



ORIGINAL PAPER

**Policies, Programs and Projects for Youth Employment in
Kosovo**

Ylber Aliu*

Abstract

The main goal of this research is studying the policies, programs and projects for youth employment which are implemented by the Regional Employment Centers in Kosovo. The result of the research is to identify the policies, programs and projects for youth employment which are implemented and not implemented in Kosovo. In the paper are used several methods. The first, has been organized a focus group of exploratory nature with the aim of identifying the issues for research. The second, a questionnaire was carried out (semi-structured) with directors of Regional Employment Centers. The third, the research of laws and bylaws in the area of employment, the publications of the Department of Labor and Employment, Ministry of Labour and Social Welfare, and scientific literature in the field of employment. Conclusion of the paper is that, in Kosovo there are policies, programs and projects for youth employment in Kosovo, but they are not enough.

Keywords: *Kosovo, employment, youth, political, REC*

* Ph.D. Candidate, South East European University, Phone: 0037744662874, Email: ylber.a.aliu@live.com

Policies, Programs and Prospects for Youth Employment in Kosovo

Introduction

Kosovo has policies, programs and projects for youth employment, but they are not enough

By the policies, programs and projects for youth employment benefit a considerable number of young jobseekers. However, these policies, programs and projects are limited by two main circumstances. Firstly are realized with donors found. Secondly, are not implemented all policies, programs and projects. The study of policies, programs and projects for youth employment, with special focus identifying policies, programs and projects which are implemented and not implemented, is the main objective in this paper study. So, the paper will study this topic in these key dimensions. *In the first part*, will realize a theoretical analysis about the unemployment statistics for young people in Kosovo, policies and services that provide Regional Employment Centers (hereinafter: REC) for young jobseekers. *In the second part*, we will bring empirical evidence on these issues. At the end we give the main conclusions of the paper and bibliography.

Research Methodology

In order to identify the issues that need to be investigated, we organized a focus group with ten (10) young participants. From the discussion developed within this focus group we managed to identify five (5) issues that participants have identified as important in terms of youth employment through public employment services. Our research has been directed at finding the answer to these issues which we have turned into research questions. Therefore, the main data of this study were obtained through semi-structured questionnaires. REC-s directors have responded in the questionnaires sent by mail. The questionnaires contained some key questions and some sub-questions. The rest of the data were taken from several sources. The first, laws and other bylaws covering the field of employment. Second, periodic reports to the Department of Labor and Employment (hereinafter DLE) and the Ministry of Labour and Social Welfare (hereinafter: MLSW). Third, the academic literature in the field of employment (Matthews, Ross, 2012; Eco, 1997; Manheim, 2002; Feraj, 2004). In the aspect of the relationship between the dependent variable and independent, in the case of our research, independent variable are the policies, programs and projects for youth employment, while the dependent variable is the employment of youth. So, as many policies, programs and projects for youth employment, the greater is their employment. The paper start with the study and theoretical research.

The theoretical part

The theoretical framework of policies for youth employment consists of theoretical explanations for the focus group, the statistics of young people registered as unemployed or job seekers to REC's, policies and services that are offered in order to address the challenges arising from unemployment, and opinion of the Directors of REC's related with policies and services for youth employment. So, "... the focus group is a method for collecting qualitative data ... the difference is that the focus group (as the name says itself) leaves from the interviews one by one, and become a group interview" (Matthews, Ross, 2012: 235). Three are the focus group characteristics "Merges a group of 5 to 13 people, who have something in common that relates to the topic of research, to take part in a discussion on this topic, which is moderated by the researcher" (Matthews,

Ross, 2012: 235). Focus group "Explorer: either pre-pilot phase of social research, for example, to discover what participants think is important in an issue or theme and what kind of language and concepts are used in the discussion" (Matthews, Ross, 2012: 236). While, in terms of overall statistics of the DLE, the number of young people registered as jobseekers is "... 92. 615 jobseekers "(Department of Labor and Employment. 2012: 20). While, until September of this year this number has reached "... 95. 448 registered jobseekers "(Ministry of Labour and Social Welfare. 2013: 1). This age marks the greater entry in unemployment compared with all other age groups (Ibid). So, "The unemployment rate for the persons aged 16 to 24 is approximately two times higher than the overall unemployment rate" (Institute for Development Research, 2013: 24). But exactly which age refers the policies, programs and projects for the youth employment? According to the Law on registration and evidence of unemployed and jobseekers, "Jobseekers in Regional Employment Centers can enroll persons from the age of eighteen (18) "(MLSW, 2012a: 2). Therefore, in this research, when we say 'policies, programs and projects for the youth employment', we referred to the policies, programs and projects for persons aged eighteen (18) to twenty four (24). In theoretical aspect are some policies, programs and projects dealing directly with youth employment. Policies, programs and major projects for youth employment are: "Lifelong guidance, job search assistance, professional qualification, work practices, job training, salary subsidies, public works and promotion of self-employment" (MPMS. 2012b: 3). All policies for youth employment are realized with donor funds. The main donors that support the implementation of employment policies are: "United Nations Development Program (UNDP), the European Commission, the Government of Switzerland, Pristina Municipality" (DLE, 2007-2012: 20).

In addition, also in theoretically aspect are identified even services offered by the REC for young jobseekers. Services offered are several. First, identification of jobseekers. So "REC compile and maintain a register for youth registered as jobseekers" (MLSW, 2012a: 5). Second, RCE offer two types of counseling for young jobseekers: "Professional counseling for employment and career guidance" (MLSW, 2012a: 5). Third, employment mediation. REC advisors through labor market research reach to realize even "... preparation and employment mediation" (Ibid). Fourth, providing information on labor migration (For more about migration and consequences, see: Traø, 2006: 202). This service is provided by employment Counselors and Migrant Service Centre operating within the DLE. In the center you can find "Information on job opportunities and study abroad as well as procedures for obtaining visas, work permits and residence permits, accessing to the health care system and education abroad as well as other information that you need while you think to move abroad" (MLSW, 2012a: 5). Despite the policies and services provided, REC directors again are moderately satisfied with the policies and services that offer for young jobseekers. Kosovo is known as the country with the youngest population in Europe. So more than 70 percent of its population is under the age of thirty five. The people aged from 15 to 24, 55.3 percent were unemployed and the rate is pronounced higher to the young females with an unemployment rate of 63. 8 percent than to the young males with an unemployment rate of 52.0 percent. In the coming five years approximately 200,000 youngsters will reach working age and will begin searching for jobs (Myha, 2013: 1). This format of the theoretical data is constructed based on empirical data which we will bring as following.

Policies, Programs and Prospects for Youth Employment in Kosovo

The empirical part

To the empirical part we will bring concrete facts and data about the focus group, statistics, the number of unemployed young people who benefit from employment policies, services that are offered and opinions of REC directors. In addition, we will formulate opinions by the logic of critical thinking.

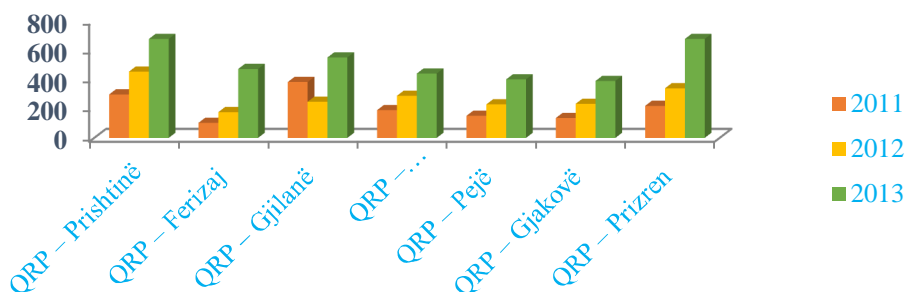
Focus group

Initially, we organized a focus group. The purpose of this focus group was to explore the issues that young people consider as important to explore regarding policies, programs and projects for employment which are offered by the public employment service. The topic of discussion was: employment experiences in relation to public employment services. Focus Group is composed of ten (10) participants. The discussion took fifty (50) minutes. Participants were from the age eighteen (18) to twenty (24) years. From them have been five (5) men and five (5) women. Five (5) participants were from Pristina region, while five (5) participants from other regions. The meeting was moderated by the author of this paper. From discussions held with focus group emerged these problematic issues: *registration* – some participants are not registered at Employment Offices; *limited possibilities* – participants are concerned about the number of candidates who benefit from policies, programs and projects by region; *lack of knowledge* – some participants have concluded that have lack of knowledge about policies, programs and projects of youth employment; *variable of age* – participants have discussed regarding to which age is given more priority in employment; *bureaucracy* – participants had no knowledge of the internal organization of the Employment Offices. In order to address these concerns, we have oriented the research in finding the answers to these questions: What is the number of young people registered as jobseekers? What are the policies, programs and projects for youth employment and what is the number of beneficiary candidates? What policies, programs and projects provides REC in Pristina regarding to youth employment? What is the number of employees of this category compared to the other categories of jobseekers? What services REC provide and how to access the use of these services? Initially, we will examine the reply to the first question.

Registration as jobseekers

According to statistics of REC the number of young people registered as jobseekers remains high. A typical trend based on statistics presented in Figure 1 is the increasing number of young people registered as jobseekers. General characteristic is that in 2013 the number of registered unemployed youth in REC is several times greater than in 2012 or 2011. Except the REC - Gjilan in which case the number of unemployed is lower in 2012 to be raised again in 2013. The main reason for this growth is the public information campaign realized with the help of Lux's Development related to activities and opportunities offered by the REC. As seen from the data presented, REC of Prishtina and REC of Prizren have the largest number of young people registered as jobseekers (over 700), it's because these two regions have the largest number of population. While REC of Peja and REC of Gjakova have small number of young people registered as jobseekers (near 400).

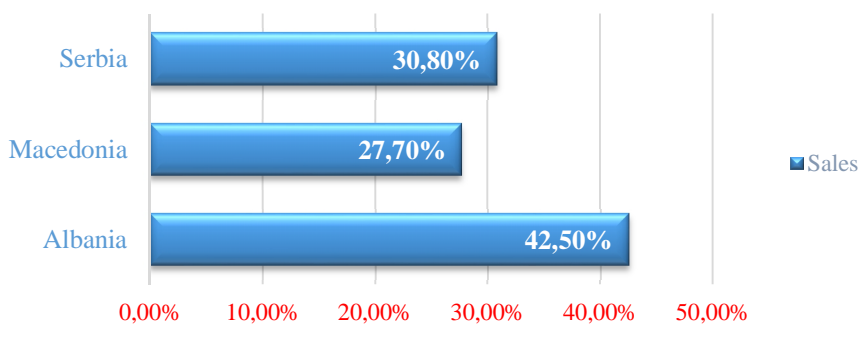
Figure 1. The number of young people registered as jobseekers at the Public Employment Services



Source: Obertinca, Z, answers given in the questionnaire sent by email (REC-Prishtina), date: 06. 12. 2013; Shabani, K, answers given in the questionnaire sent by email (REC-Ferizaj), date: 04. 12. 2013; Aliu, Xh, answers given in the questionnaire sent by email (REC-Gjilan), date: 03. 12. 2013; Elezi, F, answers given in the questionnaire sent by email (REC-Gjakova), date: 05. 12. 2013; Dema, B, answers given in the questionnaire sent by email (REC-Peja), date: 02. 12. 2013; Hajrullah, H, answers given in the questionnaire sent by email (REC-Prizren), date: 07. 12. 2013; Bekteshi, S, answers given in the questionnaire sent by email (REC-Mitrovica), date: 04. 12. 2013.

If we look at youth unemployment in the region, it appears that even countries in the region have a high rate of youth unemployment. As seen from Figure II, Albania has the largest number of young people registered as jobseekers or unemployed, then comes Serbia and Macedonia which has the lowest number. So, unemployment remains phenomenon and challenge of all countries in the region.

Figure 2. Youth unemployment in neighboring countries in 2009



Source: Development Programme of the United Nations in Kosovo (UNDP), the project document, Active Programs of Labour Market 2, Pristina, 2013. F-3

But, if we look at the logic of critical thinking, it appears that state institutions should develop policies that promote the economic development same in the whole territory. Balanced economic development stimulates the same youth employment. Different from the economic development level varies from region to region, policies for

Policies, Programs and Prospects for Youth Employment in Kosovo

youth employment are largely the same. But differ in terms of number of candidates engaged.

In the regional context it should be noted that, “All Western Balkan countries, after the shock of transition, slowly are recovering and intentions and measure to reduce the number of workers in employment office are rising” (Jashari et. al., 2014: 1). So, “Macedonia claims that unemployment has decreased to 29 % in contrast to 21 % in Serbia and Bosnia, and Kosovo, Albania still have high figured. But, will public employment policies and a range of measures, among the which most common are employment under temporary contracts, reducing unemployment among young people, women, social cases of handicapped people yield results” (Ibid). And, “According to these logics of employment policy and labor movement and the labor market, changes in the labor market, the logic is imposed when Western Balkan countries will join the EU and replaces the labor force with worker from Afghanistan, Bangladesh of Eritrea?”(Jashari et. al., 2014: 1).

While, in the context of the European Union, “The developments in Europe in relations to youth employment over the past four years can only be described as a cataclysmic failure on behalf of decision – makers with regards to youth people” (European youth forum, p-4). This is because “The issue of long term unemployment (LTU) is now one of paramount concern for young people. LTU can have a profound impact on the personal development of young people, as well as societies in which they live” (European youth forum, p-4). Then “Although youth unemployment has been traditionally higher the adult rate, in the intractability of the current youth unemployment crisis has resulted in un precedented rates of LTU, which has increased by 3. 7 % among young people since 2008, compared whith an increase of 1. 8 % for the adult population” (European youth forum, p-4).

Policies, programmes and projects

Despite all REC have policies, programs and projects for youth employment dynamics and the number of candidates involved varies from region to region. The main criterion is the number of population in the region. Respectively the number of young people registered as jobseekers. REC - Pristina has the largest number of candidates engaged in any policy, program and project. For example, in the project funded by the European Commission, 'Training on the job' Kosvet VI, "REC of Prishtina has engaged four hundred (400) jobseekers" (European Union Office in Kosovo, 2013: 2). While all other REC share the same number of candidates engaged in practice at work and on the job training.

Table 1. Types of policies, programs and projects for youth employment and the number of unemployed young people who are engaged in 2013

| TYPES OF POLICIES AND THE NUMBER OF BENEFICIARIES BY REGIONS | | |
|--|---|-------------------------|
| Regional Employment Center | Active labor of market for employment generating for youth - UNDP | Job training, Kosvet VI |
| REC – Prishtina | 51 | 400 |

Ylber Aliu

| | | |
|-----------------|----|-----|
| REC – Ferizaj | 27 | 200 |
| REC – Gjilan | 21 | 200 |
| REC – Mitrovica | 39 | 200 |
| REC – Pejë | 21 | 200 |
| REC– Gjakova | 21 | 200 |
| REC – Prizren | 27 | 200 |

Source: Obertinca, Z, answers given in the questionnaire sent by email (REC-Prishtina), date: 06. 12. 2013; Shabani, K, answers given in the questionnaire sent by email (REC-Ferizaj), date: 04. 12. 2013; Aliu, Xh, answers given in the questionnaire sent by email (REC-Gjilan), date: 03. 12. 2013; Elezi, F, answers given in the questionnaire sent by email (REC-Gjakova), date: 05. 12. 2013; Dema, B, answers given in the questionnaire sent by email (REC-Peja), date: 02. 12. 2013; Hajrullah, H, answers given in the questionnaire sent by email (REC-Prizren), date: 07. 12. 2013; Bekteshi, S, answers given in the questionnaire sent by email (REC-Mitrovica), date: 04. 12. 2013

While Chart 2 presents the policies, programs and projects for youth employment that are applied in the constant form from REC. There are three policies, programs and projects which are implemented by the REC: job training, work practices and professional training. Professional training is provided through a network of the Professional Training Centres distributed in eight key centres of the state. Except the REC of Prishtina which offers two job training projects. While all other REC have similar characteristics regarding to policies, programs and projects for youth employment, respectively offers a job training project, a project in work practice and professional training. The following charts presents the policies, programs and projects for youth employment which are implemented by the REC.

Table 2: Employment policies which are provided by the REC

| POLICIES, PROGRAMS AND PROJECTS FOR YOUTH EMPLOYMENT THAT ARE IMPLEMENTED BY REC | | |
|---|---|--|
| Regional Employment Center | Policies | Comments |
| REC – Prishtina | <ul style="list-style-type: none"> • Job training • Practice at work • Professional training | <ul style="list-style-type: none"> • 2 job training projects • 1 practical project at work |
| REC – Ferizaj | <ul style="list-style-type: none"> • Job training • Practice at work • Professional training | <ul style="list-style-type: none"> • 1 job training project • 1 practical project at work |
| REC – Gjilan | <ul style="list-style-type: none"> • Job training • Practice at work | <ul style="list-style-type: none"> • 1 job training project • 1 practical project at work |

Policies, Programs and Prospects for Youth Employment in Kosovo

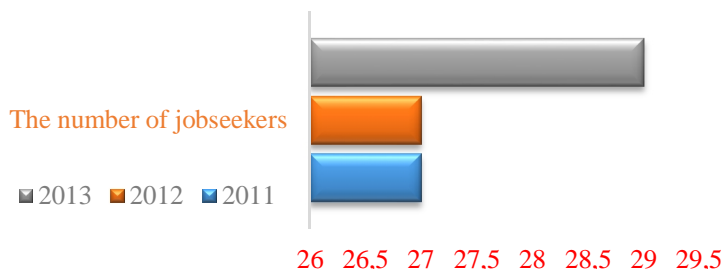
| | | |
|-----------------|---|---|
| | <ul style="list-style-type: none"> • Professional training | |
| REC – Mitrovica | <ul style="list-style-type: none"> • Job training • Practice at work • Professional training | <ul style="list-style-type: none"> • 1 job training project • 1 practical project at work |
| REC – Peja | <ul style="list-style-type: none"> • Job training • Practice at work • Professional training | <ul style="list-style-type: none"> • 1 job training project • 1 practical project at work |
| REC – Gjakova | <ul style="list-style-type: none"> • Job training • Practice at work • Professional training | <ul style="list-style-type: none"> • 1 job training project • 1 practical project at work |
| REC– Prizren | <ul style="list-style-type: none"> • Job training • Practice at work • Professional training | <ul style="list-style-type: none"> • 1 job training project • 1 practical project at work |

Source: Obertinca, Z, answers given in the questionnaire sent by email (REC-Pristina), date: 06. 12. 2013; Shabani, K, answers given in the questionnaire sent by email (REC-Ferizaj), date: 04. 12. 2013; Aliu, Xh, answers given in the questionnaire sent by email (REC-Gjilan), date: 03. 12. 2013; Elezi, F, answers given in the questionnaire sent by email (REC-Gjakova), date: 05. 12. 2013; Dema, B, answers given in the questionnaire sent by email (REC-Peja), date: 02. 12. 2013; Hajrullah, H, answers given in the questionnaire sent by email (REC-Prizren), date: 07. 12. 2013; Bekteshi, S, answers given in the questionnaire sent by email (REC-Mitrovica), date: 04. 12. 2013

REC project -Prishtina

Also, REC - Prishtina realizes another project, 'job training', with financing of the Municipality of Prishtina, in which case, every year "are mediated twenty-nine (29) new jobseekers in public companies, private or state institutions" (MLSW. 2013b: 2). Training or instruction given to individuals in the work setting to assist in developing the skills and knowledge necessary to carry out work. On the job training practices are normally carried out during working hours, involves both formal and informal training initiatives, and is usually conducted by staffs who are more experienced in a particular process, skill, or knowledge area. The number of candidates involved in this project has been largely the same in the last three years. For example, in 2011 and 2012 this number was the same twenty-seven (27), while in 2009 this number increased to twenty-nine (29).

Figure 3: The number of candidates involved in the project, "Training at work", REC - Prishtina, in 2011, 2012, and 2013



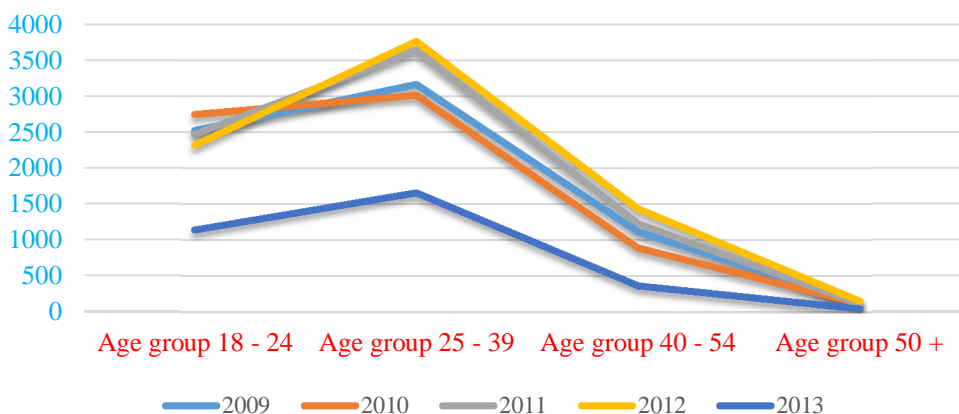
Source: Obertinca, Z, answers given in the questionnaire sent by email (REC-Prishtina), date: 06. 12. 2013

Although REC of Prishtina has the largest number of unemployed youth engaged in policies, programs and projects for youth employment, youth at the country level have priority over all other age groups of society in terms of employment.

Employment – variable of age

Generally from three thousand one hundred and seventy-eight (3178) candidates involved in all active projects and programs in the labor market, one thousand seven hundred and forty-seven (1,147) belong to the age group 18-24 years in 2013. So, in comparison with all ages of society, priority in engagement in policies, programs and projects of employment has age group 25-39 years, and the age group 18-24 years. The same trend should be noted that is followed from 2009. Figure 4 below shows the trend of hiring jobseekers in policies, programs, and employment projects from 2009 to 2013 by age group.

Figure 4. Number of jobseekers engaged in programs and active labor market in 2013 by age group



Source: Department of Labor and Employment. (2009) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2010) Annual performance report. Prishtina: K. G. T;

Policies, Programs and Prospects for Youth Employment in Kosovo

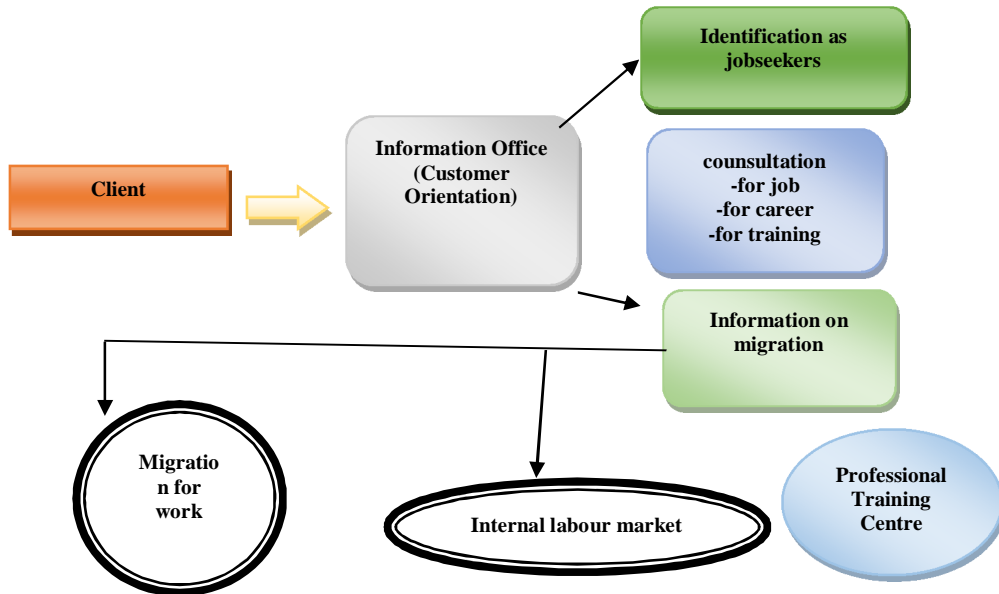
Department of Labor and Employment. (2011) Annual performance report. Prishtina: K. G. T;
Department of Labor and Employment. (2012) Annual performance report. Prishtina: K. G. T;
Department of Labor and Employment. (2013) Annual performance report. Prishtina: K. G. T.

But, if we look at by the logic of critical thinking there are several main criticism. First, the growing number of jobseekers youth engaged in policies, programs and projects for youth employment. Second, to expand policies, programs and projects for youth employment. For example, to have programs and projects that support the enterprise (self-employment). Currently, this policy does not apply any REC (MLSW. 2012d: 3). Despite it all REC offer similar services for young jobseekers.

Services

Besides policies, programs and projects for youth employment, REC also offer services for young jobseekers. Services offered by RCE are: identification as jobseekers; employment counselling; career Counselling; counselling for training; and providing information on migration.

Figure 5: Services offered for young jobseekers and schemes of offering these services



Source: scheme prepared by the author

But, if we look at by the logic of critical thinking, then come some criticism. First, the REC "... should provide services exclusively for young jobseekers" (Koro, L. 2013:13). Second, the RCE should keep records profiled for young jobseekers. Not to keep general records (If we look at the practice of other countries, for example, of Slovenia, then we see that the Public Employment Service in this country, keeps records profiled for jobseekers. For more see: Employment Service of Slovenia. 2010: 20-32).

Third, "Increased levels of employment and professional training establishment at the request of the labor market" (MLSW. 2012-2014. 2012c: 16).

Besides these operational services, RCE's and Office of Employments also offer other services that are important for labor market. These other services are: information on conditions and employment opportunities; market work research; insurance of certificates for job seekers; support for self-employment; preparation for successful interviewing" (MLSW, 2012b: 2); acceptance of applications for the issuance of work permits for foreigners. Applications are accepted from RCE's and OE's, while decisions are issued by the Department of Labor and Employment. This service is offered until the end of March, and now is the purview of the Ministry of Internal Affairs; accepting applications for maternity leave. Applications are accepted from RCE's and OE's, and decisions issued by the Department of Labor and Employment (See annual reports and see website MLSW, part for DLE).

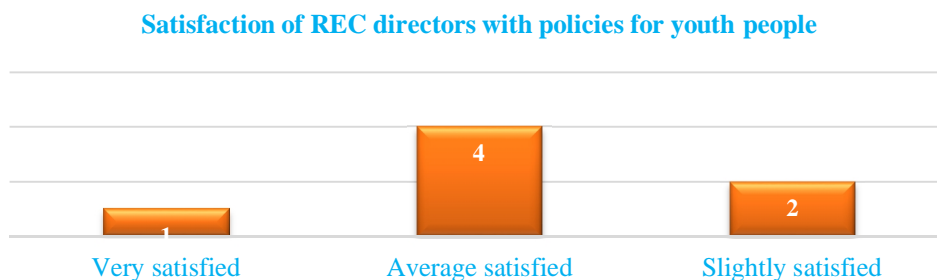
While services training, which are for unemployed and jobseekers persons through Vocational Training Centres, are professional training which are offered free of charge. These training (which will be listed besides the main training offered, we will examine the modules offered in some of the main training which are most attended by job seekers and the unemployed): business administration. Modules offered within this training are: "introduction to business administration, communication and business management, preparation of marketing and sales, financial management in small businesses, keeping accounting books" (MLSW 2012c: 2); information technology; administrative assistant; accountability; graphic design; entrepreneurship - modules offered within this training are: "The idea of business, market analysis, stock, costs, distribution, business plan" (MLSW, 2012c: 3); bakery; waiter - modules offered within this training are: "Health and safety, organizing the counter, preparing the location, preparing beverages, service methods, service and communication" (MLSW, 2012c: 3); wiring electric; woodwork; building; metal welder; servicing of office equipment and ICT network; electric auto - installation of water and central heating; plastering; paving tiles and clothing; maintenance of industrial electronic equipment; cook; textile; use computer; agri-food technology; self employment; the electrical installations in civilian homes; hydraulics and pneumatics; industrial electronics; repairman technique of household; tourism; hairdresser; processing milk products.

Satisfaction with services offered

Despite the offering of these services, REC directors are not satisfied with their activities in function of young jobseekers. When we asked, 'How many are satisfied with the services provided to young jobseekers', the majority responded that they are 'average satisfied'. The rest responded that they were 'slightly satisfied'. While, only one responded that it is 'Very satisfied'.

Policies, Programs and Prospects for Youth Employment in Kosovo

Figure 6: Opinions of Directors of REC related to policies that they offer to young jobseekers



Source: Obertinca, Z, answers given in the questionnaire sent by email (REC-Prishtina), date: 06. 12. 2013; Shabani, K, answers given in the questionnaire sent by email (REC-Ferizaj), date: 04. 12. 2013; Aliu, Xh, answers given in the questionnaire sent by email (REC-Gjilan), date: 03. 12. 2013; Elezi, F, answers given in the questionnaire sent by email (REC-Gjakova), date: 05. 12. 2013; Dema, B, answers given in the questionnaire sent by email (REC-Peja), date: 02. 12. 2013; Hajrrullah, H, answers given in the questionnaire sent by email (REC-Prizren), date: 07. 12. 2013; Bekteshi, S, answers given in the questionnaire sent by email (REC-Mitrovica), date: 04. 12. 2013.

But, if you look at by the logic of critical thinking, note that, the REC lack the framework of performance measurement for youth employment. As Slovenia has. Performance measurement framework "consists of the following elements ...: (i) setting targets, (ii) performance measurement and (iii) systematic control / feedback on performance" (Koro, 2013: 13). So, "These are used as instruments REC management to monitor the activities of employment offices and their staff and to ensure efficiently delivery of programs and services" (Ibid). Also, the REC should invest more in providing services in electronic form for youth. Furthermore, we propose to use the model of Austria which "... is a model example for active policies for youth" (Public Employment of Austria, 2012: 31).

General statistics

General statistics regarding registration as unemployed, employment and training, in terms of ethnic communities in Kosovo. The number of citizens registered as unemployed or job seekers, mediate in employment and vocational training, through employment offices.

Table 3: General data on registration, employment and vocational training for Albanian, Serbian and other communities

| GENERAL TABLE | | | |
|----------------------|-----------------|----------------|-------------------------|
| Registration | | | |
| Viti | Albanian | Serbian | Other minorities |
| 2004 | 259.713 | 8769 | 13.865 |
| 2005 | 291.092 | 11.635 | 27.298 |
| 2006 | 303.224 | 13.063 | 29.551 |
| 2007 | 305.524 | 13.371 | 30.411 |
| 2008 | 307.934 | 13.098 | 30.600 |
| 2009 | 306.221 | 13.055 | 29.705 |

Ylber Aliu

| | | | |
|----------------------------|---------|--------|--------|
| 2010 | 305.400 | 13.021 | 16.839 |
| 2011 | 295.550 | 12.810 | 16.901 |
| 2012 | 232.223 | 12.397 | 14.721 |
| 2013 | 239.813 | 12.865 | 15.426 |
| Employment | | | |
| 2004 | 4669 | 372 | 573 |
| 2005 | 5193 | 357 | 313 |
| 2006 | 5811 | 182 | 272 |
| 2007 | 5438 | 91 | 279 |
| 2008 | 6121 | 211 | 60 |
| 2009 | 6303 | 158 | 505 |
| 2010 | 6157 | 183 | 447 |
| 2011 | 6701 | 274 | 509 |
| 2012 | 6668 | 356 | 668 |
| 2013 | 4248 | 248 | 233 |
| Vocational Training | | | |
| 2004 | 2992 | 52 | 116 |
| 2005 | 3476 | 180 | 272 |
| 2006 | 3021 | 38 | 57 |
| 2007 | 2842 | 0 | 55 |
| 2008 | 3185 | 41 | 107 |
| 2009 | 2889 | 51 | 112 |
| 2010 | 3064 | 242 | 176 |
| 2011 | 3264 | 66 | 185 |
| 2012 | 3055 | 44 | 131 |
| 2013 | 3147 | 60 | 143 |

Source: Department of Labor and Employment. (2004) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2004) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2005) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2006) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2007) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2008) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2009) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2010) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2011) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2012) Annual performance report. Prishtina: K. G. T; Department of Labor and Employment. (2013) Annual performance report. Prishtina: K. G. T.

Conclusions and recommendations

Analyzed of what was said above, we conclude and recommend that: 1. Kosovo has policies, programs and projects for youth employment, but they are not enough. We recommend to increase government funding in order to increase the policies, programs and projects for youth employment, in order to engage a greater number of young jobseekers; 2. youth unemployment remains very high in Kosovo. The number of young people registered as jobseekers at REC increased from 2011 to now. We recommend to organize more public information campaigns so that young jobseekers to attend more public employment services; 3. services that are provided for young jobseekers are: evidence of young jobseekers, employment consultations, career consultation,

Policies, Programs and Prospects for Youth Employment in Kosovo

counselling for professional training, mediation in employment and offering of the information on migration. We recommend to increase the quality of the offering of these services; 4. regardless of policies, programs and current projects for young jobseekers and services that are provided, REC directors are moderately satisfied. We recommend to increase staff engagement of public employment services regarding to young jobseekers.

References:

- Jashari, H. et. al. (2014). Employment Policy and the Labor Mobility in the Western Balkans. *Academic Journal of Interdisciplinary Studies*, (6), November 2014.
- European youth forum (2014). *Policy Paper in Youth Employment*, adopted by the Council of Members, Brussels, Belgium, 19 – 20 april. Retrieved from: http://www.youthforum.org/assets/2014/06/0166-13_PP_Employment_Final1.pdf.
- Ministry of Labour and Social Welfare. (2012a) *The law No. 04 / L - 083 for registration and evidence of unemployed and jobseekers*. Pristina: Official newspaper of the Republic of Kosovo, on date: 15 May, 2012.
- Ministry of Labour and Social Welfare. (2012b) *The regulation for Active Programs of Labour Market*. Pristina: No data.
- Ministry of Labour and Social Welfare. (2012c) *Professional Training Strategy 2012-2014*. Pristina: No data.
- Ministry of Labour and Social Welfare. (2013a) *Labour Market Information for September*. Pristina: No data.
- Ministry of Labour and Social Welfare. (2013b) *Memorandum of Understanding signed between the Department of Labor and Employment and the Municipality of Pristina*. Pristina: No data.
- Ministry of Labour and Social Welfare. (2013c) *Activity for 2012*. Pristina: No data.
- Ministry of Labour and Social Welfare. (2013d) *Operational Manual for job training scheme*. Pristina: No data.
- European Union Office in Kosovo, EU-Kosvet VI. (2013) *Professional development schemes and training schemes in companies and skills development in entrepreneurship*. Pristina: No data.
- Koro, L. (2013). *Systematic Review of Public Employment Services in Kosovo*. Pristina: No data.
- Institute for Development Research: Riinvest. (2013) *Labour Market and Unemployment in Kosovo (research report)*. Pristina: No data.
- Myha, D. (2013). *The youth unemployment of Kosovo*, Association for Democracy Assistance and Human Rights.
- Department of Labor and Employment. (2012) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2011) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2010) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2009) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2008) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2007) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2006) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2005) *Annual performance report*. Prishtina: K. G. T.
- Department of Labor and Employment. (2004) *Annual performance report*. Prishtina: K. G. T.
- Public Employment Service of Austria. (2012) *Labour Market Policy in Austria 2011*. Vienna: No data.
- Employment Service of Slovenia. (2010). *Overview of the Employment Service of Slovenia*. Ljubljana: No data.

Traø, K. M. (2006). *Policy and Democracy* (Politikk og Magt, translated from the original: Ermir Pulaha). Pristina: Rozafa. (Second edition, without data on the first year of publication).

[Article Info](#)

Received: January 3 2015

Accepted: August 9 2015
