With regard to the Activation Rate (SHA), the highest rate was recorded in Mitrovica, at 6.2%, followed by Ferizaj at 5.2%. Other regions had lower activation rates: Peja 3.1%, Prishtina 2.1%, Gjilan and Gjakova 2.0%, and Prizren 1.3%.

Annex 1: Migration services relating to employment

One of the Employment Agency's principal objectives has been, and continues to be, to support individuals seeking employment or training so that they may find a suitable job or other career opportunities in Kosovo. It also seeks to integrate returnees into the labour market and provide information on regular labour migration abroad, with the primary aim of preventing irregular migration.

Migration for employment purposes has been, remains and will continue to be a highly significant reality for Kosovars and for the country's economic, social and political sustainability: it is estimated that one in four Kosovars currently lives abroad. While labour migration has a substantial impact on the human development of Kosovo's population—through remittances, travel expenditure, investment and the transfer of human and social capital, including political and civic participation—the opportunity to seek employment abroad broadens the choices available to Kosovo's workforce and thereby contributes directly to advancing human development.

When labour migration is managed properly and equitably, it can generate mutual benefits for individuals, their societies of origin and their countries of destination.

Through its Migration Division, the Employment Agency of the Republic of Kosovo seeks to manage labour emigration proactively and to provide relevant services through its regional and local Employment Offices.

The Migration Services Division provides counselling—in person, online and by telephone—on:

- *Training, education and employment opportunities in Kosovo;*
- *Training, education and employment opportunities abroad;*
- *The preconditions and opportunities for regular migration to foreign countries for employment purposes;*
- *Preconditions and opportunities for the employment of foreigners in Kosovo;*
- *Referrals to other institutions in Kosovo or to international institutions; the*

development and implementation of projects on circular labour migration; and the establishment of links with stakeholders, including local and international, private and public placement agencies, embassies, etc.

GOVERNMENT AUTHORITY ON MIGRATION (GAM) – During the reporting year, the Employment Agency of the Republic of Kosovo, in its capacity as a member of the Government Authority on Migration (GAM), established by a decision of the Prime Minister and operating as an advisory mechanism in the field of migration, contributed to inter-institutional coordination in this area. The GAM comprises various institutions involved in providing services related to migration and mobility.

The Authority also includes the Thematic Group on Labour Mobility and Regular Migration (hereinafter: the “Thematic Group”), established to provide professional expertise in the field of labour mobility. The Group is engaged in preparing analyses and

relevant reports, and in implementing various activities aimed at developing and advancing policies and practices in this field.

Relevant activities were coordinated and periodic reports were prepared for the Chair of the GAM and, as requested, for relevant institutions. Key issues in this field were addressed and all activities envisaged in the action plan were implemented. Among other contributions, the Agency participated in drafting the Migration Strategy 2026–2030, which also contributes to labour market development, social inclusion and stronger links between Kosovo and regional and European economies.

The Group's main activities in 2025 included:

- Bilateral agreements of interest to the Republic of Kosovo were assessed in order to identify priority needs and advance international cooperation in the field of labour mobility and regular migration.
- Six round-table discussions were organised to promote regular, fair and development-oriented management of labour mobility. These activities contributed to aligning emigration and immigration processes with actual labour market needs, developing workforce skills, protecting workers' rights and strengthening the social integration of migrants through inter-institutional and local cooperation.
- An information guide for foreign nationals was prepared and published, providing clear information on services available for the employment of foreigners in Kosovo and on their integration process. The guide was made publicly available through the official website and social media accounts of the Employment Agency of the Republic of Kosovo (APRK).
- An analytical report entitled "Analysis of the Criteria and Procedures for Short-Term Work Permits for Foreign Nationals" was prepared, providing a detailed overview of the existing framework and recommendations for improving the relevant processes.
- Capacity-building for APRK, the Labour Inspectorate and non-public employment service providers on the fair and ethical recruitment of migrant workers

Among other activities, the Employment Agency also participates in the preparation of the Extended and Light Migration Profiles.

REINTEGRATION – Through the MATP programme, labour market promotion and activation activities, the Migration Services Division enables returnees to reintegrate through entrepreneurship training, grants, internship schemes, job fairs, career guidance, job-placement support, and education and vocational training programmes that develop labour-market-oriented skills.

INTEGRATION OF FOREIGNERS – Through the services it provides at Employment Offices and Vocational Training Centres, the Employment Agency of the Republic of Kosovo (APRK) seeks to include foreigners in the social, economic and cultural life of Kosovo society, while promoting the preservation of their culture, language,

civil rights and freedoms. It supports the integration of foreigners living in Kosovo who hold a residence permit, including applicants for international protection; persons with refugee status; persons granted subsidiary protection; persons granted temporary protection; stateless persons; persons with temporary residence; persons with permanent residence; and family members of beneficiaries in the above categories in cases of family reunification, by providing counselling, active measures and other services.

REPATRIATION/RETURN BENEFICIARIES IN KOSOVO – During 2025, the Employment Agency

Employment Agency of the Republic of Kosovo (APRK), pursuant to the regulation governing reintegration, initiatives were undertaken to integrate foreigners and reintegrate persons returning to their country of origin. Services were provided to returnees and foreigners were integrated in Kosovo in cooperation with Employment Offices throughout the country.

During 2025, Employment Offices reported:

- Returnees – Registered jobseekers: 14 candidates
- Returnees – Vocational Training services: 15 candidates
- Foreign nationals: 29 candidates, mainly from countries including North Macedonia, Albania, Serbia, Montenegro, Canada, Türkiye and the United Kingdom.

SHORT-TERM WORK PERMITS FOR FOREIGN NATIONALS “30, 60, 90 DAYS”

The Ministry of Internal Affairs, in cooperation with institutions dealing with foreign nationals, including the Employment Agency of the Republic of Kosovo, worked on and drafted the new Law on Foreigners, which is expected to be adopted by the Assembly and promulgated, based on Law No. 04/L-219 on Foreigners and Law No. 06/L-036 amending and supplementing Law No. 04/L-219 on Foreigners.

Pending adoption of the new Law on Foreigners, the Employment Agency of the Republic of Kosovo issues short-term work permits to foreign nationals for “30, 60 or 90 days” pursuant to Law No. 04/L-219 on Foreigners and Law No. 06/L-036 amending and supplementing Law No. 04/L-219 on Foreigners, which regulate the conditions for the entry, movement, stay and employment of foreigners in the territory of the Republic of Kosovo.

Pursuant to the above-mentioned legislation, the Employment Agency regulates the employment of foreigners for periods of 30, 60 and 90 days within any period of one hundred and eighty

(180) days in a single calendar year. Short-Term Work Permits for Foreigners issued by the Employment Agency of the Republic of Kosovo, specifically the Migration Services Division, are regulated by Law No. 04/L-219 on Foreigners and Law No. 06/L-036 amending and supplementing Law No. 04/L-219 on Foreigners, as well as Administrative

Employment and Vocational Training,

Instruction No. 01/2014, which regulates the procedure for issuing residence permits to foreigners and Short-Term Work Permits.

- During 2025, **553** Short-Term Work Permits were issued to foreign nationals, of which **51** were extensions.

The largest groups of foreign nationals granted Short-Term Work Permits were Romanian nationals, at 13.20%, followed by Spanish nationals, at 12.3%. Other nationalities accounted for lower shares (see table).

Nationality	LPA	%
Romania	73	13.20%
Spain	68	12.30%
Türkiye	59	10.67%
Croatia	56	10.13%
Poland	54	9.77%
Serbia	36	6.51%
France	29	5.24%
Germany	29	5.24%
Greece	28	5.06%
North Macedonia	23	4.16%
Portugal	20	3.62%
Others	78	14.10%
Total	553	100%

By sex, the foreign nationals granted Short-Term Work Permits comprised 487 men and only 66 women.

Of the 553 Short-Term Work Permits issued to foreign nationals, **390** were issued to nationals of European Union Member States.

Annex 2: Support for Vocational Training

- Implementation continued of the cooperation agreement with the Ministry of Justice/Correctional Centres. Under the agreement, Vocational Training Centres monitor the provision of training services in training workshops at correctional centres; support the provision of relevant occupational tests, course plans and learning packages; and monitor candidate testing. Certificates for candidates who complete training are issued by the VTCs. A total of 118 persons in custody attended training in the country's Correctional Centres (CCs).
- Working meetings were held with quality coordinators, and the Vocational Training Centres were assisted in preparing their self-evaluation reports up to their submission to the National Qualifications Authority (NQA). VET providers are required to submit their self-evaluation reports to the NQA by 31 January of each calendar year. The joint meetings contributed to improvements in report content and data standardisation.
- Twenty-six training workshops within the Vocational Training Centres were reactivated:
 1. VTC Gjilan - Tailoring, Carpentry, Accounting and Business Administration, and Cooking;
 2. VTC Prishtina - Hairdressing and Make-up, Baking, Tailoring, Business Administration, and Pastry-making;
 3. VTC Prizren - Construction, Heating and Plumbing, Electrical Installations and Solar Panels, Tailoring, Baking, Make-up, and Metalworking;
 4. VTC Ferizaj - Carpentry, Business Administration and Self-employment, and Tailoring;
 5. VTC Gjakova - Tailoring, Electrical Installations, Cooking, Hairdressing and Make-up, and Metalworking;
 6. VTC Mitrovica - Tailoring;
 7. VTC Peja - Construction.

The qualifications undergoing validation and accreditation for Recognition of Prior Learning (RPL) are:

1. Auto Mechanic - VTC Prishtina
2. Tailor - VTC Mitrovica
3. Accounting Clerk - VTC Gjakova
4. Water Supply and Sewerage Installer - VTC Peja
5. Make-up - VTC Prizren
6. Electrician - VTC Ferizaj
7. Central Heating Installer - VTC Ferizaj
8. Carpenter - VTC Gjilan, Mitrovica

9. Metalworker - Mitrovica and Gjilan.

This now depends exclusively on when the National Qualifications Authority appoints experts to conduct the assessment.

NQA experts completed the accreditation and validation assessment for two VTCs (Ferizaj and Mitrovica) in the following occupational profiles:

1. VTC Mitrovica:

- Assistant Cook, Level III
- Tailor, Level III

2. VTC Ferizaj:

- Assistant Cook, Level III
- Bartender, Level III
- Central Heating Installer, Level III

At the Vocational Training Centres in Prishtina and Gjakova, NQA experts conducted visits for the following occupational profiles; only the preparation of the accreditation report is now pending:

3. VTC Prishtina:

- Electrician, Level III according to the NQF
- Auto Mechanic, Level III according to the NQF

4. VTC Gjakova:

- Accounting Clerk, Level IV according to the NQF
- With the support of the Lux Development project, the following occupational standards and curricula were finalised: Solar Panel Installer, Level IV, and Computer Networks and Systems Technician, Level IV. Occupational standards and curricula were also developed for Domestic Electrical Appliance Repair and Maintenance Technician. The remaining task is to prepare the learning packages for these profiles.
- Vocational Training Centres were monitored in relation to training programmes, the progress of company-based training, recognition of prior learning and combined training, and recommendations were provided to improve the quality of service delivery.

Supplying workshops with more advanced work equipment/tools (inventory)

- Advanced equipment was supplied to the Vocational Training Centres, financed from the Budget of the Republic of Kosovo;
- Advanced equipment was supplied to the Vocational Training Centres, financed from the Budget of the Republic of Kosovo.
- The Lux Development project delivered equipment purchased for:
 1. Installation of solar panels at VTC Ferizaj and VTC Mitrovica;
 2. Training CNC machine for the Carpenter qualification at VTC Ferizaj;
 3. Equipment for the Cook qualification at VTC Ferizaj, Peja and Mitrovica;
 4. Cold-storage room for food preservation at VTC Mitrovica;

5. Equipment for the Dairy Product Processing qualification at VTC Peja.

Supply of equipment and operationalisation of the tailoring workshop in Ferizaj by Türkiye's TİKA

Professional development of staff:

During the reporting period, staff at the central level of the Employment Agency of the Republic of Kosovo (APRK), as well as staff of the Vocational Training Centres (QAP), attended a series of training courses aimed at strengthening professional capacities and improving the quality of services provided to unemployed persons and jobseekers. The training covered various areas related to institutional development, improvements in vocational training services, and the development of digital and managerial competences.

The training areas covered were:

1. Training - "Performance management system and oversight of agencies";
2. Training - "Contract management through e-procurement";
3. Training - "Personal data protection";
4. Training - "Comprehensive employment guides";
5. Training - "Design Thinking";
6. Induction training on building competences at APRK (ethics, institutional structure, services and accountability);
7. Induction training for new civil servants in the Kosovo Civil Service;
8. Training entitled "Capacity-building for professionals from local-level institutions to provide coordinated and integrated services to victims of gender-based violence";
9. Training for VTC trainers on the provision of Recognition of Prior Learning (RPL).

Cooperation with partners:

- A cooperation agreement was signed between APRK and the Municipality of Kamenica to include women in vocational training. The purpose of the Cooperation Agreement is to define the terms and conditions of cooperation between the Employment Agency of the Republic of Kosovo—as an independent body within MFPT and a public provider of labour market services responsible for labour market administration and the implementation of employment and vocational training policies, including Vocational Training Centres (QAP) and Employment Offices (ZP)—and the Municipality of Kamenica. Through the Vocational Training Centre and Employment Office, the Municipality of Kamenica will receive support in vocational training through courses for women candidates interested in Graphic Design, Cooking and Tailoring qualifications. The training process will be organised by VTC trainers.
- A cooperation agreement was signed between APRK and the Foundation for Sustainable Economic Development - Preda Plus Kosovo to include 60 persons with disabilities, as project beneficiaries from the municipalities of Prizren, South Mitrovica and Istog, in vocational training at VTCs. To receive vocational training services, they will register with Employment Offices as unemployed persons or jobseekers. The agreement also

provides for Preda Plus to supply equipment for the VTCs worth up to EUR 51,000. The equipment will be used for the vocational training and retraining of candidates in order to prepare them for the labour market.

- A cooperation agreement was signed between APRK and the Kosovo Judicial Council to train administrative staff of the judicial system in the following occupational profiles: Electrician, Water Supply and Sewerage Installer, Central Heating Installer, Carpenter, Welder and Construction Worker.
- A cooperation agreement was signed between APRK and IADK to cooperate in and support the implementation of IADK's project "Providers of Short-Term Course Training". The project provides vocational training in dairy processing and in fruit, vegetable and related preservation, and supports promotion, information activities and the recruitment of candidates to participate in vocational training in this field.
- A cooperation agreement was signed between APRK and the company responsible for landfill management in Kosovo to promote the inclusion of marginalised groups in vocational training and their integration into the labour market, particularly individuals engaged in collecting and gathering waste, whose ability to continue this activity is restricted by the adopted legislation.

The digitalisation of employment and vocational training services is a priority for APRK, and the following steps have been undertaken:

- The eAftesimi platform (**eaftesimi.rks-gov.net**) **has been developed** and currently operates only within the Government network. In order to reactivate it and add further modules, work is under way for the LuxDev project to update the platform next year with the additional steps required to enable its use outside the Government network.

Procurement Services for the EA

One of the greatest challenges faced by the Employment Agency of the Republic of Kosovo (APRK) has been the absence of an internal procurement unit. As a result, an agreement was concluded with the Central Procurement Agency (CPA) to provide procurement services for APRK.

Some of the procurement procedures conducted included:

- Procurement procedures were completed and the VTCs were supplied with equipment for various occupations.
- The Vocational Training Centres were supplied with training materials.
- VTC Prishtina, Prizren and Mitrovica were renovated.
- Lifts were serviced at two Vocational Training Centres—Gjakova and Peja.

Promotion of EA Services

- DVV International, in cooperation with the Adult Education Network in **Kosovo** (ALE NK), successfully concluded this year's **Lifelong Learning Week, held in Kosovo** from 24 to 27 November 2025. During the event, the Week featured a series of promotional activities in Prishtina, Prizren, Peja, Vushtrri, South Mitrovica, Kamenica, Ferizaj, Gjakova and Podujeva, bringing various education providers, institutions and NGOs closer to communities through a diverse range of educational opportunities. The promotional campaign, held in tents in the main squares of the respective towns, also included the VTCs in Prizren, Ferizaj, Gjakova, Gjilan, Peja and Mitrovica (in Kamenica Square), as well as Prishtina VTC (in Podujeva).
- The Vocational Training **Centres participated in the 2025** Job and Career Fair to promote the services they provide.
- VTC Gjakova participated in a fair organised by the German Government through **Deutsche Gesellschaft für Internationale Zusammenarbeit** (GIZ) GmbH, in cooperation with "Fehmi Agani" University. The technical organisation of the fair was managed by Modus. The fair was held on 28 April 2025 at the "Fehmi Agani" University campus and was attended by leading companies, educational institutions, and talented students and graduates. It provided businesses with a unique platform to engage potential employees, promote career opportunities and contribute to workforce development.
- As part of the promotion of vocational training services, the Vocational Training Centres participated in the event "Taste **the Future: HoReCa & Slow Food Connections**", **organised** under the HoReCa project—Support for the Labour Market Integration of Young People in the Hospitality Industry—financed by the Government of Italy through the Italian Agency for Development Cooperation (AICS) and implemented by the International Labour Organization (ILO).

Annex 3: Support for Employment Services

- Monitoring of Employment Offices in relation to services for jobseekers and employers and implementation of MATP - Monitoring of Employment Offices' provision of services to jobseekers and employers and implementation of MATP for 2025 was completed. This included monitoring files of MATP beneficiaries and files of maternity-leave beneficiaries during 2025. A report on Monitoring the Provision of Employment Services and Monitoring the Implementation of Active Labour Market Measures was prepared.
- The "Kosovo Generation Unlimited (K-GenU)" internship programme is a multi-sectoral coalition for cooperation aimed at increasing investment for and with young people so that they can realise and develop their potential. The initiative brings together government institutions, development partners, private-sector actors, civil society organisations and young people. The number of internship beneficiaries from January to December 2025 was 614.
- Maternity leave - Maternity leave in the Republic of Kosovo is regulated by Labour Law No. 03/L-212, specifically Article 49, which establishes the rights of women on maternity leave, and by Administrative Instruction (MLSW) No. 01/2018, which regulates the procedures

for the administrative compensation for maternity leave paid by the Government of Kosovo. From January to December 2025, there were 3,860 maternity-leave beneficiaries, of whom 1,226 were employed in the public sector and 2,634 in the private sector.

- Social Assistance Reform Project in Kosovo - The Employment Agency of the Republic of Kosovo is a public provider of labour market services responsible for labour market administration and the implementation of employment and vocational training policies. Government Decision No. 23/2025 approved the Operational Manual, the Wage Subsidy Manual and the Voucher Use Manual concerning implementation of the Pilot for Activation of Social Assistance Scheme Beneficiaries and the obligations of the Employment Agency of the Republic of Kosovo and other administrative units in implementing the approved manuals. Government Decision No. 23/2025 approved the Operational Manual, the Wage Subsidy Manual and the Voucher Use Manual concerning implementation of the Pilot for Activation of Social Assistance Scheme Beneficiaries and the obligations of the Employment Agency of the Republic of Kosovo and other administrative units in implementing the approved manuals. All Employment Office staff were trained in the use of the manuals for implementing the Pilot for Activation of Social Assistance Scheme Beneficiaries.

Annex 4: General data

Municipality	Total	VLP- Regular	VLP- MATP	Regular Employment Placement	Placement through MATP
Prishtina	14,890	3,402	434	595	317
Prishtina	3010	1927	200	328	161
Fushë Kosova	1675	370	19	54	20
Glllogoc	1916	345	35	9	24
Lipjan	2942	198	13	83	14
Obiliq	727	300	17	35	20
Graçanica	1617	12	17	0	17
Novobërda	525	22	36	11	13
Podujeva	2478	228	97	75	48
Mitrovica	12,992	1001	1105	765	802
Mitrovica	2799	248	34	152	29
Leposaviq	1834	94	212	29	61
Skenderaj	1514	29	72	70	136
Vushtri	3399	219	116	205	110
Zubin Potok	619	50	113	21	112
Zveçan	980	144	355	109	229
North Mitrovica	1847	217	203	179	125
Peja	5,875	266	265	140	181
Peja	3147	186	43	73	29
Istog	1429	60	71	52	59
Klina	1299	20	151	15	93

Employment and Vocational Training,

Prizren	11,147	577	218	222	150
Prizren	5865	251	55	120	51
Rahovec	1056	91	15	51	12
Suhareka	3069	198	49	16	32
Dragash	1091	0	0	0	1
Mamusha	66	37	99	35	54
Ferizaj	7,216	793	473	324	377
Ferizaj	3341	545	201	196	161
Kaçanik	1551	142	45	71	47
Shtime	800	52	84	8	60
Shtërpca	995	3	34	5	24
Hani i Elezit	529	51	109	44	85
Gjilan	5,921	457	195	212	120
Gjilan	2448	157	104	58	51
Viti	1623	186	45	76	30
Kamenica	1088	107	42	73	38
Klllokot	303	1	2	1	0
Partesh	158	2	0	2	0
Ranillug	301	4	2	2	1
Gjakova	7,447	990	287	478	148
Gjakova	3145	558	213	230	105
Deçan	882	197	13	97	11
Malisheva	2710	106	59	62	28
Junik	710	129	2	89	4
Total	65,488	7,486	2,977	2,736	2,095

Annex 5: Vocational Training data by occupation for 12 months

Occupations	Enrolments in Training - 12 months		Certified – 12 months	
	Total	Women	Total	Women
Grand Total	1949	890	1420	658
Prishtina	141	65	77	29
Auto Mechanics	5	0	4	0
Automotive Electrics	2	0	2	0
Information Technology	5	5	2	2
Baking	2	1	0	0
Pastry-making	25	25	19	19
Office Equipment Servicing	3	0	3	0
Tailoring	13	13	5	5
Business Administration	4	4	0	0
Electrical Installations	30	0	21	0
Hairdressing/Make-up	10	6	3	0

Employment and Vocational Training,

ICT RPL	24	11	9	3
Painter RPL	18	0	9	0
Ferizaj	194	55	101	27
Cook	75	32	48	21
Hospitality	9	3	4	2
ICT	11	9	4	4
Carpentry	9	0	5	0
Electrician	26	0	18	0
Central Heating RPL	5	0	3	0
Electrician RPL	10	0	4	0
Water Supply and Sewerage RPL	6	0	0	0
Central Heating	31	0	15	0
Business Administration / Self-employment	3	3	0	0
Tailoring	9	8	0	0
Mitrovica	156	96	118	75
Cook	52	40	45	35
Welding (Metalworker III)	21	0	18	0
Carpentry	19	0	11	0
Tailoring	36	36	27	27
ICT (information and communication technology)	16	13	16	13
Hairdresser and Make-up Artist	12	7	1	0
Peja	391	182	261	136
Cook	91	67	84	63
Central Heating	4			
Plumbing	52		32	
Bricklayer	17		12	
Roof Carpenter	1		1	
Carpenter (Concrete Formwork)	1			
Painter	12		6	
Tiling and Cladding	7		5	
Plasterer-Façade Worker	8			
Steel Fixer/Concrete Worker	1			
Fruit and Vegetable Processing	30	22	15	12
Manager of micro and small enterprises	9	5	9	5
Administrative Assistant	39	19	16	12
Accounting	13	6	6	1
Dairy Processing	20	18	15	13
Self-employed Entrepreneur	30	26	21	17
Welding	16		15	
Business Administration	27	19	18	13
Carpentry	13		6	
Prizren	723	299	597	250
Cook	103	53	96	50
Waiter	29	5	25	5
Automotive Electrics	8	0	8	0
Welding	11	0	2	0
ICT	22	11	20	11
Business Administration	26	15	21	13
Domestic Appliance Electromechanic	20	0	16	0
Central Heating Installer	46	0	42	0

Employment and Vocational Training,

Bricklayer	46	0	25	0
Tailoring	56	54	42	40
Self-employment	37	33	37	33
Auto Mechanics	19	0	15	0
Baking	64	12	48	9
Make-up Artist	43	43	29	29
Hairdressing	134	68	120	55
Water Supply and Sewerage Installer	16	0	15	0
Bartender	12	5	12	5
Electrical Installations	31	0	24	0
Gjilan	106	69	66	37
Carpentry	4	0	4	0
Welding	19	0	13	0
Graphic Design	15	10	12	6
Accounting	33	26	23	19
Cook	23	22	8	7
Tailoring	12	11	6	5
Gjakova	231	124	197	104
Administrative Assistant	13	11	10	10
Accounting	12	10	10	8
Welding	15	0	14	0
Electrician	32	0	25	0
Tailoring	29	24	24	20
Self-employment	19	16	19	16
Manager of Micro and Small Enterprises	3	2	3	2
Hairdressing	55	30	45	20
Make-up Artist	18	18	16	16
Cook	35	13	31	12
Chiselling	7	0	3	0
Cook	3		2	
Welding	2		1	
Carpentry	2		0	

Annex 6: Data on persons with disabilities

Registered persons with disabilities					
	Unemployment	Employment	ShP	Training	ShT
All	217	8	3.69%	9	4.15%
Men	77	4	5.19%	4	5.19%
Women	140	4	2.86%	5	3.57%

Definitions and Terminology

All Chapters:

To clarify distinctions and interpretations arising from this report, the definitions and terminology used are explained below:

- **Population** - the population residing within the territory of Kosovo.
- **Working-age population** - the segment of the population aged 15-64, in accordance with the applicable Labour Law.
- **Jobseekers** – all persons seeking employment, including persons working full-time or part-time and persons who have been temporarily suspended from work.
- **Unemployed persons** - according to ILO definitions, persons of working age who are:
 - a) unemployed,
 - b) actively seeking work; and
 - c) available for work.
- **Registered unemployed persons** - persons registered as unemployed. *They should be persons* without work who are seeking employment; however, this requirement is implemented only partially in Kosovo and in most other countries.
- **Long-term unemployed persons** - persons who have been registered as unemployed for more than 12 months.
- **Employed persons** - identified according to the following ILO/Eurostat definition:

“A person is considered employed if he or she has performed any work for pay or profit. Self-employed persons are also considered to be working if the person works in his or her own business, professional practice or farm for the purpose of earning a profit; spends time operating the business; or is in the process of establishing a business. An unpaid worker is considered to be working if the work contributes directly to a business, farm or professional practice owned or operated by a related member of the same household.”

The term “employed” includes persons in regular employment and self-employed persons, including owners of small businesses and farms, farm workers and contributing family members, for example in shops and farms. Overall, an employed person is anyone aged over 15 who works for profit or income, including persons who do not succeed in earning such profit or income.

- ➞ **Economically active** population - comprises registered unemployed persons plus employed persons.
- ➞ **Unemployment Rate**, or Registered Unemployment Rate - the proportion of registered unemployed persons in the economically active population.
- ➞ **Unemployment Ratio** – registered unemployment as a proportion of the working-age population. In this report, the unemployment ratio *is equivalent to the registered* unemployment ratio, or *Registration Rate*.
- ➞ **Age groups** - 15-24, 25-39, 40-54 and 55-64 years.
- ➞ **Ethnic groups** – comprise Albanians, Serbs, Montenegrins, Ashkali, Roma, Turks, Bosniaks and others.

For analytical purposes, the following abbreviated classification is also used: Albanians, “all minorities”, Serbs and “other minorities” (excluding Serbs).

- ➞ **Sectors by Activity – based** on the international standard classification of economic activities, NACE (Rev. I), although not yet fully aligned:

- ➞ (A) agriculture / forestry,
- ➞ (B) fishing,
- ➞ (C) mining,
- ➞ (D) manufacturing,
- ➞ (E) electricity / gas / water,
- ➞ (F) construction,
- ➞ (G) trade,
- ➞ (H) hotels / restaurants,
- ➞ (I) transport / communications,
- ➞ (J / K) finance / real estate, etc.

- (M) education,
- (N) health / social protection,
- (O) services (NGOs) / organisations.

➤ **Sectors by Ownership:**

- Public sector: government, government-controlled institutions and enterprises.
- Private sector: private individuals, farms, businesses and companies.

➤ **Enterprises by size**

Classification	Number of employees
Micro-enterprises	1 - 9
Small enterprises	10 - 49
Medium-sized enterprises	50 - 249
Large enterprises	250 and above

ISCED: International Standard Classification of Education

- **ISCED 0: Pre-primary education** - the initial stage of organised instruction, primarily designed to introduce very young children to a school-type environment. Such programmes are provided in schools or organised in centres for children aged at least three.
- **ISCED 1: Primary education** - the beginning of systematic studies in reading, writing and mathematics. Programmes are organised around a unit or project, often with one teacher for most of the time, rather than by subject, with different teachers for different subjects. The entry age is between five and seven.
- **ISCED 2: Lower secondary education** - the beginning of subject-based **learning**, completing the provision of basic education that began at ISCED 1 and extending the foundation for lifelong learning. Basic skills are fully developed at this level. This stage is subdivided as follows:
 - ISCED 2A: programmes designed to provide direct access to ISCED 3 in a sequence that will ultimately lead to tertiary education.
 - ISCED 2B: programmes designed to provide direct access to ISCED 3C.
 - ISCED 2C: programmes designed primarily to provide direct access to the labour market. Progression to ISCED 3 also requires completion of ISCED 2A or 2B.

- ➡ **ISCED 3: Upper secondary education – further** specialisation compared with ISCED 2. This stage begins at the end of compulsory education, at age 15 or 16. Successful completion of ISCED 2 is required. This stage is further subdivided as follows:

- ➡ ISCED 3A: programmes designed to provide direct access to ISCED 5A.
- ➡ ISCED 3B: programmes designed to provide direct access to ISCED 5B.
- ➡ ISCED 3C: programmes that do not lead directly to tertiary education. Progression to ISCED 5A or 5B also requires completion of ISCED 3A, 3B or 4A.

- ➡ **ISCED 4: Post-secondary non-tertiary education** - programmes that straddle the boundary between upper-secondary and post-secondary education. Their content is not sufficiently advanced to be classified as tertiary education. They are generally no more advanced than ISCED 3 and broaden the knowledge of students who have completed ISCED 3. They may prepare students for entry into tertiary education.

This stage is further subdivided as follows:

- ➡ ISCED 4A: programmes designed to provide direct access to ISCED 5.
- ➡ ISCED 4B: programmes designed primarily to provide direct access to the labour market and which do not provide access to ISCED 5.

- ➡ **ISCED 5: First stage of tertiary** education - programmes whose content is more advanced than ISCED 3. Entry requires successful completion of an ISCED 3A, 3B or 4A programme. This stage is subdivided as follows:

- ➡ ISCED 5A: programmes that are largely theory-based and intended to provide access either to advanced research programmes at ISCED 6 or to professions requiring higher qualifications, such as medicine. It may be necessary to obtain more than one qualification at ISCED 5A—for example, a first university degree followed by a master's degree—before entering ISCED 6.
- ➡ ISCED 5B: programmes focused on specific occupational qualifications with direct access to the labour market. They are often shorter than ISCED 5A programmes. Their theoretical content is usually insufficient to provide access to advanced research programmes before completion of an ISCED 5A programme.

- ➡ **ISCED 6: Second stage of tertiary** education - programmes leading to an advanced research qualification, usually at doctoral level or beyond. They are devoted to advanced study and original research and are not based solely on coursework.

EMPLOYMENT AND VOCATIONAL TRAINING

Performance
Report

2025

Performance Report 2025