

Kosovo Labor Force and Time Use Study Research Report

Millennium Challenge Corporation



February 2018

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The authors' views expressed in this publication do not necessarily reflect the views of MCC.

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ACRONYMS

Acronym	Definition
CAPI	Computer-Assisted Personal Interviewing
CITI	Collaborative Institutional Training Initiative
COR	Contracting Officer's Representative
DCMI	Dublin Core Metadata Initiative
DDI	Data Documentation Initiative
DRB	Disclosure Review Board
EA	Enumeration Area
EI	Extended Interview
EU	European Union
FHI 360	Family Health International 360
GDP	Gross Domestic Product
GEM	Global Entrepreneurship Monitor
GNAS	Gender Norm Attitudes Scale
HQ	Headquarters
IDRA	IDRA Research and Consulting (Data Collection Firm)
ILO	International Labor Organization
ILOSTAT	International Labor Organization Statistics Database
IRB	Institutional Review Board
ISCO	Standard Classification of Occupations (ILO)
KAS	Kosovo Agency of Statistics
KBRA	Kosovo Business Registration Agency
KCD	Kosovo Center of Diplomacy
LFS	Labor Force Survey
LFTUS	Labor Force and Time Use Study
MCA-M	Millennium Challenge Account
MCC	Millennium Challenge Corporation
NACE	National Association for Continuing Education (Education categories)
NGO	Non-governmental Organization
NIH	National Institutes of Health
ODK	Open Data Kit
OECD	Organization for Economic Cooperation and Development
PII	Personal Identifying Information
PM	Project Manager
PSU	Primary Sampling Unit
QA	Quality Assurance
RFQ	Request for Quotation
RT	Research Team
SI	Social Impact
TV	Television
UN	United Nations
USAID	United States Agency for International Development
USD	United States Dollar

1. EXECUTIVE SUMMARY

Background

The MCC business model relies on sound economic data as an input to program design. While there have been a number of large-scale surveys measuring employment behavior in Kosovo, extant data sources either lack the scope to inform concrete programmatic decisions, or suffer from questionable validity. Seeking to fill this empirical gap, MCC contracted Social Impact (SI) to implement a nationally and regionally representative survey to shed light on Kosovo's macroeconomic indicators.

Research Questions & Methodology

The Labor Force and Time Use Survey (LFTUS) was designed to answer nine research questions concerning population-based estimates of the following: labor force participation, job seeking behavior, time use, household decision-making, workplace discrimination, and prevalence and inhibiting factors of entrepreneurship. Given the centrality of labor force participation, the research was designed to examine the relationships between this indicator and field of study, gender norms, and remittances.

To answer these questions, the research team administered a nationally and regionally representative household survey with 8,533 households across 854 Enumeration Areas (EAs). The study used multi-stage stratified cluster-randomized sampling to arrive at a representative sample for each of Kosovo's seven regions. To calculate the required sample size, the research team used the 2015 Kosovo Agency of Statistics (KAS) Labor Force Survey to determine prevalence rates for key indicators of interest and calculated intra-cluster correlations on key variables to inform design effects. The sampling frame for household selection was created through an in-person listing exercise that physically mapped all households in sampled EAs. To ground the research design in the most recent literature and promote comparability with other datasets, the study's instrumentation and methodological approach was heavily informed by four core resources: the Eurostat approach for measurement of labor force participation, the Eurostat guidelines on harmonized European time use surveys, the Global Entrepreneurship Monitor, and C-Change/USAID's Gender Norm Attitudes Scale.

For each sampled household, enumerators attempted to 1) populate a Household Roster with the head of household or the member most knowledgeable about the labor force status of all household members and 2) complete an Extended Interview (EI) with one randomly selected female and one randomly selected male, who were non-students aged 18-74 years. The Household Roster captured the labor force status of all members of the household above the age of 15, while the Extended Interview captured detailed information on access to productive capital, household decision-making, time use, and gender attitudes. Data collection was implemented through SI's local partner, IDRA Research and Consulting, and occurred over a 17-week period between March 31, 2017 and August 4, 2017.

The research team enumerated 8,533 households, collecting employment information on 32,742 individuals and completing 8,604 extended interviews. The roster sample was evenly balanced in its gender distribution (50.2% female and 49.8% male), though the extended interviews were slightly skewed toward female respondents (56.9% female and 43.1% male). The ethnic breakdown of the sample reflected the most recent census, with 91.6% of respondents identifying as Albanian. Males were, on average, better educated, with two thirds of male respondents having finished upper secondary school or higher. The comparable rate for females was 40%.

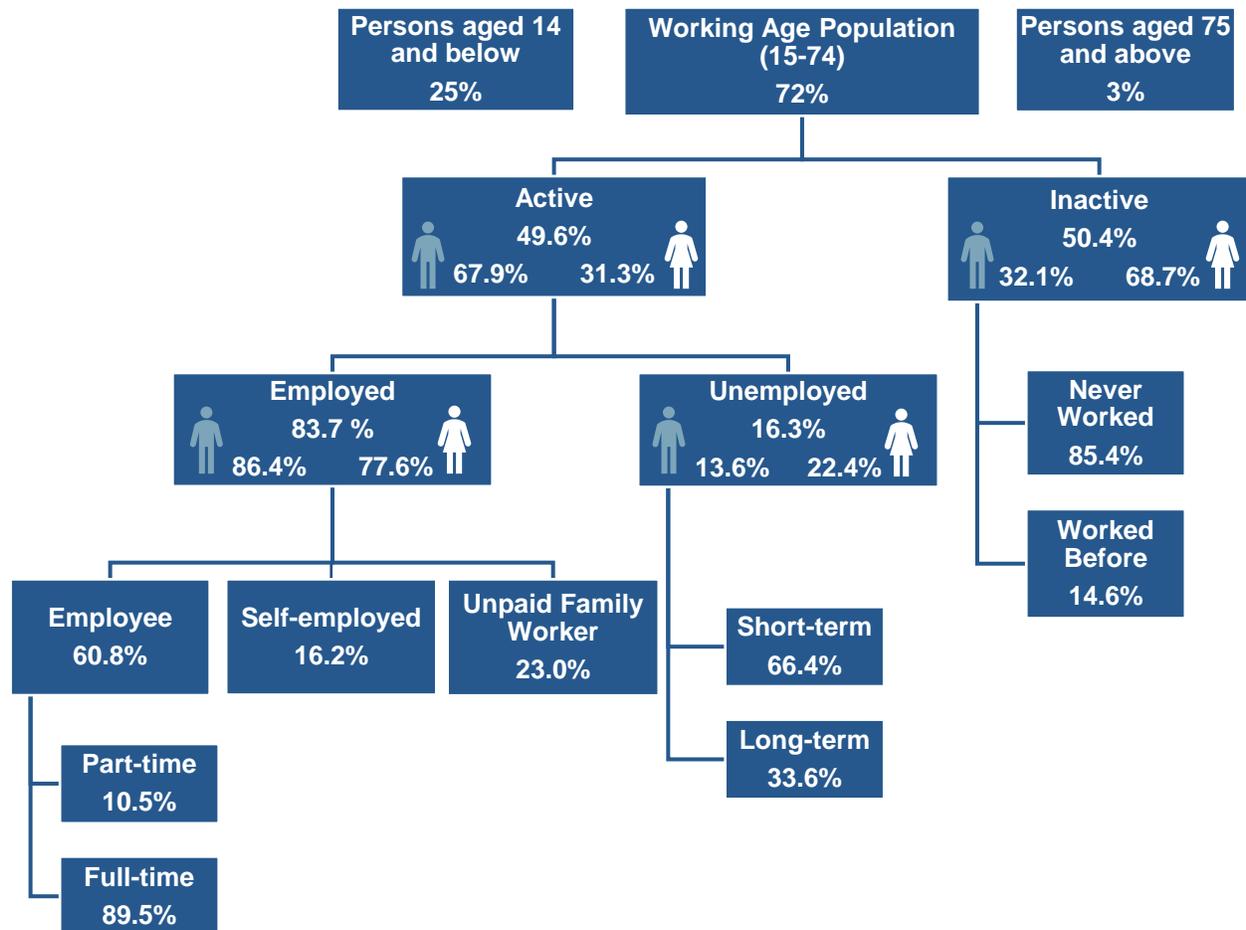
Findings

Question 1: What is the true level of employment (formal and informal), underemployment or vulnerable employment, and unemployment, disaggregated by gender and district? How much time have the un- or under-employed spent looking for a job? Are they an entrepreneur?

Approximately 72% of Kosovo's population is of working age, following the Eurostat definition of 15-74 years. ¹ Given the Kosovar retirement age is 65, it is important to note the LFTUS treats retired individuals aged 65-74 years as unemployed if they were actively seeking a job or inactive if they were not actively seeking a job. Figure 1 below displays the key labor market indicators for Kosovo.

¹ KAS defines working age as 15-64.

Figure 1: Key Labor Market Outcomes



Labor Force Participation

The labor force participation rate, or the proportion of working age individuals that are economically active, was 49.6%. Mirroring broader economic trends, males were more than twice as likely to be in the labor force than females (67.9% and 31.3%, respectively). Among the 50.4% of the economically inactive population, 85.4% reported never having been regularly employed before.

Employment

The national employment rate, also known as the employment to population ratio, was 41.1%. Said differently, only two out of five working-age individuals were employed at the time of the survey. Employment trends evidenced a stark gender divide, with males employed at 2.4 times the rate of females (58.3% and 24.1%, respectively). Youth unemployment was especially low, with only one in four persons aged 15-24 employed at the time of the survey.

Among the employed, 60.8% were employees, 23% reported doing unpaid family work, and 16.2% were self-employed. One in four self-identified employees worked for the public sector. One in three employed individuals was found to be in a state of vulnerable employment, defined as being either an unpaid family worker or self-employed without employees. This situation was fifty percent more common among females than males (46.0% and 30.7%, respectively). Of those who were in vulnerable employment, the highest proportion, 57.9%, worked in the agriculture sector. Given this finding, it is no surprise that vulnerable employment in rural areas was 2.25 times that of urban areas (39.5% and 17.5%, respectively).

One in ten self-identified employees were part-time workers and one in two reported being in a state of temporary employment. Almost all (93.9%) of the temporarily employed reported their contracts as subject to regular renewal. This suggests that these jobs, while temporary in their technical classification, do in fact provide stable employment. There was a pronounced gender difference in formality of employment (contractual versus non-contractual), with females were 30% more likely to report working under a contract than males (71.9% and 55.5%, respectively). Government and state-owned enterprises almost uniformly provided formal employment (>95%), while only 44% private companies did so.

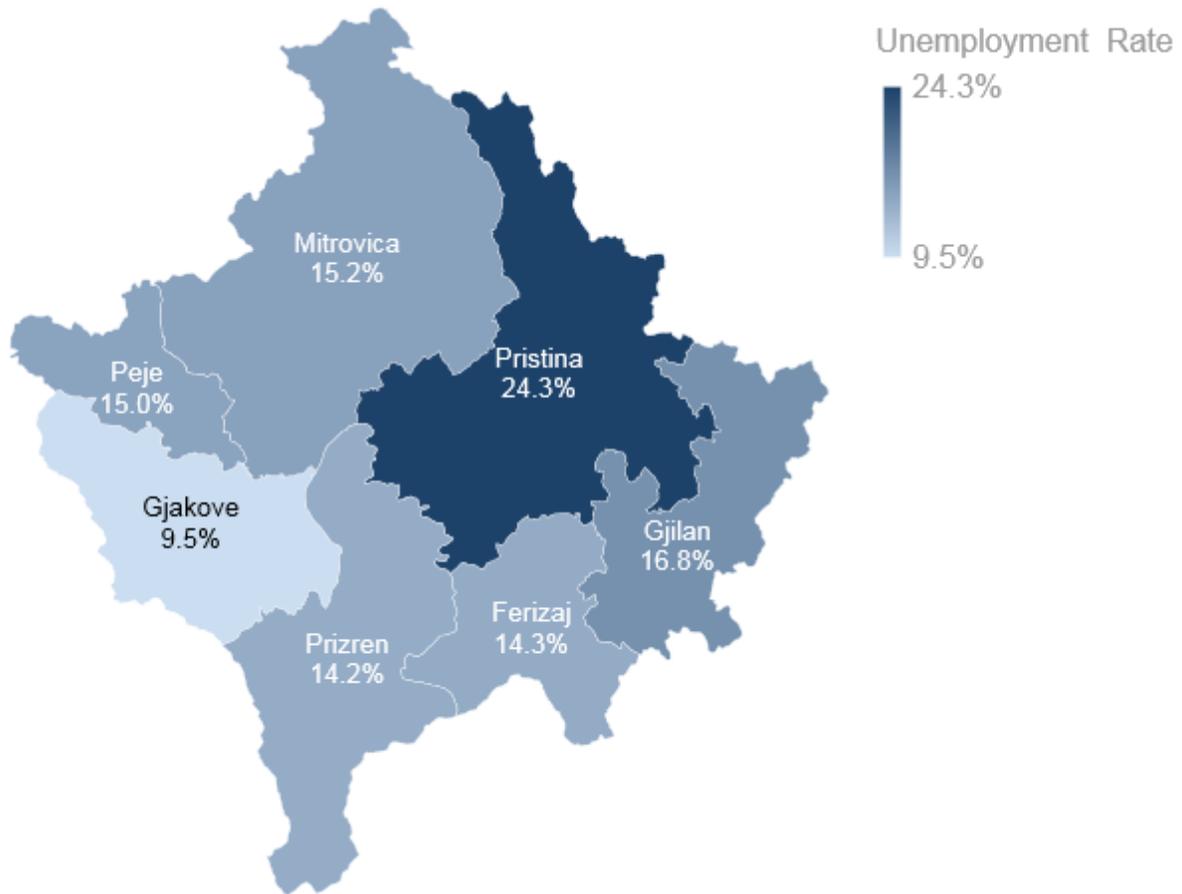
The average monthly salary of employed individuals, excluding unpaid workers, was €340. Males earned an additional €64, almost twenty percent more, than females. Job income varied by type of employer, with employees of international organizations receiving the highest average salary (€789), followed by those working for state-owned enterprises (€442), and the government (€415). The lowest average salary was reported by respondents who worked for other private individuals (€198).

Unemployment

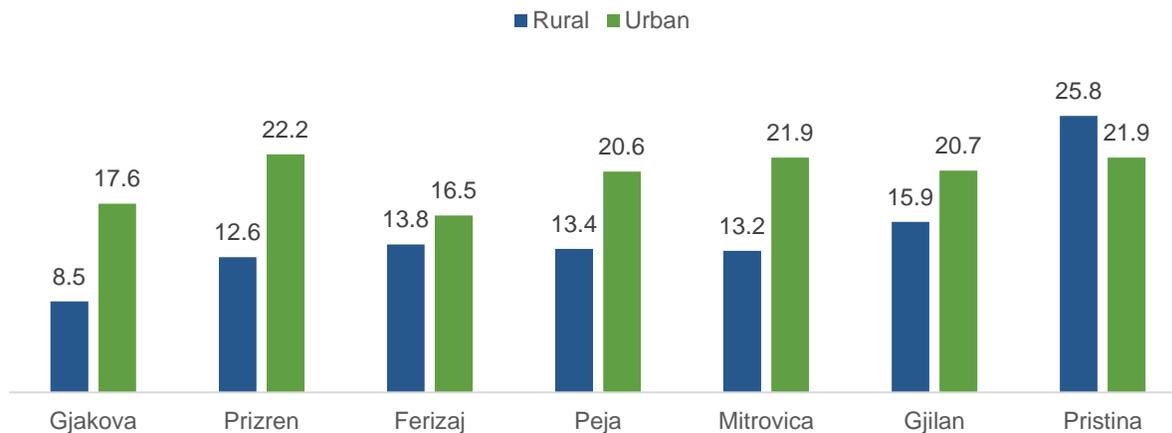
The national unemployment rate was 16.3%. As with employment, there was a notable difference between male and female respondents. Females were 65% more likely to be unemployed than males (22.4% and 13.6%, respectively). Youth unemployment was pronounced, with 29.2% of persons aged 15-24 years jobless at the time of the survey. The gender differences were even more pronounced among this sub-population, with female youth almost twice as likely to be unemployed as male youth.

Disaggregating by region, Pristina had the highest unemployment rate (24.3%), while Gjakova had the lowest (9.5%). All remaining four regions had employment rates closer to the national average of 16.3%. Figure 2 shows unemployment rates by region. It may be surprising that Pristina, which contains the nation's capital, has the highest unemployment rate. This finding is primarily driven by unusually high rates of rural unemployment in Pristina. Additionally, it is of note that residents of Pristina also report the highest monthly salaries (€360) and have the lowest levels of vulnerable employment (18.8%). Conversely, While Gjakova has the lowest unemployment rate, average monthly salaries reported by its residents were the lowest in the country (€298) and the rate of vulnerable employment was the highest (56.7%).

Figure 2: Unemployment Rate, by Region



The unemployment rate was higher in urban areas for both male and female respondents. Nationwide, 21% of economically active urban dwellers were unemployed. The comparable figure for rural areas was 15%. All regions except for Pristina had higher urban unemployment rates compared to rural areas, with Gjakova and Mitrovica having the highest urban-rural disparity. Figure 3 shows unemployment rates by region and geographic classification.

Figure 3: Unemployment Rate by Region and Geographic Classification


The average time unemployed individuals spent looking for a job was 18.8 months (over 1.5 years). According to Eurostat, individuals are considered to be in long-term unemployment if they have been searching for a job for more than one year. Following this definition, one-third of unemployed individuals were in a state of long-term unemployment.

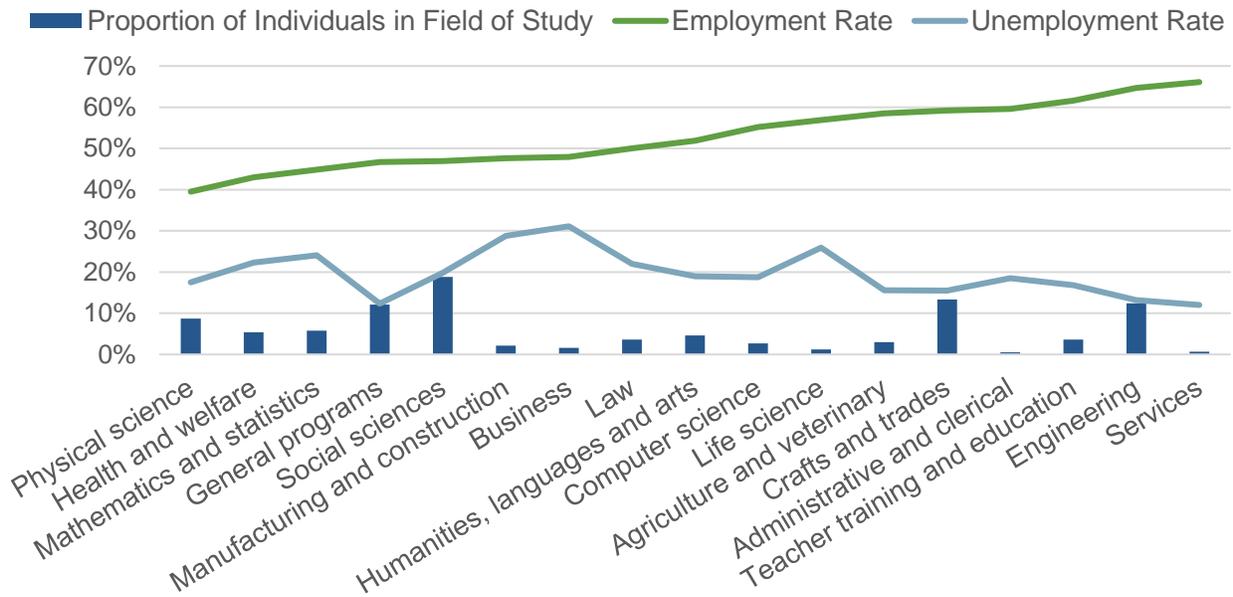
Question 2: Is there a relationship between field of study and having employment? How many people are employed in the field that they studied? Are there any correlations between certain fields of study or location and unemployment?

The most popular fields of study for those having reached at least the upper secondary level were Social Sciences (18.8%), Crafts and Trades (13.3%), and Engineering (12.4%). While Social Sciences were popular with both sexes, males were overly represented in the Crafts/Trades and Engineering fields, while a higher proportion of females opted to pursue schooling in Social Sciences and Health/Welfare.

Employment varied significantly across fields of study. Figure 4 shows the popularity as well as employment and unemployment rates for each field of study. Respondents with studies focusing on Services had the highest employment rates (66.1%), followed closely by Engineering (64.7%) and Teacher Training/Education Science (61.6%). The most popular field of study, where females predominate, Social Sciences, had the fifth lowest employment rate (49.6%) among all fields, while the second most popular field of study, Engineering, had the second highest employment rate (64.7%).

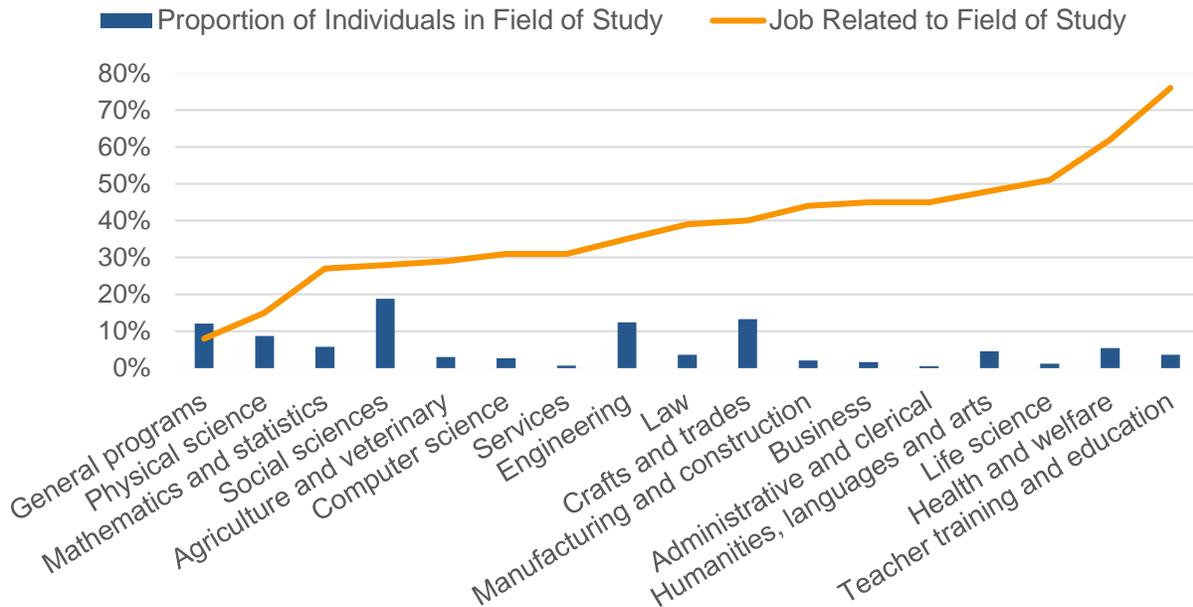
Similarly, unemployment also varied across fields of study, with the highest rates recorded among individuals who studied Business (31.1%), Manufacturing and Construction (28.8%), and Life Science (25.9%). The lowest rates were found among those who studied Services (12%), General Programs (12.3%), Engineering (13.2%) and Crafts/Trades (15.5%).

Figure 4: Employment and Unemployment Rate, by Field of Study



Only one in three individuals reported their current or most recent job to be related to their primary field of study. Figure 5 demonstrates the relationship between popularity of each field of study and employment rates in the field of study. The lowest relatability of jobs to field of study was found to be in General Programs (8%), followed by Physical Science (15%), and Mathematics and Statistics (27%). The highest relatability was found to be in Teacher Training and Education (76%), Health and Welfare (62%) and Life Science (51%).

Figure 5: Proportion Working in a Job Related to their Field of Study, by Field of Study

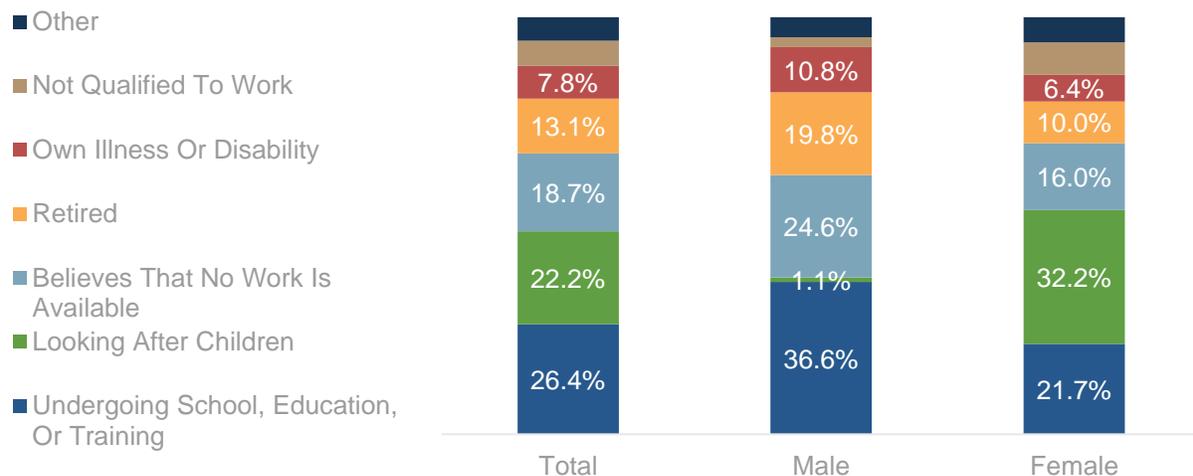


The 66.2% of individuals who indicated that their current or most recent job was not related to their field of study were asked about why that was the case. An overwhelming majority of them, 91.9%, indicated that it was because there were no jobs available in their field of study.

Question 3: For people not looking for jobs, why are they not looking?

Economically inactive individuals, who make up 50.4% of the working age population, were asked about why they are not looking for jobs. Figure 6 shows the most commonly cited reasons for male and female respondents.

Figure 6: Inactivity Reasons, by Sex



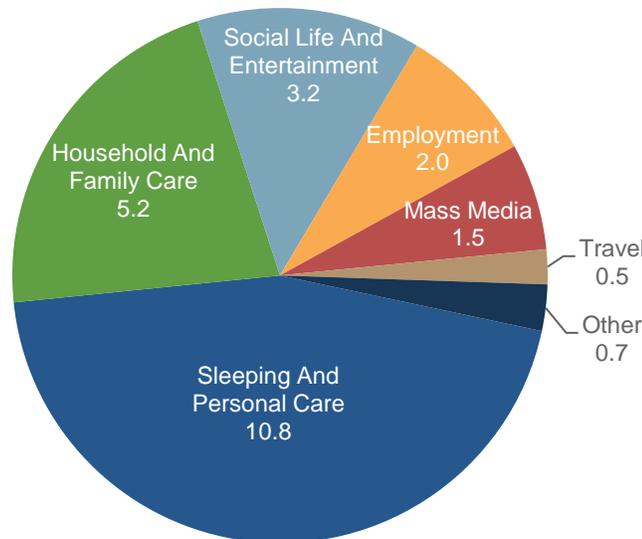
The most common reasons for economic inactivity were participation in professional education or training (26.4%), looking after children (22.2%), belief that no work is available (18.7%), and retirement (13.1%). Reasons for inactivity varied greatly by gender. Males were much more likely to cite education or training, belief that no work is available, or retirement as their reason for inactivity while the leading reason for females was due to their childcare duties (30.2%). The comparable figure for males was only 1.1%.

Survey results indicate that 18.7% of the inactive population were discouraged workers, i.e. those who have stopped looking for work because they believe that no work is available. The rates were slightly higher for males than females (24.6% and 16%, respectively).

Question 4: What are people doing with their time? Especially, what are women or the unemployed doing with their time? How much time is spent on child care and elder care? How much time is spent commuting?

Extended Interview respondents were asked to record time-use over the 24-hour period preceding the interview. In decreasing order, the most common activities were sleeping and performing personal care activities (10.8 hours per day), household and family care (5.1 hours), and social life and entertainment (3.2 hours). The average Kosovar spent only 2 hours on employment on a given day, which is not surprising given that half of the population is economically inactive. Among the employed, the average Kosovar spends 4.8 hours a day working. Figure 7 show average time-use for Kosovars aged 18-74, on a typical day.

Figure 7: Average Hours Spent on Each Activity on a Typical Day



The data show substantial variation in time use by sex. Males spend, on average, 400% more time on employment than females (3.9 hours and 0.9 hours, respectively). In contrast, women spend 300% more time on household and family care than men (7.1 hours and 2.3 hours, respectively). Males also spend more time on travel compared to females, which largely comes from travel related to work. Use of mass media peaks for both males and females at 9 PM. Figures

8 and 9 show the proportion of males and females performing each activity through a 24-hour time period starting at 4 AM.

Figure 8: Proportion of Males Performing Each Activity Through the Day

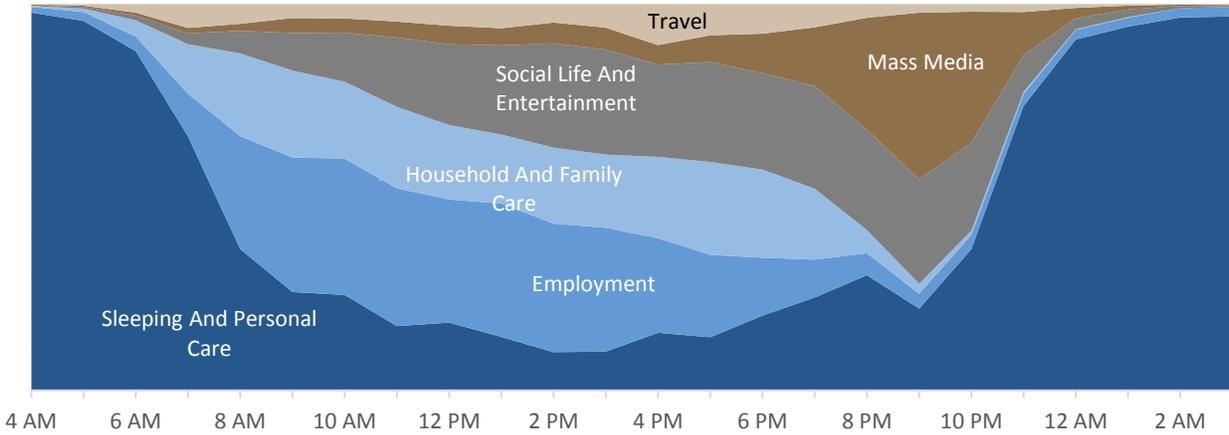
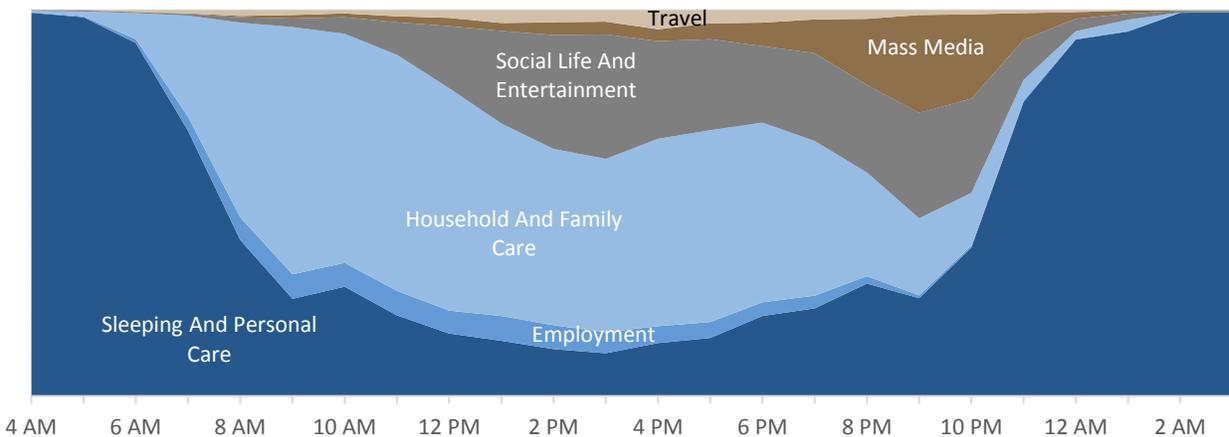


Figure 9: Proportion of Females Performing Each Activity Through the Day



Looking at time use by employment status, employed individuals spend on average 4.8 hours on employment in a day, while unemployed individuals spend 0.3 hours searching for jobs (coded as employment in Figure 11). There were no differences in the time spent on travel by employment status. Figures 10 and 11 highlight the difference in time use between employed and unemployed individuals.

Figure 10: Proportion of Employed Individuals Performing Each Activity Through the Day

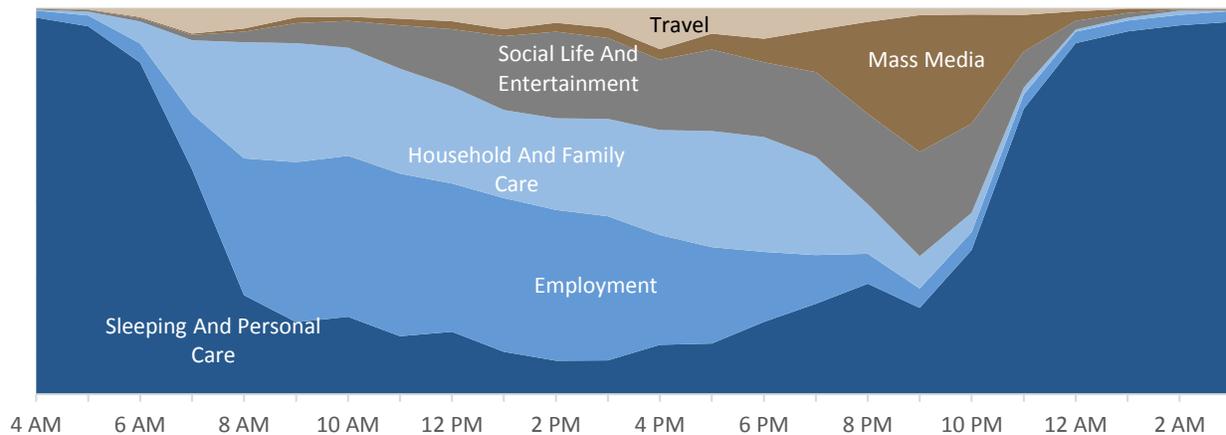
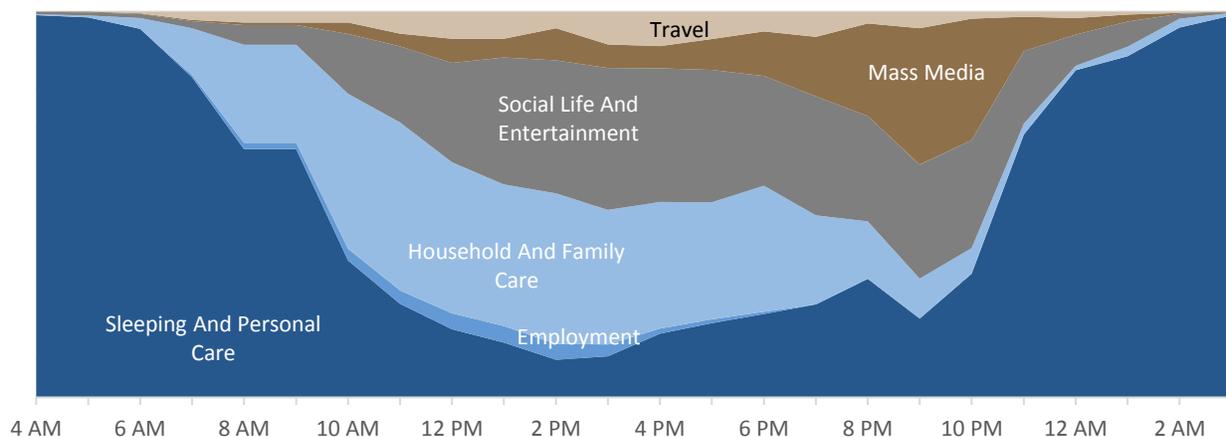


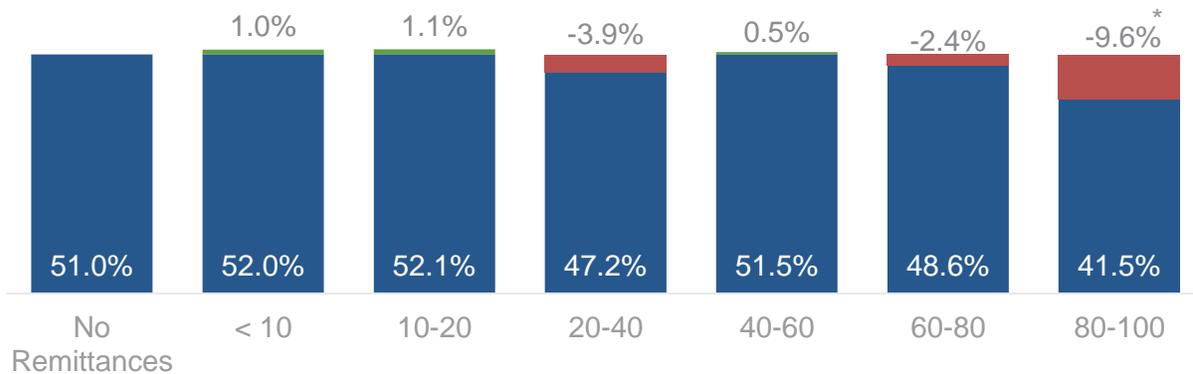
Figure 11: Proportion of Unemployed Individuals Performing Each Activity Through the Day



Question 5: How does receiving remittances and/or the ability to work abroad impact labor market decisions?

One in five households received remittances from outside of Kosovo. Among recipients, the average household received 47.7% of its income from remittances. For a quarter of the remittance recipients, remittances make up 80-100 percent of their total household income. The labor force participation rate for individuals belonging to remittance receiving households was 2.5 percentage points lower compared to individuals belonging to non-remittance receiving households, for whom the labor force participation rate stood at 51%. This estimate was statistically significant. This trend is more pronounced when looking at labor force participation rate by the level of remittances received. Figure 12 shows the participation rates for individuals belonging to households in each category and the respective differences in their participation rates compared to those of individuals belonging to non-remittance receiving households.

Figure 12: Labor Force Participation Rate by Level of Remittances Received



While no significant differences were found for any of the middle levels of remittances, labor force participation rates for those receiving remittances between 80-100 percent of their household income were 9.6 percentage points lower (this difference was statistically significant) compared to individuals belonging to non-remittance receiving households. This indicates that remittances influence individuals' labor market outcomes, particularly at very high level of remittances.

About 15.9% of Extended Interview respondents were asked whether they plan to work abroad in the next 12 months. Employment rates were 5.3 percentage points higher and activity rates were 18.6 percentage points higher for those who planned to work abroad compared to those who didn't. This could either indicate that those who intend to work abroad or have the ability to do so are also more likely to be active/employed. However, a more likely explanation is that only individuals who are already active/employed would plan to work in another country. These findings indicate that there is a correlation between employment status and intent to work abroad, but don't shed light on causation. Interestingly, unemployment rates for those who intend to work abroad are 2.4 times higher compared to those who do not. This could indicate those who have not been able to find employment in Kosovo are more likely to want to look for employment abroad.

Question 6: How do attitudes about women's place in family and society influence women's participation in the labor market?

Using an index constructed from responses to the Gender Norm Attitudes Scale (GNAS), female respondents were found to hold less equitable (i.e. more traditional) gender norms than males. Less equitable gender norms were more common in rural areas and amongst less educated respondents. The research team explored correlations between gender norms of members of the household and female participation rates, but did not find anything of significance. While females are underrepresented in the Kosovar workforce, more likely to be unemployed, and, when employed, more likely to be unpaid family workers or in a situation of vulnerable employment, survey data do not support the notion that unequitable labor force outcomes are solely the result of overtly communicated gender norms.

Question 7: How is women's engagement in productive activities (like starting a business) related to ownership and ability to control assets/access to credit?

Self-reported household asset ownership was substantially more pronounced among male respondents. Females were statistically less likely to report ownership across all fifteen asset categories, including land, livestock, and durable goods. Female entrepreneurs had higher ownership rates than non-entrepreneurial females (9 percentage point difference on an asset index), indicating either that these females have more ownership because they are enterprising enough to start a business and can negotiate more control over the households' assets, or conversely that having higher asset ownership provides females with the resources to start a business. It should also be noted that while asset ownership of entrepreneurial females was high, the average female entrepreneur still had less control over household assets than the average male. With regard to credit, female entrepreneurs were 50% more likely to report relying on formal loans as the primary source of business start-up capital than male entrepreneurs. When compared to the finding that male entrepreneurs are more likely to rely on their own resources or remittances in starting businesses, it is clear the female entrepreneurs are disproportionately burdened by interest-burdened formal loans.

Question 8: Have discriminatory practices in hiring or while employed, or perceptions that there might be such practices, discouraged women from seeking jobs?

Extended Interview respondents who were employed currently or in the past were asked whether they were treated equally within the workplace by their employer(s) as compared to members of the opposite sex that they work with. Almost all respondents (96.7%) reported being treated equally, with no significant differences between males and females. This could indicate that either that there is very little discrimination in Kosovo, that negative gender norms are so internalized that individuals don't recognize discrimination when it happens, or there was systematic response bias.

Of the 3.3% of individuals who were not treated equally, two out of three indicated that unequal treatment had prevented them from advancing in their career. A higher proportion of males indicated discrimination as a barrier to growth compared to females (67.4% and 51.4%, respectively). This could indicate a higher level of internalization of discrimination by women such that they don't consider discrimination to be a factor. This is corroborated by the fact that when asked about who is focused more on their career, while most individuals responded that there were no differences between the sexes (58.1%), three times more people reported men to be more driven than women (31.4% and 10.5%, respectively).

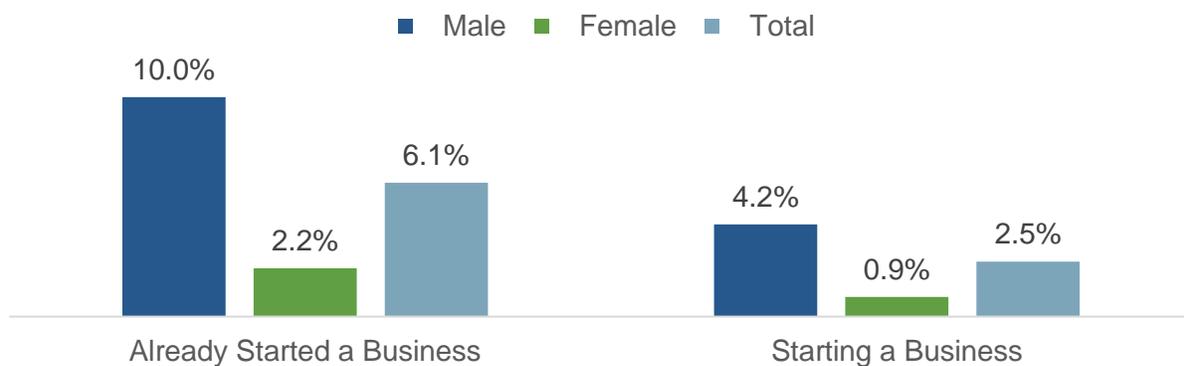
In addition, when individuals were asked whether concern about discrimination had influenced their career decisions, only 3.1% of individuals indicated it to be a concern, with no differences in response by sex. It's very difficult to capture the true level of discrimination, therefore the response to this question should be taken with a grain of salt, especially given that females are more likely to hold inequitable gender norms than males which might have led to underreporting of issues related to discrimination. It should also be noted here that when individuals were asked about the

main reason for their unemployment, about 4.4% had indicated discrimination and/or unsafe work environment as a reason; there no were differences between males and females.

Question 9: What are the factors that inhibit entrepreneurship, especially for women vs. men, and lead to the low levels of entrepreneurial activity for men and/or women?

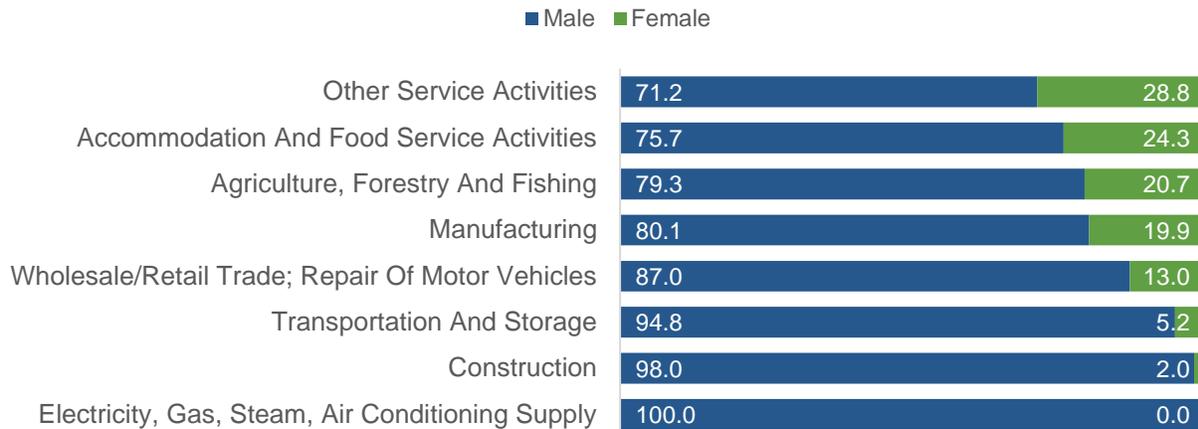
The national level of entrepreneurship was 8.5%, with 6.1% of individuals indicating already having started a business and 2.5% indicating being in the process of starting a business. Males were four times more likely to report entrepreneurial behavior. Figure 13 shows the level of entrepreneurship among survey respondents disaggregated by sex.

Figure 13: Level of Entrepreneurship, by Sex



The rate of nascent entrepreneurship (less than 4 months old and not paid any salaries or wages) was 3.4%, new business ownership (between 4 and 42 months old paying salaries or wages) was 0.4% and established business ownership (paying salaries or wages for more than 42 months) was 1.4%. One in three businesses were in the Agriculture, Forestry and Fishing sector. The other most popular sectors were Wholesale and Retail Trade (18.4%), Service Activities (16.3%), and manufacturing (10.4%). Figure 14 shows the proportion of male and female entrepreneurs in the 8 most popular business sectors which accounted for 95% of the businesses. All sectors were dominated by males, especially the electricity, gas, steam, air conditioning supply, construction, transportation and storage sectors. The highest proportion of female entrepreneurs were in service activities, accommodation, and agriculture.

Figure 14: Proportion of Businesses Owned by Males and Females, by Sector



Unsurprisingly, the biggest obstacle to business growth was identified as lack of financial means (65%). Other obstacles to growth included lack of market and clients (13.4%), high competition (9.9%), and institutional barriers and lack of institutional support (3.4%). There were no gender differences noted in the obstacles to business growth. However, there were some gender differences in the sources of capital to start a business (Figure 15). The most common source of start-up capital for both males and females was personal resources and savings, however, females were more likely to use formal loans compared to males. It should also be noted that the fact that a high number of individuals indicate lack of financial resources as the main obstacle to business growth is corroborated by fact that 69% of business are started with personal resources, savings and remittances, while only 23.6% are started with formal and informal loans.

Figure 15: Sources of Start-up Capital



To further explore inhibiting factors of entrepreneurship, the research team asked individuals about whether or not entrepreneurship is considered to be a desirable choice in Kosovo. More than 97% of individuals indicated that it was, with no gender differences. Respondents were also asked whether or not they perceived there to be good opportunities for starting a business in their area in the next month. Sixty percent of individuals responded in the negative, with no gender difference. When individuals were asked whether they possessed the knowledge, skill and experience required to start a new business, 72.6% of males indicated that they did, compared to

only 43.1% of females, which leads one to believe that females exhibit low levels of entrepreneurship because they don't feel confident about their ability to start and run a business.

Lessons Learned

Labor force indicators estimated in this study differ substantially from previous estimates, including findings reported by KAS. The primary driver of this divergence is likely the higher rates of agricultural and unpaid family workers captured by this study. These individuals seem to have been classified as economically inactive in past estimates, artificially dampening employment rates. It should also be noted that past estimates are substantially more aligned with the colloquial, rather than economic, definition of employment. This theory was empirically tested by asking respondents about self-declared labor status. When the employment rate was calculated using self-declared labor status, the estimate was 10.4 percentage points lower than when calculated using the Eurostat methodology (30.8% and 41.1%, respectively).² This indicates that asking directly about employment status results in a downward bias relative to the Eurostat method, due primarily to unpaid family workers.

Recognizing this discrepancy, the research team employed four strategies to ensuring accurate measurement of respondent employment status. First, the LTFUS survey was programmed to ask the Eurostat question inquiring about work or absence from work in the reference week (regular job, occasional job for self/family, occasional job for another enterprise, agricultural job) as four different questions. This was done to ensure that enumerators were explicitly probing respondents about each type of work. Second, question phrasing included culturally appropriate examples of each type of work to improve respondents' comprehension. Third, enumerators were trained on how to emphasize and intonate key phrases when reading questions to differentiate between the different types of work. Fourth, speed violations feature embedded in the research team's electronic data collection software was also used to track and remediate enumerators through real-time data monitoring, issuing warnings whenever they were found to be going over labor questions too quickly. This approach differs significantly from the KAS methodology, which asks the Eurostat employment item in a single checkbox-style question.

Beyond the employment questions, the LFTUS research team made significant efforts to adhere to the highest standards in data collection practice. The study employed various strategies for promoting the integrity of survey data. One of the key aspects of the approach was paying enumerators a monthly salary as opposed to remunerating on a per-survey basis. This is important because the latter creates adverse incentives for enumerators, promoting volume and not quality of work. Additionally, detailed tracking protocols were put in place to ensure that enumerators were not replacing households prematurely and that a robust proportion of the original randomized sample was reached. For surveys administered in Serb Kosovar areas, the survey firm employed enumerators with the appropriate ethnicity and experience to avoid non-response due to mistrust.

² The self-declared estimate is only 2.8 percentage points higher than the 2016 KAS estimate (30.8% and 28%, respectively).

Before commencing fieldwork, rigorous training was provided - over a period of 5 days, followed by 2 days of piloting - to enumerators and their supervisors on survey tools and protocols. Enumerators were also handed physical copies of the enumerator manual during training that included detailed instructions on how to administer each question and outlined good practices in data collection. It is important to note that approximately 10 percent more trainees than required were engaged in the training and only top performers were selected to participate in the study based on their performance on the final quiz and during the pilot exercise. A substantial amount of time on the first day of the training was spent informing enumerators about the importance of the survey and explaining the Eurostat methodology. Training also emphasized ways of probing respondents to obtain the most accurate data on employment.

Heavy enumerator oversight was ensured by experienced supervisors, such that there was one supervisor for every 8 enumerators, with supplementary management provided by 2 fieldwork coordinators hired directly by SI. Supervisors were required to be in the field with the enumerators on a regular basis and occasionally conduct random, unannounced spot checks to ensure that enumerators were showing up for fieldwork, following the correct tracking protocols, and administering surveys properly. The data collection firm also retained back checkers or auditors who conducted call backs on a subset of the surveys every week. Whenever a high number of discrepancies were found between the original survey and the call back, enumerators were given warnings and re-training three times before being relieved from work. It was observed that the number of discrepancies went down significantly after the first few initial rounds of audits, indicating that the enumerators became more careful after realizing that falsification of data would lead to disciplinary action.

With regard to targeting the Head of Household as the primary respondent for the household roster, it was revealed that these individuals were often incapacitated, or in several instances, elderly or illiterate. Furthermore, enumerators found that in some cases, the Head of Household was not best suited to answer questions related to employment because the cultural definition of Head of Household in Kosovo often translates to the oldest male in the household. Therefore, the most suited individual to complete the roster was not necessarily the Head of Household, but a younger person who was more knowledgeable about the employment outcomes of all household members. A pre-screening was conducted prior to the roster to identify which members were the most knowledgeable, and at least two attempted visits were made before replacing the most knowledgeable respondent with the next most knowledgeable respondent.

Lastly, the listing exercise that was conducted prior to data collection in sampled enumeration areas proved to be very beneficial to enumerators when attempting to locate the sampled households. They found that high quality sketch maps (which were produced during the listing exercise) were crucial to successfully reaching their interview destinations. It was validated that collecting the Head of Households' name, address, geocoordinates and phone number during listing was also integral to locating the correct households.

2. INTRODUCTION

Kosovo, which gained independence from Serbia in 2008, is a relatively young country with a history of ethnic tension and geopolitical unrest. These conditions have contributed to economic underdevelopment, including high unemployment, increased dependency on the international community and remittances. This creates an environment in which it is difficult to produce high quality economic data—particularly labor force and time use statistics.

While labor force and time use data present a critical piece of a country's overall macroeconomic profile, the quality of survey data collected to-date in Kosovo has come under scrutiny for several reasons, including the contracting of data collection on a lowest-cost basis, the compensation of enumerators on a per-survey-completed basis, the potential response bias in respondents reporting income, and the broader challenges associated with measuring employment (including accurately capturing unpaid family workers, informality and seasonal agricultural employment).

One of the primary objectives of this study is to improve the quality of economic data in Kosovo. As such, it is important to situate the proposed study within existing data and national statistics on labor force and time use. Per the results of the 2016 Kosovo Labor Force Survey, the national unemployment rate in Kosovo was extremely high at 27.5% percent. In terms of gender dynamics in the labor force, working-age women were 5.6% more likely to report being unemployed than men (31.8 and 26.2 percent, respectively) ³. Youth unemployment was also very high, with 52.4% of active labor force participants identified as unemployed (ages 15-24) ⁴. Among respondents who were employed, 94 percent reported working full-time, and the net salary of most employees fell between €300 and €400 per month. ⁵ As of 2014, Kosovo's citizens have been identified as the poorest in Europe, with a per capita GDP of just \$8,000. ⁶

In order to facilitate reliable economic analysis to inform growth-oriented programming, the Millennium Challenge Corporation (MCC) commissioned a study to explore dynamics around employment and time use among Kosovo's resident population. Kosovo was selected as eligible for Compact Development in December 2015, and a National Coordinator and Chief Economist of the Core Team were appointed in May 2016. MCC and Core Teams have begun the process of identifying binding constraints to growth, and a series of consultations with a variety of stakeholders (including government officials, civil society organizations, and the private sector) were held in June 2016. To further MCC's objectives, MCC and Social Impact (SI) signed a contract on September 29, 2016 valued at US\$814,573 to conduct a nationally and regionally

³ Kosovo Agency of Statistics. *Labour Force Survey 2016*. Kosovo Agency of Statistics, 2017, *Labour Force Survey 2016*, ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf

⁴ *ibid*

⁵ *ibid*

⁶ CIA (2016) 'Kosovo', *The World Factbook*.

representative labor force and time use survey in Kosovo in 2017. This research report presents the research design and key findings from the study as well as provide comparisons to other existing sources of employment data in Kosovo and similar countries.

3. REPORT OBJECTIVES

The main objective of this report is to present findings from the MCC Labor Force and Time Use Survey (LFTUS). This report outlines the main research questions, presents the research methodology and provides an overview of the key findings from the survey data, providing comparisons to other existing sources of employment data in Kosovo and similar countries. In order to explain the research methodology, this report provides an overview of the sampling strategy, data collection tools and protocols, and measures taken to ensure data quality. The findings section highlights the key descriptive statistics for employment and time use data, while ensuring a specific focus on gender issues. Finally, the report outlines data protection and respondent privacy plans, findings dissemination plans, team roles and responsibilities, and the survey budget.

4. LITERATURE REVIEW

This literature review summarizes the status of the labor market and unemployment in Kosovo, and assesses the perceived credibility of labor force data collected in the country. This review includes sources from the Kosovo Agency of Statistics (KAS), the World Bank, the International Labor Organization (ILO), Eurostat, the United Nations (UN), and various journals on international economics. Databases used for this review include EconLit, Social Science Research Network, OECD iLibrary, and more.

Kosovo's labor market is underdeveloped and has room for improvement in terms of macroeconomic and employment outcomes. Unemployment is high in Kosovo, with most sources citing the 2016 KAS Labor Force Survey (LFS) figure of 27.5% percent.⁷ While discouraging, 2016 shows improvement from past years; a World Bank study found unemployment was 48 percent in 2008—the year of Kosovo's UN-recognized independence from Serbia.⁸ In terms of other key indicators, the labor force participation rate is calculated at 38.7percent.⁹

Certain Kosovar subpopulations have felt the effects of low employment and a stagnant market more than others, particularly women and youth. The 2016 KAS LFS results note large gender differences in the labor market, with the labor force participation rate among working age women at 18.6 percent compared to 58.3% for males.¹⁰ The ILOSTAT database reports a similar gender gap, calculating the labor force participation rate among women at 16 percent compared to 51 percent for men.¹¹ Long-term youth unemployment has also been shown to be exceedingly high, reported at 39.7 percent.¹²

A study central to both this literature review and the proposed research is the Kosovo LFS, a joint publication between the World Bank and KAS that has been conducted on a near-annual basis since 2001.¹³

⁷ Kosovo Agency of Statistics. *Labour Force Survey 2016*. Kosovo Agency of Statistics, 2017, *Labour Force Survey 2016*, ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf.

⁸ World Bank (2010) 'Improving Labor Market Outcomes in Kosovo', *Unlocking Growth Potential: Strategies, Policies, Actions – A Country Economic Memorandum*.

⁹ Kosovo Agency of Statistics. *Labour Force Survey 2016*. Kosovo Agency of Statistics, 2017, *Labour Force Survey 2016*, ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf.

¹⁰ Kosovo Agency of Statistics. *Labour Force Survey 2016*. Kosovo Agency of Statistics, 2017, *Labour Force Survey 2016*, ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf.

¹¹ ILO (2016) 'Kosovo', *Country Profiles*.

¹² Kosovo Agency of Statistics. *Labour Force Survey 2016*. Kosovo Agency of Statistics, 2017, *Labour Force Survey 2016*, ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf.

¹³ Beginning in 2011 KAS introduced several revisions to their LFS methodology in order to better align their approach with Eurostat guidelines, including shifting from a cross-sectional survey to a longitudinal rotating panel in which each household is visited four times per year, with one-quarter of the sample being replaced or rotated out each quarter.

The survey collects data in four main social and economic areas: macro-economic monitoring, human resource development policies, employment policies, and income support and social programs. Overall, the survey was designed to collect data pertaining to employment in Kosovo and reports a variety of statistics that indicate labor force underdevelopment on a national scale. This survey is the primary resource for labor force data in Kosovo and was notably cited in published entries in the *European Journal of Economics* as well as the *International Journal of Economics, Commerce, and Management*. As the LFS is in part conducted by the World Bank, it is unsurprising to see many Bank publications incorporating LFS data into policy reports. For example, a regional economic recovery report published by the Bank's Central Asia Bureau used Kosovo LFS data to help inform policy recommendations for the broader region.

While there is a substantial amount of literature that references data produced by the KAS LFS, there are also publications that identify the data as low-quality or insufficient. For example, a report published by the University of Pristina discredits data collected in the KAS Labor Force Surveys, stating that labor force data in Kosovo up to the date of the publication have been very "unreliable".¹⁴ Additionally, a somewhat dated World Bank study (2003) used LFS data to provide an "adjusted" employment rate, correcting for the seasonality of the survey in order to provide a more accurate labor market projection for the years ahead.¹⁵ The widespread use of KAS LFS data in publications, coupled with aforementioned validity concerns, indicates demand for high quality, reliable statistics.

Lastly, much of the literature relating to the Kosovar labor market has been prescriptive, meaning that it analyzes the existing state of employment in the country and uses it to make policy recommendations to spur growth in the future. These recommendations varied greatly; a 2008 World Bank study recommends the implementation of well-functioning, female-focused labor market regulations and more sufficient education/training in order to improve the state of the Kosovar labor market.¹⁶ In a paper promoting solutions for post-recession economic recovery in six Southeast European countries, authors recommend a broad set of interventions focused on both the demand and supply sides of the labor market be implemented in the region.¹⁷ All papers hope for better labor market outcomes in Kosovo's future.

In addition to employment statistics, time use data are essential to gaining a more robust view of the status of the labor market in Kosovo. The United Nations Economic and Social Council refers to time use statistics as having value "not only for issues related to gender, but also more broadly

¹⁴ Nimani, S. A. (n.d.) *Human Capital and the Labor Market in Kosovo*.

¹⁵ World Bank (2003) *Kosovo Labor Market Study: Policy Challenges of Formal and Informal Employment*.

¹⁶ World Bank (2008) *Kosovo Youth in Jeopardy: Being Young, Unemployed, and Poor in Kosovo*.

¹⁷ Adugna, A., et al. (2013) 'From Double Dip Recession to Fragile Recovery', *South East Europe Regular Economic Report*.

for quality-of-life concerns, social accounting, care of the elderly, estimates of the workforce and total work accounts”.¹⁸

Among the most comprehensive sets of best practices in conducting time use research are Eurostat’s 2008 Guidelines for Harmonised European Time Use Surveys.¹⁹ The mixed methods input and output harmonization approach outlined by Eurostat consists of a diary format, specifications for data collection, and a coding list of common activities. Specific aspects of survey design and practice are left up to the national statistics agencies of each respective European country; in the context of Kosovo, the relevant organization is KAS, though the agency has yet to produce a survey that explicitly focuses on collecting time use data.

Time use studies are subject to a number of challenges, including recall bias and the handling of multi-tasking. To minimize these issues, the harmonized Eurostat approach recommends using a real-time, self-administered diary whereby respondents record activities in 10-minute intervals for two randomly designated days (one-week day and one weekend day). Respondents record their activities in their own words, and the process of randomly selecting a week day and weekend day to record time use takes place over the span of a year, preferably including potentially “problematic” days (national or religious holidays). Respondents also record if other persons are present and the location where their activities take place. The United Nations Department of Economic and Social Affairs (UN DESA) similarly outlines this methodology for time use data collection, referring to it as a “full” diary. UN DESA also describes another relevant survey instrument - the “light” time diary (also referred to as a stylized diary or estimate), which directs respondents to “report the time at which each activity occurs based on an exhaustive list, in other words the 24 hours of the day are accounted for in terms of the identified activity categories.”²⁰ The list of activity categories may be broad (such as “employment” and “household and family care”) or may contain more detailed tasks to be coded (including “food management” or “studying”). Instead of relying on individuals to enter their information in an open-response format, many stylized diary approaches use a limited list of fixed activity codes to categorize time use in order to increase efficiency of data collection.

The choice between using a full and light diary to collect time use data depends on many factors, including the “analytical objectives of the survey, available resources, literacy concerns, and international comparability.”²¹ According to a variety of studies conducted in Finland, Australia,

¹⁸ United Nations Department of Economic and Social Affairs: Statistics Division. *Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work*. Rep. no. ST/ESA/STAT/SER.F/93. New York: United Nations, 2004. Print

¹⁹ Eurostat. *Harmonised European Time Use Surveys: 2008 Guidelines*. Rep. no. KS-RA-08-014-EN. Luxembourg: Office for Official Publications of the European Communities, 2009. Print.

²⁰ United Nations Department of Economic and Social Affairs: Statistics Division. *Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work*. Rep. no. ST/ESA/STAT/SER.F/93. New York: United Nations, 2004. Print.

²¹ *ibid*

and the United States, the two methods “often reveal roughly similar patterns of variation between different groups.”²²

While the Eurostat harmonized approach has been proven to produce reliable data that is comparable across countries, is lengthy and expensive, and in research contexts where time and budget are limited, a retrospective stylized or “light” diary can offer an attractive alternative. Given the relatively limited scope and period of performance of the MCC Kosovo Labor Force and Time Use Study.

²² Kan, Man Yee, and Stephen Pudney. *Measurement Error in Stylised and Diary Data on Time Use*. Working paper no. 2007-03. Oxford: Institute for Social and Economic Research, 2007. Print.

5. RESEARCH DESIGN

Research Questions & Key Variables

This study was designed to answer nine research questions. The first five were identified in the RFQ, whereas the remaining four were added after MCC held additional stakeholder workshops in Pristina.

1. What is the true level of employment (formal and informal), underemployment or vulnerable employment, and unemployment, disaggregated by gender and district? How much time have the un- or under-employed spent looking for a job? Are they an entrepreneur?
2. Is there a relationship between field of study and having employment? How many people are employed in the field that they studied? Are there any correlations between certain fields of study or location and unemployment?
3. For people not looking for jobs, why are they not looking?
4. What are people doing with their time? Especially, what are women or the unemployed doing with their time? How much time is spent on child care and elder care? How much time is spent commuting?
5. How does receiving remittances and/or the ability to work abroad impact labor market decisions?
6. How do attitudes about women's place in family and society influence women's participation in the labor market?
7. How is women's engagement in productive activities (like starting a business) related to ownership and ability to control assets/access to credit?
8. Have discriminatory practices in hiring or while employed, or perceptions that there might be such practices, discouraged women from seeking jobs?
9. What are the factors that inhibit entrepreneurship, especially for women vs. men, and lead to the low levels of entrepreneurial activity for men and/or women?

Table 1 represents the key outcomes of interest for addressing the research questions stated above.

Table 1: Research Outcomes of Interest

Key Outcomes	Other Outcomes of Interest
Employment Rate	<ul style="list-style-type: none"> Sex Regions Rural/urban Age groups Education level attained

Key Outcomes	Other Outcomes of Interest
	<ul style="list-style-type: none"> • Field of study • Occupation • Economic activities • Employed in an occupation corresponding to educational background • Underemployment • Vulnerable employment • Informal employment • Formal and informal business activity • Remittance recipient
Unemployment Rate	<ul style="list-style-type: none"> • Sex • Regions • Rural/urban • Education level attained • Field of study • Occupation • Age groups • Duration of unemployment • Time spent looking for a job • How unemployed persons particularly women spend their time • How much time the unemployed women spend in childcare and adult care • How much time unemployed women spent commuting • By remittance recipients
Labor Force Participation Rate	<ul style="list-style-type: none"> • Sex • Regions • Rural/urban • Education level attained • Field of Study • Age groups • Occupation • Reasons for not seeking for a job • Remittance recipients
Time Use	<ul style="list-style-type: none"> • Sex • Urban/Rural • Employed/Unemployed • Active/Inactive
Gender Norms	<ul style="list-style-type: none"> • Urban/Rural • Region • Education Level

Research Design Overview

The research team administered a nationally and regionally representative household survey to answer the nine questions outlined above. A stratified two-stage probability sampling plan was

used, with primary sampling units as census enumeration areas (EAs) and secondary sampling units as households.

Survey respondents included heads of household (HOH)²³ or the most knowledgeable person as well as one randomly selected female and one randomly selected male per household, both of whom were non-students aged 18-74 years. Table 2 shows the breakdown of the of the survey instruments that were administered to each selected household.

Table 2: Breakdown of Survey Instruments

Instrument	Target Respondent	Key Information
Household Roster	Head of household (or person most knowledgeable on the labor force status of household members)	Demographics and employment data for each household member above the age of 15
Extended Interview	One randomly selected male and one randomly selected female per household between the ages of 18-74	Demographics, labor force participation, entrepreneurship, time use, credit constraints, asset ownership, workplace discrimination and gender norms
Time use Diary	Same respondent as Extended Interview	Light diary of activities for the most recent 24-hour period (4:00 AM – 3:59 AM)

The survey was cross-sectional, with data collection occurring over a 17-week period between March 31, 2017 and August 4, 2017. Kosovar labor trends vary heavily in the summer and fall months, and while data collection was initially intended to occur in the winter and spring months to avoid seasonality in the data, it launched slightly later than expected, meaning that a portion of data collection also took place during the summer season. Given that the data collection covered both spring and summer months, this gave us the ability to look at seasonal variation in employment in Kosovo.

The timing of field work was organized such that (a) data collection occurred simultaneously in all seven regions and (b) each EA within a given region was randomly assigned to a two-day block in which data collection would occur. This was done in order to ensure that the “light diary” approach for the time use survey—which requires respondents to reflect and report on time use for the previous day—captures the variations in time use over the span of a typical week (specifically, weekdays and weekends). In addition, this ensured that variation in time-use and seasonality was randomly distributed across regions and EAs within regions.

²³ Consistent with other surveys in Kosovo (including KAS LFS), the head of household will be defined as the person who is recognized by other members as the head. In instances where this is not clear, the head of household will be considered the person who carries the main responsibility for the affairs of the household (chief decision-maker), is the chief breadwinner, and/or the rent or ownership of the dwelling is in his/her name.

Measurement Approach

In order to ensure the incorporation of the most recent literature available on the design and implementation of a nationally representative labor force and time use survey, SI consulted three core resources when informing the LFTUS instruments and methodology. The study's measurement approach synthesizes information from the Eurostat Guidelines on Harmonized European Time Use Surveys, the Global Entrepreneurship Monitor, and the Gender Norm Attitudes Scale, applying each tool where relevant. These resources are summarized below, and will be described in greater detail in Section 12.3 of this report.

The Eurostat Method

The Eurostat approach has emerged as the leading labor force survey implementation protocol, and is applied in this research context to ensure the collection of high quality data that fully captures the study's research questions on employment outcomes. The Eurostat method was selected for LFTUS appropriation for its record of producing high quality labor force data in various European research contexts, and it distinguishes itself from other approaches by emphasizing comparability across time and countries. The Eurostat method provides a toolkit for conducting surveys with large samples among private households in Europe and survey results are an important source for European statistics about the situation and trends in the EU labor market.²⁴ The approach and its methodology as applied to the LFTUS is detailed in Section 5.2 of this report.

Eurostat Harmonized European Time Use Surveys

Among the most comprehensive sets of best practices in conducting time use research, the Eurostat guidelines on harmonized European time use surveys detail an approach that prioritizes data quality and international comparability during the collection of time use-related survey data. The mixed methods input and output harmonization approach outlined by Eurostat consists of a diary format, specifications for data collection, and a coding list of predetermined common activities. Specific aspects of survey design and practice are left up to the national statistics agencies of each respective European country. In the context of Kosovo, the relevant organization is the Kosovo Agency of Statistics (KAS), though the agency has yet to produce a survey that explicitly focuses on collecting time use data. The Eurostat method and its adaptation for the MCC Kosovo LFTUS are further detailed in the Section 12.3 of this report; for additional information on the approach and its application, refer to the 2008 Guidelines on Harmonized European Time Use Surveys.²⁵

²⁴ Eurostat. "EU Labour Force Survey." *EU Labour Force Survey - Statistics Explained*, 18 Sept. 2017, ec.europa.eu/eurostat/statistics-explained/index.php/EU_labour_force_survey.

²⁵ Eurostat. *Harmonised European Time Use Surveys: 2008 Guidelines*. Rep. no. KS-RA-08-014-EN. Luxembourg: Office for Official Publications of the European Communities, 2009. Print

Global Entrepreneurship Monitor

The Global Entrepreneurship Monitor (GEM) is an initiative designed to measure individuals' perceptions of entrepreneurship and their involvement in entrepreneurial activity (both actual and aspirational). In order to differentiate itself from other data sets that measure new business registration, GEM focuses on the 'individual as the embodiment of entrepreneurship'²⁶, and takes a comprehensive socioeconomic approach to measuring entrepreneurship within a country by identifying different types and phases of business development. The three major components of GEM-measured entrepreneurship are identified as attitudes, activities, and aspirations; all three of these facets are captured by the MCC Kosovo LFTUS' survey instruments and are described in greater detail in Section 12.3 of this report.

Compendium of Gender Scales: Gender Norm Attitudes Scale

Considering the MCC Kosovo LFTUS's emphasis on capturing gender dynamics within the country's workforce, it was imperative that SI consult the Compendium of Gender Scales, a compilation of tools used to assess gender-related attitudes and beliefs, during the design of the study's methodology and instruments. A specific component of the Compendium that proved relevant to the LFTUS' research questions is the Gender Norm Attitudes Scale (GNAS), which aims to 'measure egalitarian beliefs about male and female gender norms'²⁷ by capturing respondents' perception of gender norms through their reaction to a variety of statements related to female education and labor force participation. As with the previous two resources, the incorporation of the GNAS into the study's instruments is further described in Section 12.3 of this report.

Study Sample

Sampling Unit

The primary sampling unit (PSU) for the purpose of this survey is the group of geographic Enumeration Areas (EAs) as defined by the 2011 Population and Housing Census. The unit of analysis was individuals in sampled households within the selected EAs.

Sampling Strategy

This study employs a multi-stage stratified cluster randomized sampling methodology to arrive at a representative sample for each of Kosovo's seven regions. Sample size was calculated for each region and then the EAs were stratified in accordance with the proportion of households in the region that are urban/rural. Households were then selected within EAs using simple random sampling.

²⁶GEM 2016/2017 Global Report . Global Entrepreneurship Monitor Consortium, 2017, *GEM 2016/2017 Global Report* , gemconsortium.org/report/49812.

²⁷Nanda, Geeta. 2011. Compendium of Gender Scales. Washington, DC: FHI 360/C-Change.

As an extension of the study's sampling strategy, the research team decided to interview one male and one female in order to capture differences in employment and labor market outcomes by sex. However, due to realized non-response rates, the actual distribution of respondents interviewed was 60 percent female and 40 percent male. To achieve equal weights for male and female household members, the respective weight of the male or female respondents was adjusted based on the response rate in the following way: $(60/50) * \text{weight of the male respondent}$ and $(40/50) * \text{weight of the female respondent}$.

Sampling Frame and Selection

Enumeration Areas (EAs) - There are 4,626 EAs in Kosovo and data for the sampling frame already existed at the Kosovo Agency of Statistics (KAS). The study team worked with KAS to randomly select EAs in accordance with the power calculations.

Households - The sampling frame of households within EAs was constructed through a household listing exercise. The October 2016 Design Trip revealed that household-level details within EAs have not been updated since the 2011 Population and Housing Census. A rural EA household listing was done in 2014 for the Agricultural Census, however urban EAs were excluded, as was the region of North Mitrovica. To ensure the household listing is up to date and selection methods are consistent across regions, our data collection partner, IDRA conducted a new household listing exercise in each of the selected enumerations areas prior to the commencement of fieldwork.

The SI team worked with IDRA to develop an abridged "quick count" listing instrument to meet the primary needs of facilitating simple random sampling of households while maximizing efficiency and limiting demands on respondents.²⁸ Household listings were conducted by teams of two to four enumerators per EA using electronic tablets. EA maps were secured from KAS so that geographic boundaries of the listing exercise were clearly delineated. For the purpose of this study, a household was defined as a single person or group of persons (related or unrelated) who share in household expenses spent on providing the household members with food and other essential items for living. Members of the group may pool their incomes to a greater or lesser extent. Shares in household expenses include benefiting from expenses (e.g., children or persons with no income) as well as contributing to expenses. For each household fitting this definition, enumerators registered one geo-tag and completed a short questionnaire recording all households that resided within a single dwelling or structure. With a full updated list and map of households in selected EAs, the study team then used Stata to carry out simple random sampling to select households within the EAs.

²⁸ While the study team captured the address/landmarks, geotag, number of households, and number of persons per household in every dwelling to facilitate simple random sampling of households as well as the application of sampling weights, it was not required that this information be reported directly by a household member. When household members were not home, for example, enumerators captured the required listing information from neighbors.

Sample Size

To calculate the required sample per region, the research team used the 2015 Kosovo Agency of Statistics (KAS) Labor Force Survey ²⁹ to (a) determine prevalence rates for key indicators of interest including unemployment, entrepreneurship, domestic workers, discouraged workers, and tertiary education and (b) calculated intra-cluster correlations on the aforementioned variables to inform design effects.

The research team first determined the number of households to be sampled per cluster which required considering trade-offs between statistical precision and logistical and practical considerations related to field work (including duration and cost). There were considerable diminishing returns to sampling additional households per EA and given the fixed costs associated with sampling additional EAs both in terms of the household listing exercise and travel, SI took a balanced approach and decided to target 10 households per EA.

SI then calculated the regional sample size required for each of the primary indicators and picked the most conservative sample size of 122 EAs and 1,220 households per region for a total national sample size of 854 EAs and 8,540 households.

Primary Data Collection Details

Instruments

The study used computer-assisted personal interviewing (CAPI)-enabled household surveys for the Household Roster and the Extended Interview. The time use survey was conducted using a paper diary to record the respondents' activities between the most recent 24-hour period (4:00 AM to 3:59 AM) in 15-minute segments. The enumerators then categorized the activities into fixed activity codes specified by the Eurostat Harmonized Time Use Approach and entered them into a CAPI-enabled form. A paper diary was used to so that all activities could be recorded in detail and to allow enumerators time to properly code the activities into pre-defined Eurostat codes. This also allowed the research team to keep a record of the actual activities recorded at the time of interview, so that any discrepancies in coding discovered during data quality monitoring could be cross-checked with the paper diary. The household roster and the Extended Interview took, on average, 30 minutes to complete, respectively. To compensate households for their time, they were provided with a gift valued at approximately \$3.25 per household for completing the roster and the extended interviews.

Respondents

A pre-screening was conducted prior to administering the Household Roster, listing all members of the household above the age of 15 to determine their eligibility for completing the roster as well

²⁹ Kosovo Agency of Statistics. *Labour Force Survey 2016*. Kosovo Agency of Statistics, 2017, *Labour Force Survey 2016*, ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf.

as the Extended Interviews. At the end of the pre-screening, the survey showed three screens, one with a list of knowledgeable members to complete the roster, and one each with a randomized list of members to complete the male and female Extended Interviews, respectively.

The primary candidate for completing the Household Roster was the Head of Household, however, in cases where the household identified another member of the family as being more knowledgeable about the labor force outcomes of all household members, preference was given to that member for completing the roster to ensure that the roster data is as accurate as possible.

The Extended Interview was administered to one randomly selected female and one randomly selected male household member as identified by the pre-screening. The Extended Interviews were conducted simultaneously by teams of enumerators (one male and one female paired based on gender). To limit response bias, enumerators explicitly asked to speak with respondents in private and to conduct the interview in a private room or location outside of earshot of bystanders. If interviews could not be done in private, enumerators marked who else was present or whether there were any interruptions during the interview.

Survey Team

Surveys were implemented by enumerators from a local data collection firm, IDRA, and enumerators were instructed to approach data collection activities in a culturally appropriate manner and in the local language (Albanian, Serbian or Turkish). For surveys administered in Serb Kosovar areas, the survey firm employed enumerators with the appropriate ethnicity.

Primary data collection was completed by 64 enumerators (16 teams of 4) hired and overseen by IDRA. Enumerators were gender-balanced and were selected from IDRA's network of 300 individuals. Given the security issues in North Mitrovica, only Kosovar Serb enumerators and supervisors conducted fieldwork in that region. Enumerators were overseen by supervisors, such that there was one supervisor for every 8 enumerators. In addition, supplementary management and oversight was provided by 2 fieldwork coordinators. Finally, the data collection firm retained 4 back checkers or auditors who conducted call backs on a subset of the surveys.

Data Quality Assurance

Given the high impact potential of this study, it is of utmost importance that the data collected by this survey is of very high quality. Several data quality assurance protocols were put in place to ensure the integrity of the data as described below:

Translation – In order to ensure that the non-English tools were accurately capturing the nine research questions, the original English tools were translated into Albanian, Serbian, and Turkish and were subsequently back translated into English. Back translation was completed by translators who were fluent both in English and the translated language and had no prior knowledge of the tools. Any inconsistencies in translation were then highlighted and corrected to ensure that the questions are asked accurately and in a culturally appropriate manner.

Pre-Testing – The purpose of the pre-test was to verify the appropriateness and comprehensibility of the questions as well as gauge the overall time taken to carry out the survey. As expected, the pre-test revealed important and unforeseen issues with the survey, particularly around protocol, language, and concept definition. The pre-test took place over two days; the first half of day one included training small teams of enumerators on the instruments and engaging in role play followed by a field-based pilot exercise during the second half of the day. After the pilot, an in-depth debrief was conducted with enumerators to inform the revision of the instruments.

Enumerator Training – The training took place over a five-day period prior to the launch of data collection. During training, enumerators were briefed on the objectives of the study so that they better understood the rationale behind the survey and could relay its objectives to respondents. The training also included a module on good practices/ethics for data collection as well as a session that delineated the roles and responsibilities of enumerators, supervisors, field coordinators, and others involved. Enumerators received an opportunity to practice survey administration during the training (via role-play simulation) as well as in the subsequent piloting of the tools in a field setting. Given the extra focus on data quality for this study, supervisors received extensive training on the use and importance of data quality assurance methods, such as accompaniments, daily debriefs, data review, and weekly reporting. IDRA engaged approximately 10 percent more trainees than required for data collection and only top performers were selected to participate in the study based on their performance on the final quiz and during the pilot exercise.

Use of CAPI – The surveys were administered using CAPI, specifically the ODK software programmed on tablets and hosted via a SurveyCTO online server. This ensured higher efficiency (eliminating data entry) and higher data quality given the ability to program constraints, validation, and data quality monitoring, as well as immediate access to the data while enumeration was ongoing. SurveyCTO's in-built data quality features include speed violations, module time stamps, text audits, and soft check suppression were also incorporated for data quality monitoring. Using CAPI also ensured protection of the data, as all data stored on the SurveyCTO server is encrypted and access to the server was given only to authorized personnel who were listed on the IRB application and had training in human subjects' research.

Real-Time Data Monitoring – All data collected on the tablets was reviewed by SI staff on the SurveyCTO online platform daily for the first two weeks of data collection and then tapered off to being reviewed on weekly basis. The purpose of these checks was to proactively identify and remedy issues related to enumerator error/performance, check question clarity, and reveal undetected programming errors or areas for improvement. Specific checks covered by SI's Stata .do file template included date/time consistency, survey completion, duplicates, routing/logic checks, variable distribution, "don't know"/"refused" frequencies, "other" frequencies, outliers, and enumerator fixed effects.

Accompaniments and Spot checks – Supervisors accompanied enumerators to a subset of their interviews. During each accompaniment, the supervisors filled out an electronic accompaniment form rating the enumerator’s performance. Based on their observations, the supervisors gave enumerators feedback on their performance, re-trained them or took disciplinary action when required. In addition, supervisors also made unannounced spot checks during data collection in order to observe whether or not enumerators were present, administering the interviews properly and following all protocols. Disciplinary action was taken in the form of re-training, warnings and firing if enumerator performance was not up to the mark.

Backchecks – Backchecks were conducted on a subset of the interviews for each enumerator. They were conducted both in-person and by telephone for attempted households as well as successfully enumerated households. During these backchecks, households were asked whether or not they were approached by enumerators, who they were approached by, and whether they completed the interview. They were also asked a subset of questions from the survey and data from back checks was then compared to the original data collected by enumerators to check for data falsification, mistakes, and need for potential retraining. Any time an intolerable number of discrepancies were found, those surveys were re-done and the responsible enumerators were given up to three warnings before being relieved from work.

Independent Monitoring – SI hired two data quality assurance specialists who engaged in field-monitoring. Specifically, they conducted random spot checks, additional accompaniments, and back checks, and participated in team debriefs.

6. FINDINGS

Demographics

The study implemented a nationally representative labor force and time use survey in 854 EAs in all seven regions of Kosovo – Ferizaj, Gjakova, Gjilan, Mitrovica, Peja, Pristina, and Prizren. Over a course of 17 weeks from the 31st of March to the 4th of August, 8,533 Household Rosters were completed, gathering employment information about 32,742 individuals, out of which 31,386 individuals belonged to the working age population, the primary focus of the findings of this report. In addition, 3,710 male Extended Interviews and 4,894 female Extended Interviews were also completed. The research design agreed upon by SI and MCC targeted 122 EAs to be completed per region. Table 3 below outlines the distribution of surveys completed across EAs by region, which mirrors the distribution mandated in the study’s design.

Table 3: Distribution of surveys completed across EAs by region

Region	Enumeration Areas (EAs)	Households	Male Extended Interviews	Female Extended Interviews
Ferizaj	122	1,220	573	739
Gjakova	122	1,220	600	791
Gjilan	122	1,219	349	513
Mitrovica	122	1,220	605	737
Peja	122	1,220	634	788
Pristina	122	1,215	479	642
Prizren	122	1,219	470	684
Total	854	8,533	3,710	4,894

The study was successful in completing a total of 10 household rosters per EA, with the exception of 3 EAs in which 10 rosters could not be completed due to the small number of households located in those EAs. The response rate for the original 10 households sampled in each EA was approximately 75%, indicating that a healthy proportion of the study’s target population was reached.

Kosovo, as a small Balkan state, is a country with a higher percentage of rural land than urban settlements. The sample reflects this, with 42% of EAs identified as urban and 58% of EAs as rural. Table 4 below displays the distribution of urban and rural EAs by region. It is worth noting that, as the home to the nation’s capital, the only region to house more urban than rural dwellings is Pristina. All estimates presented in this report are weighted according to the weighting strategy outlined in Annex 2.

Table 4: Distribution of urban and rural EAs by region

	Ferizaj	Gjakova	Gjilan	Mitrovica	Peja	Pristina	Prizren	Total
Urban	46	46	48	56	50	65	47	358
Rural	76	76	74	66	72	57	75	496
Total	122	854						

The size of the average household in the sample was 5 members, with the smallest household containing only one member and the largest household containing 27 members. However, when including only members eligible to participate in the LFTUS (i.e. individuals above the age of 15), the average household size was approximately four members and the smallest household was comprised of one member, while the largest was comprised of 16 members. There were, on average, 2.3 male members and 2.3 female members in a given household. All statistics reported in this report are based on outcomes of the working age population, which is defined by Eurostat as those aged between 15 and 74 years.

The working age population sample was almost even in terms of its gender distribution; 15,745 females (50.2%), compared to 16,641 males (49.8%). The average age of the working age population was 37.5 years (the male average was slightly lower at 37.2, and the female average higher at 37.8). The majority of the sample was young, with 15 to 24-year-olds and 25 to 34-year-olds comprising 28.7% and 20.8% of the sample, respectively. 31.8% of individuals were middle aged, with 15.6% of the sample comprised of adults between ages 35 and 44, and 16.2% of the sample aged 45-54. 18.7% of the working age population was elderly, with 11.9% of individuals between the ages of 55 and 64 and 6.8% of individuals between the ages of 65 and 74.

The majority of the working age population – 60.6% - identified themselves as either married or in a factual relationship, meaning they had an established live-in partner. 35.6% of participants were identified as single, and about 3.5% were widowed and only 0.2% were divorced.

A vast majority (approximately 99.4%) of individuals were citizens of Kosovo, while 0.6% of individuals did not have Kosovar nationality. While Kosovo has many ethnic groups within its population, the majority of individuals (91.6%) were identified as ethnically Albanian. The remaining 8.4% of them were identified (in descending order) as Serbian, Bosnian, Gorani, Turkish, Ashkali, Egyptian, Roma, other, Montenegrin, or Croat.³⁰

The level of education completed by most individuals in the working age population was lower secondary schooling, at 36.6%, with the highest level of education obtained by majority of the females being lower secondary, at 44.8%. The highest level of education completed by males was upper secondary vocational training, at 38.1% (Table 5). The sample proved diverse in participants' type of schooling; 15.2% completed upper secondary general education, while 27.4% completed upper secondary vocational education. Among lower educated respondents, 3.3%

³⁰ The LFTUS breakdown of ethnicities mirrors that of the most recent census conducted in Kosovo.

reported not finishing primary school. Doctoral degrees were rare among the working age population sample, with only 42 individuals holding such degrees.

Table 5: Highest Level of Education, by Sex

Highest Level of Education	Male (%)	Female (%)	Total (%)
Did not Finish Primary School	1.2	5.3	3.3
Primary Education	3.3	9.4	6.3
Lower Secondary Education	28.5	44.8	36.6
Upper Secondary – General	16.2	14.2	15.2
Upper Secondary – Vocational	38.1	16.6	27.4
Post Secondary – Vocational	3.1	1.4	2.3
Tertiary/University	7.9	7.2	7.6
Post Graduate/Master	1.5	1.0	1.3
Doctorate	0.1	0.0	0.1
Note: All estimates are significant at the 5% level.			

There was a high level of variation in terms field of study, which was asked to a subset of individuals who had completed at least upper secondary education (56.3% of the working age population or 31,15 individuals). Popular fields of study included social sciences (18.8%), crafts and trades (13.3%), engineering (12.4%), and general programs (12.1%), as displayed in Table 6. Social Sciences were the most popular among both males and females, with the biggest gender disparity in the fields of crafts and trades and engineering (more popular among males) and in the fields of health and welfare (more popular among females).

Table 6: Field of Study, by Sex

Field of Study	Male (%)	Female (%)	Total (%)
Social Sciences	16.2	23.1	18.8
Crafts and Trades	17.7	5.8	13.3
Engineering	17.7	3.5	12.4
General Programs	11.3	13.5	12.1
Physical Science (Including Physics, Chemistry, and Earth Science)	7.3	11.0	8.7
Mathematics and Statistics	5.1	7.0	5.8
Health and Welfare	2.4	10.6	5.4
Humanities, Languages and Arts	3.5	6.5	4.6
Teacher Training and Education Science	2.4	5.8	3.6
Law	3.4	4.0	3.6
Agriculture and Veterinary	3.7	1.7	3.0
Computer Science	3.0	2.2	2.7

Field of Study	Male (%)	Female (%)	Total (%)
Manufacturing and Construction	2.5	1.4	2.1
Business	1.3	2.0	1.6
Life Science (Including Biology and Environmental Science)	1.1	1.4	1.2
Services	1.0	0.0	0.7
Administrative and Clerical	0.4	0.6	0.5
Note: All estimates are significant at the 5% level.			

The Eurostat Method

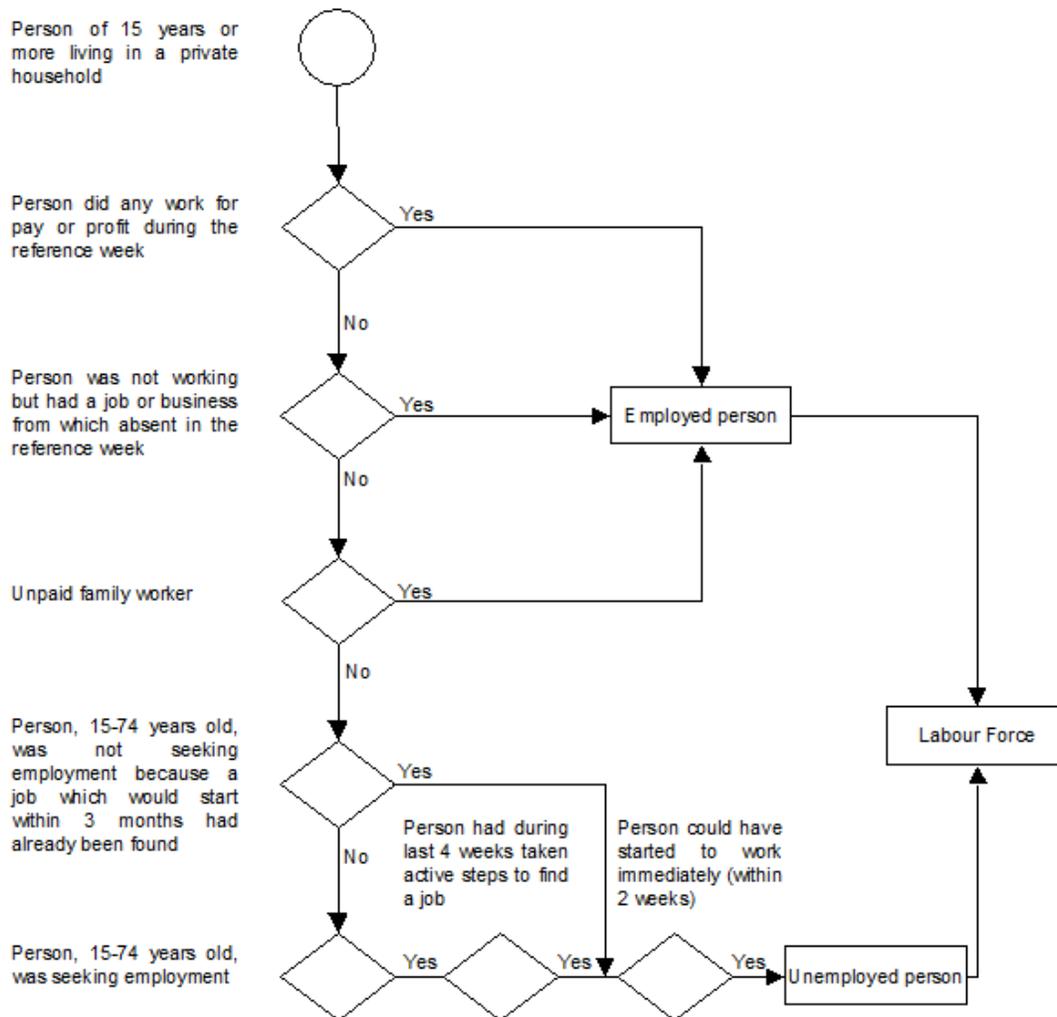
As mentioned above, this study followed the Eurostat methodology to collect high quality data to determine labor market outcomes in Kosovo. This section explains the key Eurostat definitions (Table 7) as relevant to the Kosovo Labor Force and Time Use Study, before delving into the findings.

Table 7: Definitions of Eurostat Terms

Outcome	Eurostat definition
Working age population	All persons aged 15-74 in the population
Employment	Persons at least 15 years of age who during the reference week worked for at least one hour for pay or profit for family gain or who were not at work during the reference week, but had a job or business from which they were temporarily absent (applicable to employees, self-employed persons, and family workers).
Unemployment	Persons aged 15-74 years who were not employed during the definition of employment, currently available for work, or actively seeking work (had taken steps within the last four weeks to seek out paid employment).
Active population	The population employed or unemployed (also referred to as the labor force).
Economically Inactive Persons	Those who are neither employed nor unemployed.
Employment Rate	Share of employed persons among the working age population (15-74), also known as the employment to population ratio.
Unemployment Rate	Share of unemployed persons among the labor force.
Underemployment	Persons working part-time because they are unable to find full-time jobs.
Vulnerable Employment	Share of persons in vulnerable employment (self-employed without employees or unpaid family workers) among the employed population.

Given the complexity of the terms listed above, the Eurostat method stipulates that LFS respondents not be directly asked if they are employed, unemployed, or inactive. Instead, survey questions inquire about respondents' labor market behavior during a given reference week, and their labor force status is derived from their responses. This methodology is illustrated in the flow chart below:

Figure 16: Eurostat Methodology (Diagram)



The derivation strategy described above and the appropriate skip logic was programmed into the study instruments and then the aforementioned variables were constructed during the analysis phase using the definitions listed above.

Employment

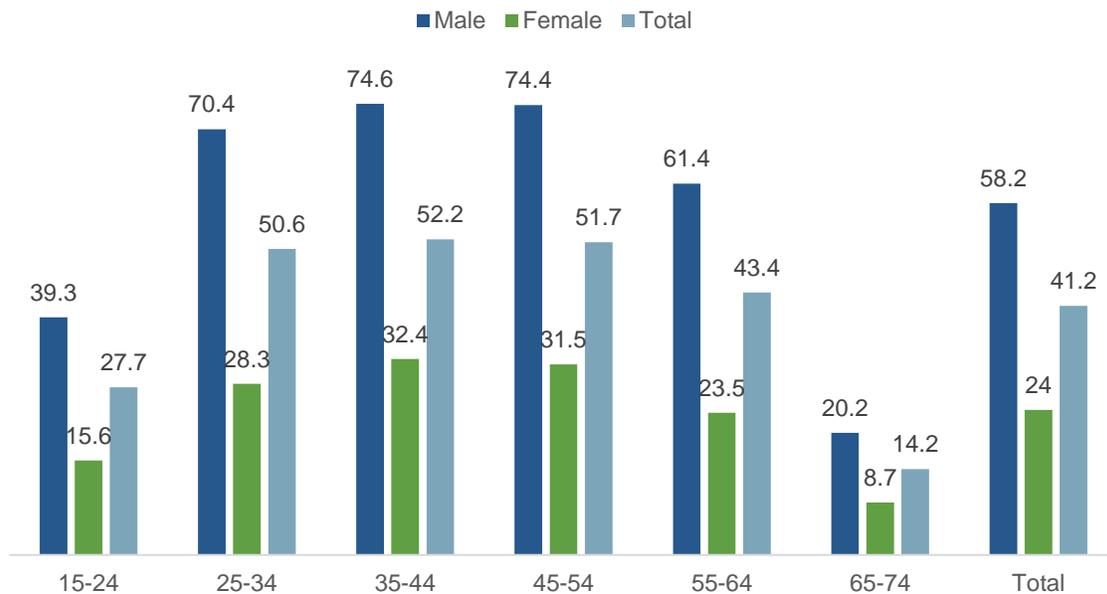
According to Eurostat, persons in employment are defined as individuals “aged 15 years and over and living in private households, who during the reference week did any work for pay or profit for

at least one hour, or were not working but had jobs from which they were temporarily absent”.³¹ Unpaid family workers are also considered to be employed according to Eurostat, which are defined as individuals who performed any work during the reference week on a farm that is owned or rented by themselves or a family member and the output produced from their work is either intended to be sold or bartered or constitutes an important contribution to the total household consumption. This definition was used to guide LFTUS instrument development, and all references to employed individuals allude to persons who fit this description. The employment rate is calculated as the share of employed individuals among the working age population (15-74 years), also known as the employment to population ratio.

Employment rate

The LFTUS results revealed that the aggregate employment rate stood at 41.1% at the time of the survey, and there was a stark gender divide when it came to employment; 58.3% of males were employed, compared to 24.1% of females (Figure 17). The employment rate for youth (persons aged 15-24) was 27.7%, and nearly doubled for age groups 25-34, 35-44, and 45-54. The employment rate for male youth, which stood at 39.3%, was more than twice the employment rate of female youth, which was reported at 15.6%. When a logistic regression was run controlling for other covariates, it was found that male youth were almost 4 times more likely to be employed compared to female youth (Annex 3).

³¹ OECD Statistics Directorate. “Glossary of Statistical Terms: Employment (*Eurostat Definition*)”, OECD, 29 July 2002, stats.oecd.org/glossary/detail.asp?ID=779.

Figure 17: Employment Rate (%), by Age and Sex


Employment varied substantially by region – Gjakova residents reported the highest employment rate at 49.5%, while Pristina, which houses the nation’s capital, surprisingly reported the lowest employment rate at 36.5%. However, when the employment rates were disaggregated by urban and rural areas within regions, it was found that the employment rate for urban areas in Pristina was second highest at 40.8% and the employment rate for rural areas in Pristina was the lowest among all regions at 34.2% (Table 8). The situation in Gjakova found the opposite, in which the rural areas reported a substantially higher employment rate of 50.2%, compared to that of 43.7% in urban areas. Both Pristina and Gjakova, showed the highest urban-rural disparity, showing a 6-percentage point difference in employment rates between urban and rural areas.

Table 8: Employment Rate (%), by Region and Geographic Location

Employment Rate (%)								
	Gjakova	Gjilan	Prizren	Mitrovica	Peja	Ferizaj	Pristina	Total
Urban	43.7	39.5	38.5	38	36.9	35.8	40.8	39.3
Rural	50.2	44.1	43.4	43.5	39.4	37.3	34.2	41.7
Total	49.5	43.2	42.6	42.2	38.8	37.0	36.5	41.1

Note: All estimates are significant at the 5% level.

As expected, level of education showed a positive relationship with employment among respondents; when employment levels were high, so were levels of education. Respondents who did not finish primary school had employment rates below 14.4%, while individuals who reported having a tertiary level of education or finishing post graduate or doctoral studies had employment rates of 61% and above. Table 9 below displays the relationship between level of education and

employment, disaggregated by sex. Notably, the data show a somewhat of a convergence of employment rates between males and females at high and low levels of education.

Table 9: Employment Rate (%), by Highest Level of Education and Sex

Employment Rate (%)			
Highest level of education	Male	Female	Total
Did not finish primary school	19.4	13.3	14.4
Primary education	33.4	18	22
Lower secondary education	47.6	21.4	31.6
Upper secondary - general	59.9	21.6	42.1
Upper secondary - vocational	65.4	25.4	53.4
Post secondary - vocational	50.7	36.1	46.2
Tertiary/University	71.2	50.4	61.4
Post graduate/Master	79.1	73.2	76.8
Doctorate	77	77.1	77

Note: All estimates are significant at the 5% level

Employment also appeared to vary by field of study (which was only asked to individuals who had completed at least upper secondary education); respondents who studied services reported employment rates of 66.1%, followed by engineering at 64.7% and teacher training and education science (61.6%) (Table 10). The most popular field of study, social sciences, reported the fifth lowest employment rate among all fields, while the second most popular field of study, engineering, had the second highest employment rate.

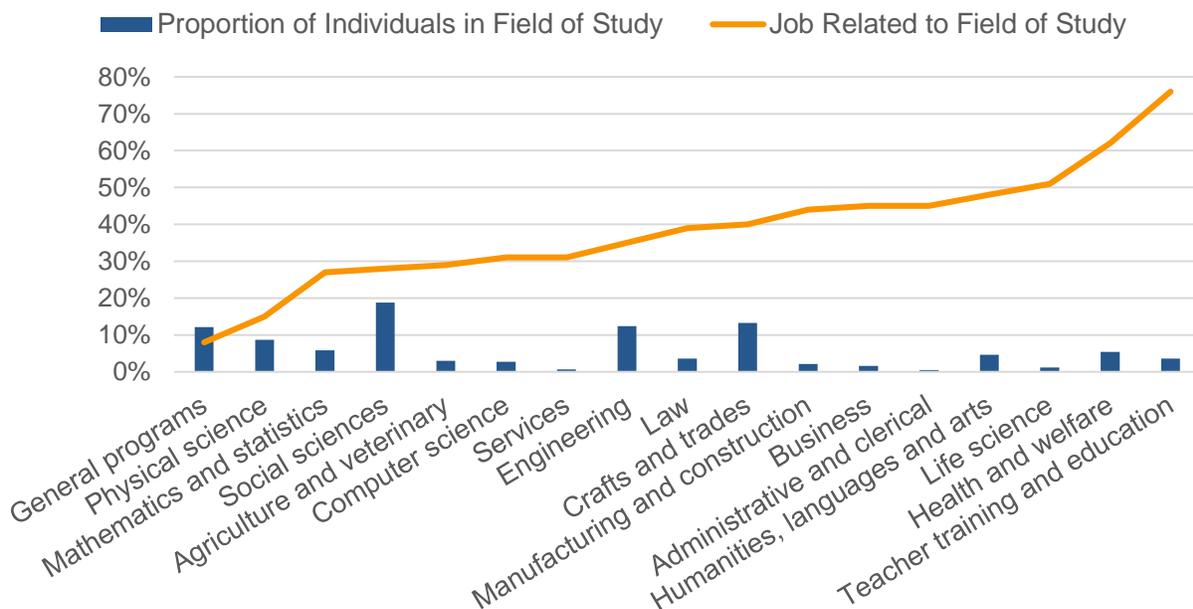
Table 10: Employment Rate (%), by Field of Study

Field of Study	Employment Rate (%)
Services	66.1
Engineering	64.7
Teacher training and education science	61.6
Administrative and clerical	59.6
Crafts and trades	59.2
Agriculture and veterinary	58.5
Life science (including biology and environmental science)	56.9
Computer science	55.2
Humanities, languages and arts	51.9
Law	50
Business	47.9
Manufacturing and construction	47.6
Social sciences	46.9

General programs	46.7
Mathematics and statistics	44.8
Health and welfare	43
Physical science (including physics, chemistry, and earth science)	39.5
Total Employment Rate (for Individuals with at least upper secondary education)	51.5
Note: All estimates are significant at the 5% level	

Only one in three individuals reported their current or most recent job to be related to their primary field of study. Figure 18 demonstrates the popularity of each field and the relationship between related employment for the seventeen fields of study. The lowest relatability of jobs to field of study was found to be in General Programs (8%), followed by Physical Science (15%), and Mathematics and Statistics (27%). The highest relatability was found to be in Teacher Training and Education (76%), Health and Welfare (62%) and Life Science (51%).

Figure 18: Proportion Working in a Job Related to their Field of Study, by Field of Study



Of the 66.2% individuals who indicated that their current or most recent job was not related to their field of study were asked about why that was not the case. An overwhelming majority of them, 91.9%, indicated that it was because there were no jobs available in their field of study.

Occupation and Economic Activity

The occupations and sub-occupations were coded based on the International Standard Classification of Occupations (ISCO) ³² used by the ILO. The survey asked employed individuals about their sub-occupations, which were used to derive higher level categories for occupations, as defined by ISCO guidance. The most common types of occupations among respondents were elementary occupations, which include cleaners and food preparation assistants, agriculture and construction laborers (30.2%), followed by services and sales workers (13.1%). The least common occupations were technicians and associate professionals which include health, business, legal, information and communication related associate professionals (1.2%) and armed forces occupations (2.6%).

The distribution of males and females in elementary occupations was similar. Some occupations varied more by sex; for instance, male respondents were more likely to hold craft and trade related occupations (18.8%), compared to only 8.4% of females. In addition, plant and machine operators are almost always male (6.6%) compared to only 0.1% of females who identified themselves as being in these occupations. Conversely, females were twice as likely to be in professional occupations such as health, teaching, business, science, and legal professionals (cumulatively, 19.2%), compared to 8.8% of males.

Men were substantially more likely than women to work in craft and trade sectors which include building, metal works, electrical, woodwork, handicraft, food processing and related trades and women were more likely to work in skilled agricultural, forestry and fishery sectors. When viewing occupations by geographic classification, rural areas had a much higher proportion of elementary occupations (34.6%) compared to urban areas (14.5%). Conversely, urban areas had a higher share of services and sales workers (24.5%) and professionals (20.2%), the shares of which were substantially lower in rural areas at 13.9% and 9.1%, respectively. Table 11 below displays the distribution of occupation by broad category, disaggregated by sex and geographic location. For disaggregations that include sub-occupations and job industry, see Annex 3.

Table 11: Occupation (%), by Sex and Geographic Location

Occupation	Male (%)	Female (%)	Urban (%)	Rural (%)	Total (%)
Elementary Occupations	29.1	33.4	14.5	34.6	30.2
Services and Sales Workers	15.9	17.3	24.5	13.9	16.3
Craft and Related Trades Workers	18.8	8.4	14.4	16.6	16.1
Professionals	8.8	19.2	20.2	9.1	11.5
Skilled Agricultural, Forestry and Fishery Workers	6.9	11.2	1.2	9.9	8.0
Managers	6.4	2.7	10.1	4.2	5.5

³² "International Standard Classification of Occupations ." *ISCO - International Standard Classification of Occupations*, International Labour Organization, 21 June 2016, www.ilo.org/public/english/bureau/stat/isco/isco08/.

Plant and Machine Operators and Assemblers	6.6	0.1		4.5	5.0		4.9
Clerical Support Workers	3.6	5.1		6.7	3.3		4.0
Armed Forces Occupations	2.6	0.1		1.1	2.2		2.0
Technicians and Associate Professionals	1.2	2.5		2.9	1.2		1.5
Note: All estimates are significant at the 5% level							

Additionally, occupations vary by region, with Gjakova reporting the highest share of elementary occupations (52.5%) and Pristina reporting the lowest (23.5%). The highest share of services and sales workers (21.3%) and professionals (16.1%) were in Pristina. The highest share of managers was reported in Ferizaj (9.5%) while the lowest share of managers was in Mitrovica (2.7%). The highest share of craft and related trade workers was reported in Gjilan and Prizren, about 23%, and the lowest was in Pristina (10.5%). Table 12 shows the distribution of occupations by region.

Table 12: Distribution of Occupations (%), by Region

Occupation	Ferizaj (%)	Gjakova (%)	Gjilan (%)	Mitrovica (%)	Peja (%)	Pristina (%)	Prizren (%)	Total (%)
Elementary Occupations	24.8	52.5	25.9	25.8	28.2	23.5	27.0	30.2
Services and Sales Workers	17.7	10.4	17.4	17.8	16.5	21.3	13.2	16.3
Craft and Related Trades Workers	19.8	12.4	23.2	14.8	11.8	10.5	23.0	16.1
Professionals	9.3	6.7	13.1	12.3	11.9	16.1	10.1	11.5
Skilled Agricultural, Forestry and Fishery Workers	6.0	5.8	4.9	9.5	12.2	3.6	14.8	8.0
Managers	9.5	3.7	3.7	2.7	7.3	8.4	3.1	5.5
Plant and Machine Operators and Assemblers	6.3	3.3	5.2	6.0	5.2	5.2	4.4	4.9
Clerical Support Workers	3.1	1.9	3.9	5.4	3.5	6.9	2.6	4.0
Armed Forces Occupations	1.8	1.9	1.9	3.8	2.2	1.8	1.1	2.0
Technicians and Associate Professionals	1.7	1.3	0.9	1.9	1.2	2.7	0.7	1.5
Note: All estimates are significant at the 5% level								

Occupations varied by both level of education and field of study. Individuals with higher levels of education appeared to hold higher-level positions such as managers and professionals. For

individuals who did not complete lower secondary schooling (the lowest tier of education), more than half were employed in elementary occupations. The most common occupation for persons with doctorate degrees was the professionals category, which captures teachers, doctors, engineers, and business professionals. A full disaggregation of occupation by education level and field of study is available in Annex 3.

The study also looked at the distribution of jobs in the different sectors (using NACE ³³ classification codes), as reported in Table 13. The highest proportion of jobs was in the agricultural sector, about 21.7%. This is commensurate with the share of agriculture in Kosovo's economy which is about 20%. Other popular sectors include Construction (13.9%), Other Service Activities (13.7%) and Whole Sale and Retail Trade (9.3%). Both males and females have the highest proportions in these sectors except for construction which is popular among males (18.6%), but only 0.6% of females take part in this economic activity.

Table 13 Distribution of jobs in different sectors (%), by Sex

Economic Activity	Male (%)	Female (%)	Total (%)
Agriculture, Forestry and Fishing	17.6	33.3	21.7
Construction	18.6	0.6	13.9
Other Service Activities	13.5	14.3	13.7
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	8.9	10.6	9.3
Education	5.1	10.5	6.5
Manufacturing	6.4	4.6	5.9
Public Administration and Defense; Compulsory Social Security	5.4	2.0	4.5
Accommodation and Food Service Activities	5.2	2.3	4.4
Human Health and Social Work Activities	1.5	7.6	3.1
Transportation and Storage	3.8	0.3	2.9
Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households For Own Use	2.0	4.6	2.7
Electricity, Gas, Steam and Air Conditioning Supply	3.2	0.3	2.5
Arts, Entertainment and Recreation	1.6	3.4	2.1
Administrative and Support Service Activities	1.3	1.2	1.3
Financial and Insurance Activities	1.0	1.3	1.1
Information and Communication	1.0	1.3	1.1
Mining and Quarrying	1.1	0.3	0.9
Water Supply; Sewerage, Waste Management and Remediation Activities	1.0	0.2 ^{NS}	0.8
Professional, Scientific and Technical Activities	0.6	0.4	0.6

³³ NACE (Nomenclature des Activités Économiques dans la Communauté Européenne) is a European industry standard classification system similar in function to Standard Industry Classification (SIC) and North American Industry Classification System (NAICS) for classifying business activities. <http://www.tl9000.org/abcb/nace.html>

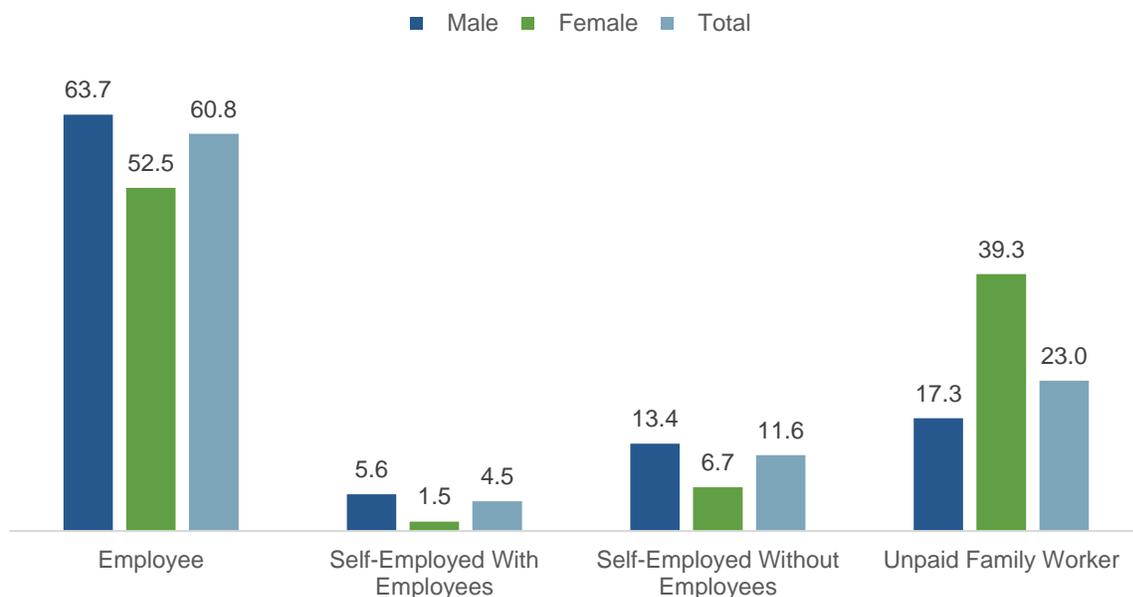
Economic Activity	Male (%)	Female (%)	Total (%)
Activities of Extraterritorial organizations and Bodies	0.4	0.3	0.4
Real Estate Activities	0.1	0.1 ^{NS}	0.1
Other	0.5	0.6	0.5

Note: All estimates are significant except for the ones marked with ^{NS}

Types of employment (contractual/non-contractual, government/private)

The survey asked employed individuals whether they were employees, self-employed with employees, self-employed without employees, or unpaid family workers. The majority of individuals, about 60.8%, identified themselves as employees, while 23.0% of jobs were classified as unpaid family work. The percentage of female unpaid family workers was more than double that of male unpaid workers: 39.3% of females were unpaid family workers compared to 17.3% of men (Figure 19). All estimates are significant at the 5% level.

Figure 19: Type of Employment (%), by Sex



Furthermore, the proportion of unpaid family workers in rural areas was 27.8%, compared to only 6.1% in urban areas (Table 14). Of all unpaid family workers, 72.2% were employed in Agriculture, Forestry and Fishing sector. Regionally, the highest proportion of unpaid family workers was in Gjakova (44.1%) and lowest in Pristina (8.8%). By education level, of those who completed only primary education or lower, approximately 66% were unpaid family workers, and the data showed likelihood to be working in unpaid family labor to be decreasing with higher levels of education. For further dis-aggregations by age, education level and field of study, refer to Annex 3.

Table 14: Type of Employment (%), by Geographic Location

	Type of Employment (%)			
	Employee	Self-Employed with Employees	Self-Employed Without Employees	Unpaid Family Worker
Urban	76.1	6.4	11.4	6.1
Rural	56.5	4.0	11.7	27.8
Total	60.8	4.5	11.6	23.0

Note: All estimates are significant at the 5% level

Individuals who indicated that they were employees, were asked whether the jobs they held were contractual or not, a proxy for job permanence and quality. Approximately 59.2% of individuals reported having contractual jobs. There was a pronounced difference in contractual employment between males and females, with 71.9% of females reporting working under contract as compared to 55.5% of males. The types of employers that offered the highest proportion of contractual jobs were government and state-owned enterprises (more than 95%), while contractual jobs offered by private companies were 44%. Table 15 below displays the distribution of contractual employment among the sample.

Table 15: Percentage of Contractual Jobs, by Employer Type

	Govt/ Public Sector	State-Owned Enterprise	Private Company or Enterprise	Intl. Org	NGO	Self-Employed	Other Private Individual	Other
Contractual Jobs (%)	97.9	95.9	44.4	84.6	81.5	9.1	7.4	65.1

Note: All estimates are significant at the 5% level

Of the individuals who indicated that they were employees, the survey inquired about the type of employer (private, governmental, non-profit, etc.) they worked for. According to findings, the private sector provided more than half of all jobs (approximately 60%), with the government/public sector emerging as the second largest employer, providing 25% of jobs. Both males and females were more likely to be employed in the private sector, followed by the government sector (Table 16); when disaggregating findings by age, younger individuals were substantially more likely to be employed in the private sector with the differential decreasing with increasing age. However, the 55-64 age group was more likely to be employed in the government sector than the private sector. There were only 31 individuals among the 65-74 age group who identified themselves as employees, of which 18 were employed in the private sector and 8 in the public sector.

Table 16: Type of Employer (%), by Sex and Age Group

	Type of Employer (%)							
	Govt/ Public Sector	State- Owned Enterprise	Private Company or Enterprise	Intl. Org	NGO	Self- Employed	Other Private Individual	Other
Sex								
Male	23.2	5.4	63.8	1.0	0.4	1.0	5.3	0.0
Female	31.6	8.5	49.4	0.9	1.6	0.9	7.1	0.1
Age Group								
15-24	4.4	1.1	83.7	0.2 ^{NS}	0.6	1.3	8.7	0.0
25-34	17.8	4.0	70.0	1.0	0.4	0.9	5.8	0.0
35-44	27.9	6.6	58.0	1.0	0.8	0.5	5.0	0.2
45-54	37.7	9.3	44.7	1.3	0.7	1.0	5.3	0.0
55-64	54.1	14.0	25.6	1.4	0.9	1.3	2.6	0.0
65-74	30.4	1.5 ^{NS}	59.6	0.0	4.5 ^{NS}	0.0	3.3 ^{NS}	0.7
Total	25.1	6.1	60.5	1.0	0.7	1.0	5.7	0.0
Note: All estimates are significant at the 5% level except for the ones marked with ^{NS}								

Net monthly salary

The average monthly salary of employed individuals, excluding unpaid workers, was €340, with males earning €353 a month, on average, and their female counterparts earning €289, on average. There was also a substantial amount of variation between sexes for the highest salary earned; the highest earning male respondent reported a monthly income of €6000, while the highest earning female made €2000 a month. Median income followed a similar pattern, with males earning a median of €300 and females earning €250.

Regionally, net monthly income showed variation, with both male and female residents of Pristina earning higher wages than their counterparts in the other six regions. Residents of Gjakova reported the lowest incomes of any region, an average of €299 (Table 17), largely due to the prevalence of agricultural jobs in this region. The largest gender disparity in income was found to be in Gjakova, with males earning €121 more than their female counterparts. There was not a significant disparity between the net monthly incomes of urban and rural respondents; urban residents reported earning, on average, €14 more than rural residents, who earned monthly incomes of €336.

Table 17: Average Monthly Salary, by Sex and Region

Region	Average Monthly Salary (€)		
	Male	Female	Total
Pristina	379	311	360
Peja	353	312	344
Ferizaj	354	271	340

Average Monthly Salary (€)			
Region	Male	Female	Total
Prizren	344	319	340
Gjilan	351	292	337
Mitrovica	341	266	328
Gjakova	328	207	299
Total	353	289	340

Note: All estimates are significant at the 5% level

Job income also varied by type of employer, with employees of international organizations receiving the highest salary at €789, followed by those working for state-owned enterprises at €442. Government employees were next at €415, with the lowest salary received by those working for other private individuals at €198.

Table 18: Average Monthly Salary (n), by Job Type

Average Monthly Salary (€)							
Govt/ Public Sector	State- Owned Enterpris e	Private Company or Enterprise	Intl. Org	NGO	Self- Employed	Other Private Individual	Other
415	442	304	789	292	282	198	241

Note: All estimates are significant at the 5% level

Regarding job sector; individuals working in international organizations earned the highest monthly salary of €855, which is consistent with the breakdown shown by type of employer in preceding sections. The next most high paying sectors were mining and quarrying (€485) and professional technical and scientific activities (€459). Those working in Arts, entertainment and recreation report earning the lowest salary €225. Table 19 below shows average monthly income disaggregated by job sector and sex. Males earned higher salaries than females in all sectors except Financial and Insurance Activities. The sectors with the highest pay gap between males and females included Activities of extraterritorial organization and bodies, Mining and quarrying, and Manufacturing. The lowest pay gap was found to be in Education, Human health and social work activities and Construction.

Table 19: Average Monthly Income, by Job Sector

Average Monthly Salary (€)			
Employment Sector	Male (€)	Female (€)	Total (€)
Activities of extraterritorial organizations and bodies	977	528	855
Mining and quarrying	498	135	485
Professional, scientific and technical activities	479	379	459

Average Monthly Salary (€)			
Employment Sector	Male (€)	Female (€)	Total (€)
Electricity, gas, steam and air conditioning supply	431	284	427
Education	421	405	415
Information and communication	415	339	394
Public administration and defense; compulsory social security	395	360	391
Financial and insurance activities	379	387	381
Human health and social work activities	387	361	370
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	393	180	357
Construction	358	328	357
Administrative and support service activities	372	303	355
Water supply; sewerage, waste management and remediation activities	350	316	349
Transportation and storage	327	287	326
Agriculture, forestry and fishing	331	162	310
Manufacturing	322	207	301
Other service activities	301	271	294
Real estate activities	306	251	293
Wholesale and retail trade; repair of motor vehicles and motorcycles	320	230	289
Accommodation and food service activities	287	239	280
Arts, entertainment and recreation	333	114	225
Other	300	172	267
Total	353	289	340
Note: All estimates are significant at the 5% level			

Persons with higher levels of education reported higher incomes, excluding unpaid workers. Those with no education or only primary level education generated monthly incomes of €206, on average, while those with at least Upper Secondary education made more than €308. Table 20 below shows average monthly salary disaggregated by level of education and sex. The gender pay gap holds across all levels of education, with the highest differential between males and females was much more pronounced at extremely low and extremely high levels of education.

Table 20: Average Monthly Salary, by Level of Education and Sex

Average Monthly Salary (€)			
Highest level of education	Male	Female	Total
Did not finish primary school	238	139	206
Primary education	277	175	255
Lower secondary education	311	207	291
Upper secondary - general	334	225	308
Upper secondary - vocational	347	267	337
Post secondary - vocational	404	325	386
Tertiary/University	434	377	411
Post graduate/Master	504	468	492
Doctorate	1057	681	985
Total	353	289	340

Note: All estimates are significant at the 5% level

The top five most lucrative fields of study were Computer Science (average monthly income of €425), Teacher Training and Education (average monthly income of €402), Law (average monthly income of €387) and Business (average monthly income of €382). Among the lowest earners were those who studied Services, Social Sciences and Physical Science. When looking at age, the data showed that the youngest age group of 15-24 year olds earned the lowest average salary at €253, followed by the oldest group that earned an average salary of €264. Those belonging to middle-ages earned average incomes in the range of €343 to €396, showing a positive trend with age. For a full disaggregation of net monthly salary that includes age group, geographic classification, region, and level and field of study, see Annex 3.

Employment duration

The average employment duration, or the number of years respondents had been working in their current job was 11.1 years overall (10.9 years for males, and 11.5 years for females). The maximum reported job duration was 68 years, while the median stood at 7 years.

Respondents residing in rural areas retained their jobs for, on average, 1.8 more years than residents of urban areas (respondents in rural areas reported employment durations of 11.5 years compared to urban respondents who reported 9.7 years of employment). This is likely due to the prevalence of agricultural jobs in rural areas, where individuals who own land, work on their farms their entire lives.

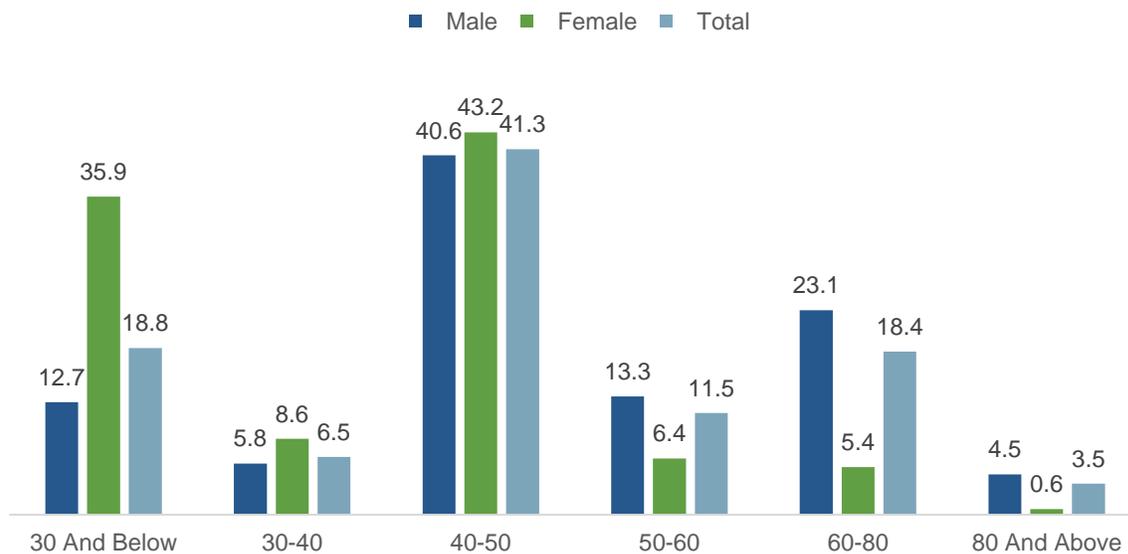
Time spent working

The survey included questions about the number of months, in a year, individuals worked in their current job as well as the number of hours worked per week. Employed individuals, on average, worked 9.7 months a year and 44.4 hours per week. The median individual worked 11 months a

year and 40 hours per week. Males worked approximately 12.8 hours per week more than females on average, for whom the average number of weekly work hours was 35.

Additionally, as illustrated in Figure 20, the plurality of males (40.5%) and females (43.0%) spent 40-50 hours working per week. A very low percentage of both males and females reported working 80 hours and above.

Figure 20: Hours Worked per Week, by Sex



On average, urban and rural males worked a similar number of hours a week, however, urban females reported working significantly more hours (40.7) compared to their rural counterparts (32.9 hours).

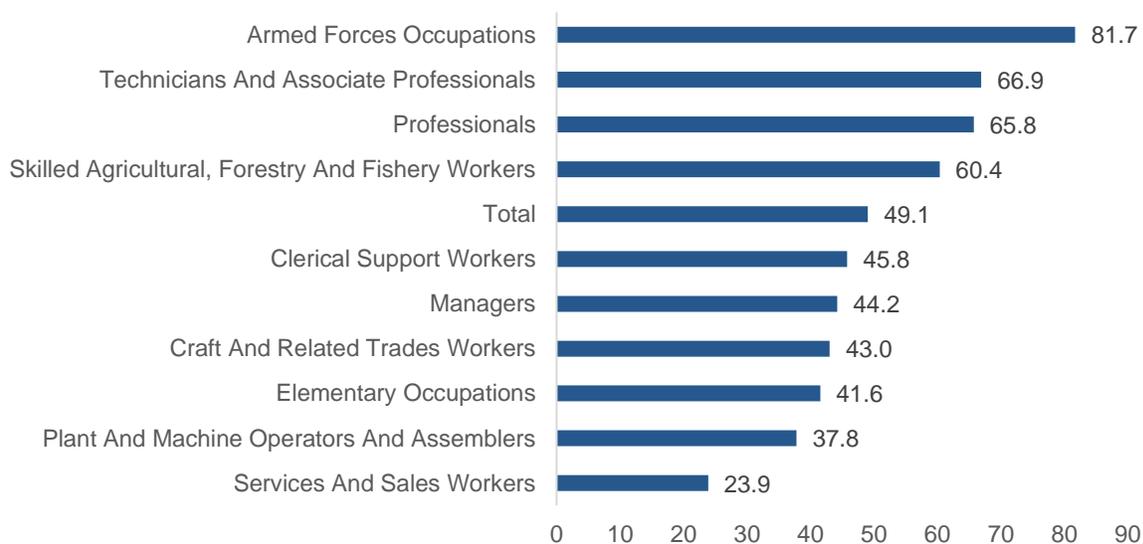
Permanent versus Temporary Employment (temporary/permanent)

The levels of permanent versus temporary work were nearly equal among employed individuals; 51.3% identified their jobs as temporary, compared to 48.8% who identified them as permanent with no difference between males and females. It is interesting to note that 85% of youth aged 15-24 years and 66% of 24-54-year-old individuals were employed in temporary jobs while only 26.3% of those aged 55-64 were in temporary employment. Regionally, a disproportionately high number of individuals in Mitrovica reported being permanently employed (63.8%) while only 29.1% of individuals in Ferizaj reported being in permanent employment. Table 21 below shows the distribution of permanent employment across the country’s seven regions.

Table 21: Level of Permanent Employment (%), by Region

Region	Mitrovica	Gjilan	Pristina	Gjakova	Prizren	Peja	Ferizaj
Level of Permanent Employment (%)	63.8	58.2	50.1	48.6	45.1	43.5	29.1

Armed forces occupations, technicians and professionals reported high rates of permanent employment, while most of service and sales workers tended to be in temporary employment. Figure 21 below displays the rate of permanent employment disaggregated by occupation.

Figure 21: Level of Permanent Employment (%), by Occupation


When viewing the level of permanent employment by sector (Table 22), the highest level of permanent employment was in mining and quarrying (84.1%), human health and social work activities (73.1%), education (68.4%), and public administration and defense (67.1%). The lowest level of permanent employment was in wholesale and retail (18.1%), accommodation and food service (18.4%) and construction (23.0%).

Table 22: Level of Permanent Employment (%), by Sector

Employment Sector	Level of Permanent Employment (%)
Mining and quarrying	84.1
Human health and social work activities	73.1
Education	68.4
Public administration and defence; compulsory social security	67.1
Administrative and support service activities	65.0

Employment Sector	Level of Permanent Employment (%)
Real estate activities	64.8
Electricity, gas, steam and air conditioning supply	61.7
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	55.1
Agriculture, forestry and fishing	53.5
Water supply; sewerage, waste management and remediation activities	52.2
Information and communication	44.9
Activities of extraterritorial organisations and bodies	42.3
Professional, scientific and technical activities	40.3
Other service activities	37.1
Manufacturing	35.9
Arts, entertainment and recreation	33.1
Transportation and storage	29.1
Financial and insurance activities	25.8
Construction	23.0
Accommodation and food service activities	18.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	18.1
Other	43.4
Total	48.8
Note: All estimates are significant at the 5% level	

When respondents held temporary employment, they were asked to cite reasons for their temporary employment. The majority of respondents defined their contracts as being temporary, but subject to regular renewal, indicating that many jobs are temporary in their technical classification, but do in fact provide stable employment. Table 23 below displays the reasons for temporary employment.

Table 23: Reasons for Temporary Employment (%)

Reason for temporary employment	(%)
Contract is temporary, but subject to regular renewal	93.9
Could not find a permanent job	4.0
Contract is covering a period of training	0.9
It is a probationary period which may lead to a permanent job	0.8
Did not want a permanent job	0.3 ^{NS}
Other	0.1 ^{NS}
Total	100.0
Note: All estimates are significant at the 5% level except those marked with ^{NS}	

Level of underemployment (full-time/part-time)

According to Eurostat, an underemployed part-time worker is defined as an individual “aged 15-74 working part-time who would like to work additional hours and is available to do so”³⁴. This definition differentiates underemployed workers from those who hold part-time jobs voluntarily, and instead emphasizes labor force participants who are operating below their desired level of employment. All individuals discussed in this sub-section adhere to this definition of underemployment.

According to survey results, 89.5% of individuals reported working full-time, while 10.5% report working part-time with females being equally likely to hold full-time jobs as their male counterparts. There was little variation in level of employment between urban and rural areas, between age groups, and region; full disaggregations by these variables can be found in Annex 3.

When individuals did work part-time, they identified the top reason for doing so as being unable to find a full-time job, indicating that 78.9% of those who were working part-time jobs were underemployed. This means that there is an under-supply of full-time jobs. Table 24 below displays the reasons for part-time work and their associated percentages and frequencies.

Table 24: Reasons for Part-time Work (%)

Reasons for working part-time	(%)
Could not find a full-time job	78.9
Undergoing school, education or training	13.8
Looking after children	4.7
Own illness or disability	0.8
Does not want a full-time job	0.6
Looking after ill / elderly / incapacitated / disabled adults	0.2 ^{NS}
Other	0.9
Note: All estimates are significant at the 5% level except those marked with ^{NS}	

Level of vulnerable employment (self-employed with no employees or paid family workers)

Vulnerable employment is defined as being either self-employed with no employees or being an unpaid family worker, and the rate of vulnerable employment is calculated as the share of those in vulnerable employment as share of total employment. Persons in vulnerable employment comprise a significant proportion of employed persons: 34.7% of the employed persons were in vulnerable employment, representing 46.0% of females and 30.7% of males. Vulnerable employment was more than twice as prevalent in rural areas (39.5%) than urban areas (17.5%). Gjakova had the highest level of vulnerable employment (56.7%), while Pristina had the lowest

³⁴ “Glossary: Underemployed Part-Time Worker - *Statistics Explained*”, Eurostat, 6 Nov. 2013, ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Underemployed_part-time_worker.

(18.9%). Table 25 below shows the share of vulnerable employment by geographic classification and sex.

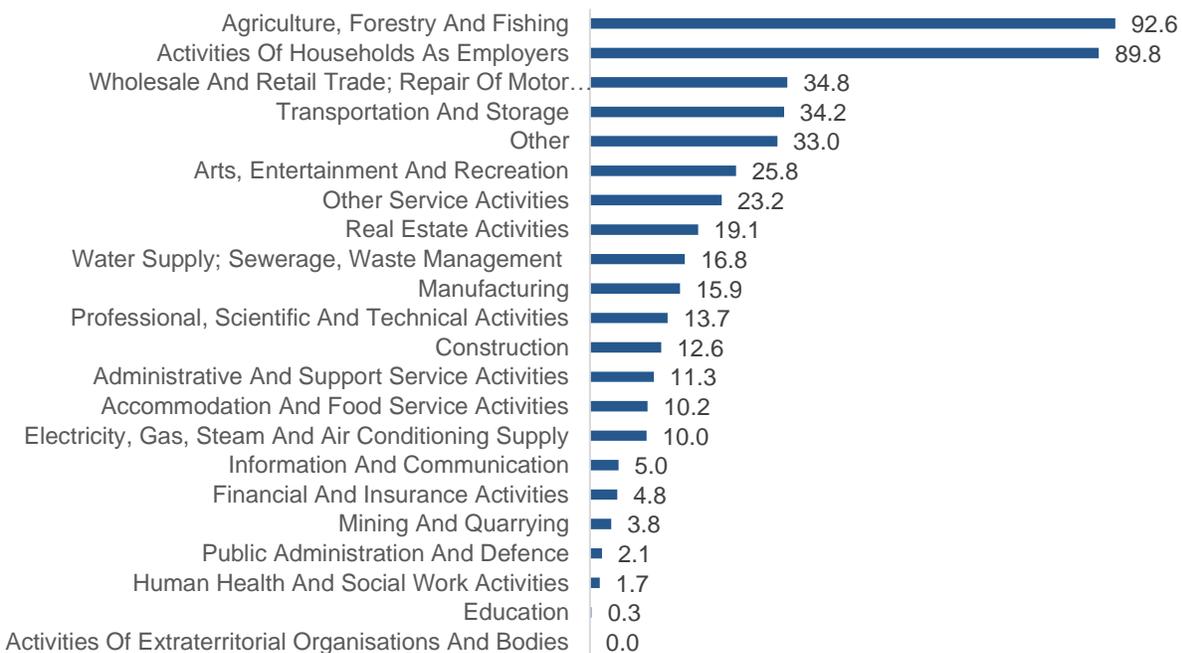
Table 25: Vulnerable Employment (%), by Geographic Location and Sex

Geographic Location	Vulnerable Employment (%)		
	Male	Female	Total
Urban	20	12.4	17.5
Rural	33.3	58.8	39.5
Total	30.7	46	34.7

Note: All estimates are significant at the 5% level

In terms of employment sector, the highest level of vulnerable employment, unsurprisingly, was among agriculture, forestry and fishery workers (92.6%) and activities of households as employers (89.8%). The lowest levels of vulnerable employment were in activities of extraterrestrial organizations, education and human health and social work activities. Figure 22 displays the level of vulnerable employment by employment sector. For further dis-aggregations by age and education level refer to Annex 3.

Figure 22: Vulnerable Employment (%), by Employment Sector

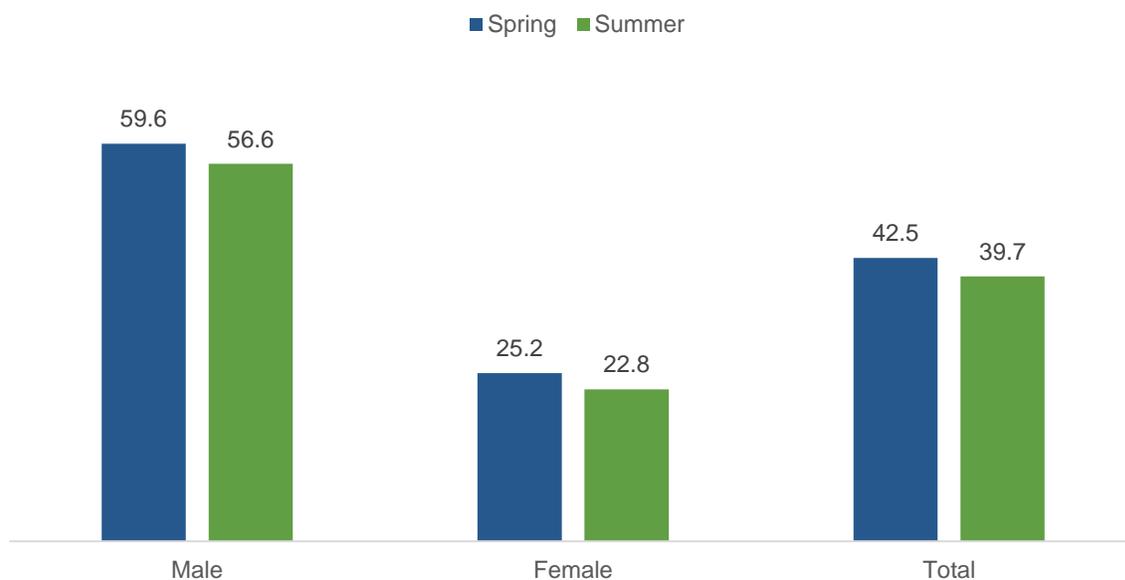


Seasonality in Employment

The labor force survey took place between March and August, which means that the survey was able to capture some seasonality in the employment data. Surprisingly, it was found that the rate of employment among the working age population was 2.8 percentage points lower (and

statistically significant) in the summer months (March-May) compared to the spring months (June-July). The difference for females was 2.4 percentage points, which was lower than the difference for males which stood at 3 percentage points (Figure 23). When a logistic regression was run, it was found that individuals were 0.8 times as likely to be employed in the summer compared to spring and the estimate was statistically significant even when controlling for other variables like sex, age, education level etc. (Annex 3). Given that the survey only captured the first two months of summer, June and July, it is likely that the survey did not capture the full effect of seasonality which might have taken place later on in the summer and fall months, therefore these findings are not conclusive.

Figure 23: Employment Rate (%), by Sex and Season

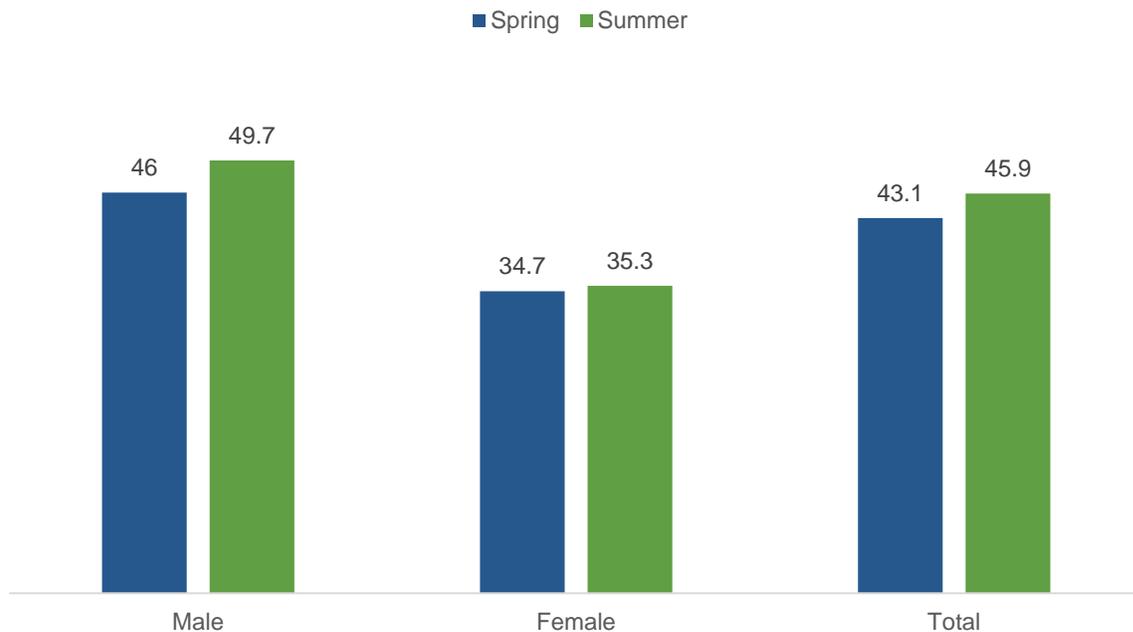


Since this finding is unexpected; the research team analyzed the breakdown of employment in each sector for both seasons (Table 26). In the summer, a higher proportion of jobs were in agriculture and construction compared to spring, which supports the theory about a higher number of these types of jobs becoming available in the summer. However, some jobs have a lower proportion in the summer compared to spring, notably in accommodation and food service, human health and social work activities, public administration and defense and manufacturing. Given that aggregate employment decreases in the summer, individuals might be switching between sectors in the two seasons, as opposed to more inactive or unemployed individuals becoming employed in the summer.

Table 26: Employment by Sector and Season

Economic Activity	Spring (%)	Summer (%)	Total Jobs (N)
Agriculture, Forestry and Fishing	19.9	23.7	2,070
Mining and Quarrying	1.2	0.6	93
Manufacturing	6.3	5.6	783
Electricity, Gas, Steam and Air Conditioning Supply	2.7	2.2	260
Water Supply; Sewerage, Waste Management and Remediation Activities	0.9	0.8	100
Construction	12.8	15.1	1,457
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	9.4	9.3	1,248
Transportation and Storage	3.2	2.7	358
Accommodation and Food Service Activities	5.2	3.6	577
Information and Communication	1.0	1.1	146
Financial and Insurance Activities	1.3	0.9	179
Real Estate Activities	0.2	0.1	19
Professional, Scientific and Technical Activities	0.8	0.3	92
Administrative and Support Service Activities	1.5	1.1	175
Public Administration and Defense; Compulsory Social Security	5.0	4.0	596
Education	6.6	6.4	867
Human Health and Social Work Activities	3.7	2.5	433
Arts, Entertainment and Recreation	2.0	2.1	270
Other Service Activities	12.3	15.1	1,514
Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households For Own Use	3.2	2.1	250
Activities of Extraterritorial Organizations and Bodies	0.5	0.2	49
Other	0.6	0.4	81
Total	52.0	48.0	11,617
Note: All estimates are significant at the 5% level			

In order to further explore the effect of seasonality, the research team viewed the number of hours worked per week in spring compared to summer, it was found that despite the percentage of those in employment being lower in the summer, those who were still in employment worked 2.7 hours more per week on average in summer months compared to spring months and this difference was statistically significant (Figure 24). The difference for males was higher at 3.7 hours, compared to females (0.6 hours, not statistically significant). This suggests that while a slightly fewer proportion of individuals chose to work in the summer, they spend longer hours working.

Figure 24: Hours Spent Working per Week, by Sex and Season


Actual versus Self-Declared Labor Status

The survey also asked individuals about how they would classify themselves as with regards to their labor status. It was found that of the individuals who were employed (according to the Eurostat definition) only 70.7% identified themselves as being in employment, while 14.1% of them indicated themselves as being unemployed and 8.8% indicated themselves as fulfilling domestic tasks. In other words, if employment rate was calculated based on self-declared labor status, it would only be 29.6% compared to 41.1% (the employment rate calculated based on the Eurostat definition). This lends credence to the fact that when asked directly about labor status, it is often understated.

Table 27: Actual versus Self-Declared Labor Status

Self-Declared Labor Status	Employed (by Eurostat Definition)
Employed, Including Self-Employment, Unpaid Work for A Family Business or Farm, or an Apprenticeship or Paid Traineeship, Etc.	70.7
Unemployed	14.1
Pupil, Student, Further Training, Unpaid Work Experience	4.6
In Retirement or Early Retirement	1.7
Permanently Disabled	0.2
Fulfilling Domestic Tasks	8.8
Other	0.0

Unemployment

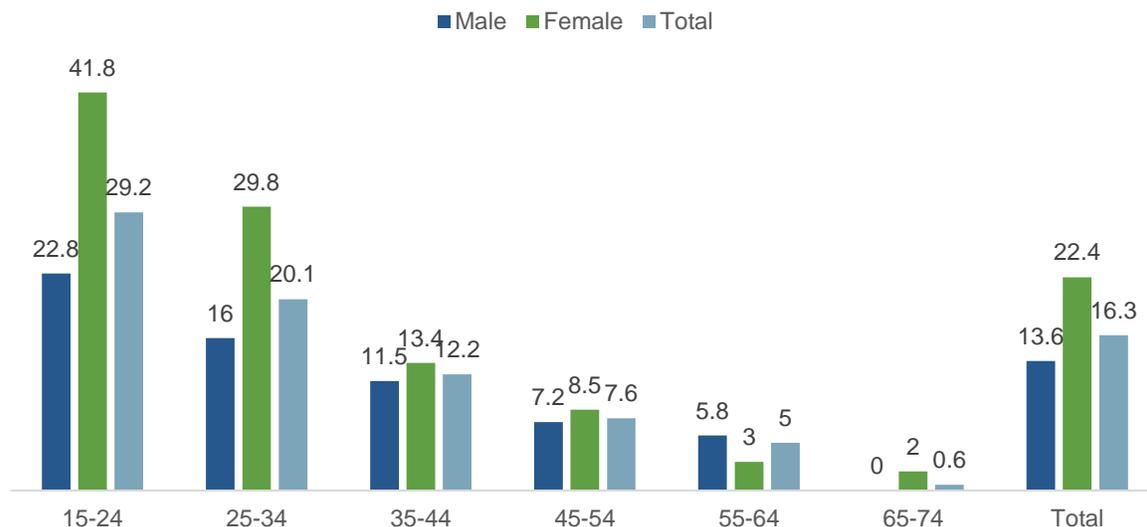
According to the Eurostat definition, unemployment is defined as persons aged 15-74 years who were not employed during the definition of employment, currently available for work, or actively seeking work (had taken steps within the last four weeks to seek out paid employment). This definition was utilized to guide LFTUS instrument development, and all references to unemployed individuals refer to respondents fitting to this description. The unemployment rate is calculated as the share of unemployed individuals among the active labor force (employed plus unemployed aged 15-74 years old).

Unemployment rate

The survey findings revealed that the aggregate unemployment rate in Kosovo stood at 16.3%, with a notable difference between males and females: 22.4% of active female respondents were unemployed, compared to 13.6% of their male counterparts.

There was a positive association between the rate of unemployment and age of respondents. The rate of unemployment was highest among youth, aged 15-24 years, at 29.2%, with the unemployment rate for male youth at 22.8% while that for female youth at a striking 41.8%. Only 0.6% of the persons aged 65-74 reported being unemployed; given that this age group is not considered to be among the working age population in Kosovo, very few individuals are economically active, and of those who are, the likelihood of employment is high. Of the individuals in this age group, 64% identified themselves as unpaid family workers, 22.5% as self-employed and 13.4% as employees.

Figure 25: Unemployment Rate (%), by Age and Sex



The rate of unemployment was found to be higher in urban areas, for both males and females. In urban areas, 21% of economically active persons were unemployed compared to 15% of

individuals residing in rural areas. The disparity between male and female unemployment rate was higher in urban areas compared to rural areas. Table 28 shows a breakdown of unemployment rate by geographic classification and sex.

Table 28: Unemployment Rate (%), by Geographic Location and Sex

Unemployment Rate (%)			
Geographic Location	Male	Female	Total
Urban	17	27.9	21
Rural	12.7	20.5	15
Total	13.6	22.4	16.3
Note: All estimates are significant at the 5% level			

The rate of unemployment varied by region (Table 29). The highest unemployment rate was found in the capital city of Pristina at 24.3%, while respondents in Gjakova reported the lowest unemployment rate at 9.5%. In remaining five regions, the rate of unemployment was nearly similar to the aggregate unemployment rate.

Table 29: Unemployment Rate (%), by Region

Region	Pristina	Gjilan	Mitrovica	Peja	Ferizaj	Prizren	Gjakova
Unemployment Rate (%)	24.33	16.81	15.24	14.97	14.31	14.16	9.52
Note: All estimates are significant at the 5% level							

Findings show that unemployment rate was lowest for those with doctorate degrees (9.9%), however not statistically significant. This was followed by primary education (10.1%) and lack of primary education (12.8%), while it was higher for the intermediary education levels like post-secondary (22.1%) and tertiary/university (20%). The unemployment rate is higher for higher levels of education with the exception of those with post graduate or master degree. This indicates that while there might be an oversupply of semi-skilled laborers, but to a lesser extent of highly-skilled laborers. Conversely, this could indicate an undersupply of semi-skilled jobs, and that there is better availability of highly skilled jobs. It is also interesting to note that the unemployment rate is highest for those with post-secondary vocational education (22.1%). Viewing the breakdown of unemployment rate by both level of education and sex (Table 30), it is interesting to note that the unemployment rate for females with higher education is higher than that for their male counterparts and vice versa for lower levels of education and those with doctorate degrees.

Table 30: Unemployment Rate (%), by Highest Level of Education and Sex

Unemployment Rate (%)			
Highest level of education	Male	Female	Total
Did not finish primary school	24.8	7.8	12.8
Primary education	16.4	5.5	10.1
Lower secondary education	14.9	13	14.2

Unemployment Rate (%)			
Highest level of education	Male	Female	Total
Upper secondary - general	12.3	27.9	16.6
Upper secondary - vocational	13	35	17
Post secondary - vocational	21.3	24.8	22.1
Tertiary/University	11.3	30.8	20
Post graduate/Master	16.3	17.3	16.7
Doctorate ³⁵	11.3 ^{NS}	5.4 ^{NS}	9.9 ^{NS}
Total	13.6	22.4	16.4

Note: All estimates are significant at the 5% level except those marked with ^{NS}

Field of study also appears to have a correlation with unemployment in Kosovo. The highest rates of unemployment were found among individuals who studied business (31.1%), manufacturing and construction (28.8%), and life science (25.9%), while the lowest were found among those who studied services (12%), general programs (12.3%), and engineering (13.2%).

Table 31: Unemployment Rate (%), by Field of Study

Field of Study	Unemployment Rate (%)
Business	31.1
Manufacturing and Construction	28.8
Life Science (Including Biology and Environmental Science)	25.9
Mathematics and Statistics	24.1
Health and Welfare	22.3
Law	22.0
Social Sciences	19.8
Humanities, Languages and Arts	19.0
Computer Science	18.7
Administrative and Clerical	18.5
Physical Science (Including Physics, Chemistry, and Earth Science)	17.5
Teacher Training and Education Science	16.8
Agriculture and Veterinary	15.6
Crafts and Trades	15.5
Engineering	13.2
General Programs	12.3
Services	12.0

Note: All estimates are significant at the 5% level

³⁵ Results for doctorates are extracted from small number of observations.

Reasons for unemployment

According to responses received from unemployed persons, the two most prominent reasons for unemployment cited by more than half of the unemployed are: a job of limited duration ended (31.4%), and dismissed or made redundant (24.6%).

The reasons for unemployment were revealed to be different for males and females, to some extent. While reasons for males are predominantly related to labor market factors and regulations (dismissal or redundancy, limited contracts, education or training etc.), females are more likely report family responsibilities too for their reason for unemployment such as looking after children (6.5%), family/spouse did not support work (4.6%) and pregnancy/child birth (1.7%),. Discriminatory or unsafe working environment was mentioned by only 5.4% of the unemployed individuals, and this estimate was not very different between males and females. Lack of reliable/safe transportation is mentioned by 1.6% of unemployed individuals.

Table 32: Reasons for Unemployment (%), by Sex

Reason for unemployment	Male (%)	Female (%)	Total (%)
A job of limited duration has ended	33.9	26.2	31.4
Dismissed or made redundant	27.1	19.1	24.6
Discriminatory / unsafe work environment	5	6	5.4
Own illness or disability	5.3	1.8 ^{NS}	4.2
Education or training	3.8	4.8	4.1
Looking after children	0.1 ^{NS}	6.5	2.1
Family / spouse did not support work	0.3 ^{NS}	4.6	1.7
Lack of reliable / safe / affordable transportation	1.7	1.5 ^{NS}	1.6
Looking after ill / elderly / incapacitated / disabled adults	1.4	1 ^{NS}	1.3
Pregnancy / child birth	0	1.7	0.5
Early retirement	0.3 ^{NS}	0	0.2 ^{NS}
Normal retirement	0	0	0
Other	21.1	26.6	22.8
Note: All estimates are significant at the 5% level except those marked with ^{NS}			

Occupation of the unemployed

Unemployed individuals were asked about the main type of work they performed for their most recent employer. The most common types of occupation among the unemployed persons were services and sales workers (31.3%), followed by elementary occupations (23.6%), and craft and related trades workers (17.4%). The least common types of occupation included skilled agricultural, forestry and fishery workers (0.6%) and technicians and associate professionals (1.3%).

Table 33: Occupation of the Unemployed (%), by Sex

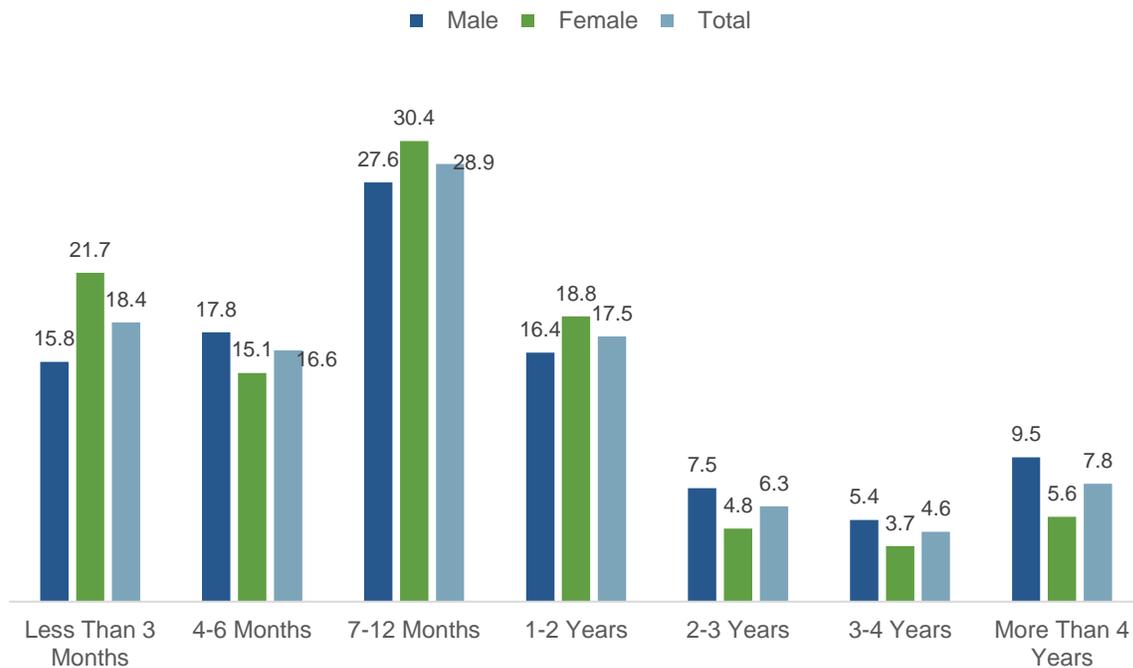
Occupation of the unemployed	Male (%)	Female (%)	Total (%)
Services and Sales Workers	24.9	45.3	31.3
Elementary Occupations	28.3	13.4	23.6
Craft and Related Trades Workers	23.2	4.9	17.4
Professionals	5.3	19.2	9.7
Plant and Machine Operators and Assemblers	9.8	0.2 ^{NS}	6.8
Clerical Support Workers	1.8	12.2	5.1
Managers	4.7	3.2	4.2
Technicians and Associate Professionals	1.3 ^{NS}	1.3	1.3
Skilled Agricultural, Forestry and Fishery Workers	0.7 ^{NS}	0.3 ^{NS}	0.6
Note: All estimates are significant at the 5% level except those marked with ^{NS}			

Time spent searching for employment

According to survey findings the average unemployed individual indicated that they spend about 10 hours in a week searching for employment. In addition, the average unemployed individual has been searching for employment for 18.8 months or 1.6 years. Males have been searching for 4 months longer than females, who have been searching for 16.5 months, on average. According to Eurostat, an individual is considered to be long-term unemployed if they have been searching for a job for more than 12 months. By that definition, about 33.6% or one-third of unemployed individuals were found to be in long-term unemployment.

Figure 26 shows the distribution of time spent searching for employment by sex. 36.2% of those unemployed have been searching for employment for more than one year, 28.9% have searched for 7-12 months and 35% have undertaken employment search for less than 6 months. The share of males having searched for more than one year is somewhat greater than the share of females (38.8% and 32.9%, respectively).

Figure 26: Time Spent Searching for Employment (years), by Sex



Type and sector of work unemployed are searching for

Unemployed individuals were asked about the type of employment for which they were searching and were asked to choose multiple, therefore the total does not add up to 100. The majority of the unemployed individuals – 92.4% - indicated that they were searching for full-time employment, 12.8% indicated that they were searching for part-time employment, while only 5.8% indicated that they were pursuing their own business. The differences between males and females were relatively minor.

Table 34: Type of Employment (%), by Sex

Type of Employment	Male (%)	Female (%)	Total (%)
Self-Employment/Own Business	6.8	5.8	6.4
Full-Time Employee	93.7	90.7	92.4
Part-Time Employee	8.7	12.8	10.5

The most popular sectors that unemployed individuals were searching for were service activities (16.8%), wholesale and retail trade; repair of motor vehicles and motorcycles (16.7%), and construction (12.6%). The most attractive sectors for women included wholesale and retail trade (23.7%), other service activities (21.5%) and education (12%). On the other hand, the sectors that men were mostly interested in included construction (22.2%), other service activities (13%) and wholesale and retail trade (11.3%). Table 35 displays sectors the unemployed are looking for a job in disaggregated by gender.

Table 35: Desired Employment Sector (%), by Sex

Employment Sector	Male (%)	Female (%)	Total (%)
Other Service Activities	13.0	21.5	16.8
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	11.3	23.7	16.7
Construction	22.2	0.3	12.6
Education	3.8	12.0	7.4
Accommodation and Food Service Activities	8.8	2.9	6.2
Manufacturing	5.2	5.5	5.4
Financial and Insurance Activities	4.2	6.8	5.3
Human Health and Social Work Activities	0.8	6.9	3.5
Administrative and Support Service Activities	2.2	4.6	3.2
Public Administration and Defense; Compulsory Social Security	3.4	3.0	3.2
Transportation and Storage	5.5	0.1	3.1
Professional, Scientific and Technical Activities	3.3	2.2	2.8
Agriculture, Forestry and Fishing	3.4	1.7	2.6
Arts, Entertainment and Recreation	1.4	1.8	1.6
Electricity, Gas, Steam and Air Conditioning Supply	2.5	0.3	1.5
Information and Communication	1.0	1.8	1.4
Water Supply; Sewerage, Waste Management and Remediation Activities	0.7	0.0	0.4
Activities of Households as Employers	0.3	0.4	0.3
Mining and Quarrying	0.5 ^{NS}	0.0	0.3 ^{NS}
Activities of Extraterritorial Organizations and Bodies	0.2 ^{NS}	0.1 ^{NS}	0.1
Real Estate Activities	0.1 ^{NS}	0.0	0.1 ^{NS}
Other	6.2	4.2	5.3
Note: All estimates are significant at the 5% level except those marked with ^{NS}			

Labor Force Participation

According to Eurostat, the labor force includes members of the economically active population – individuals who are both employed (employees or self-employed) and unemployed, but excludes those who are economically inactive (children, students, pensioners, etc.).³⁶ As such, the labor force participation rate is the percentage of individuals who are either working or actively seeking work as a share of the total working age population.

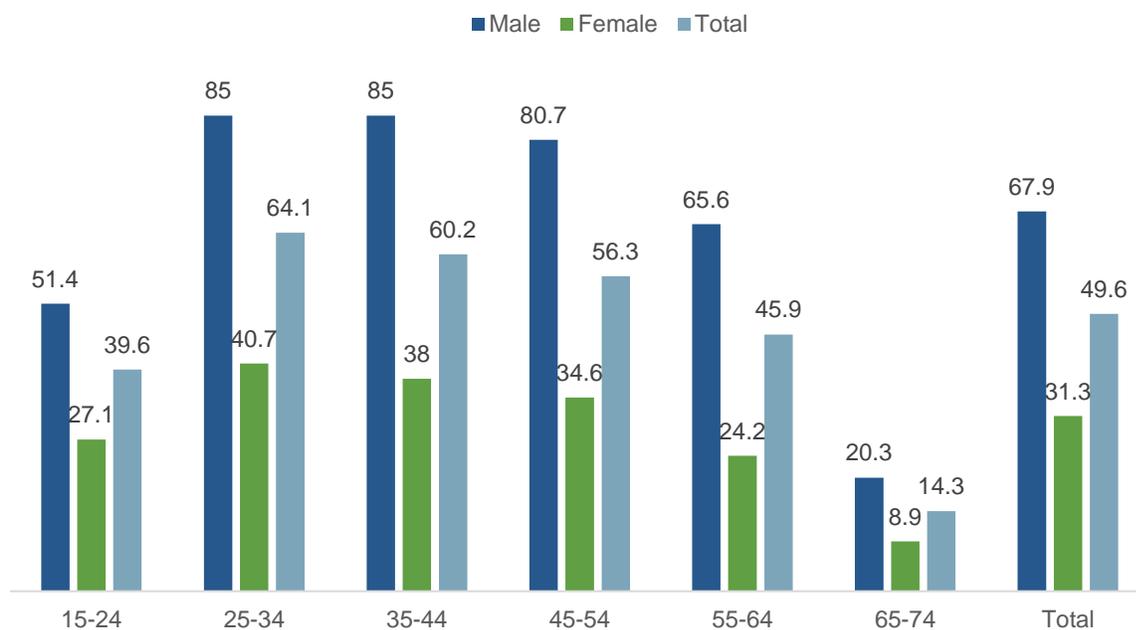
³⁶ “Glossary: Labour Force - *Statistics Explained*”, Eurostat, 3 Dec. 2014, http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Labour_force

Labor force participation rate

The overall labor force participation rate for individuals in the survey was 49.6%. For those who were inactive, they were asked whether or not they have ever held a regular job and 85.4% of inactive individuals indicated that they have never held a regular job before.

Labor force participation varied widely between males and females; 67.9% of males reported participating in the labor force, while only 31.3% of females were either employed or actively seeking employment. The labor force participation rate was more or less uniformly distributed across different age groups, with the highest level of labor force participation occurring between the ages of 25 and 54, and the lowest occurring between 15-24 and 65-74. Figure 27 below displays the labor force participation rate disaggregated by age group and sex.

Figure 27: Labor Force Participation Rate (%), by Age and Sex



Regionally, the labor force participation rate showed variation, with Ferizaj having the lowest labor force participation rate (43.5%) and Gjakova having the highest (54.9%). The capital city of Pristina fell in between at 48.8%.

Table 36: Labor Force Participation Rate (%), by Region

Region	Gjakova	Gjilan	Mitrovica	Prizren	Pristina	Peja	Ferizaj
Labor Force Participation Rate (%)	54.9	52.3	50.7	50.0	48.8	45.8	43.5
Note: All estimates are significant at the 5% level							

The overall labor force participation rate did not vary at all by geographic location. Males in urban areas reported a slightly lower labor force participation rate of 65.2% as opposed compared to their rural counterparts (68.6%), however the larger difference was between females where 36.2%

of women residing in urban areas reported being economically active as compared only 29.8% of females residing in rural areas (Table 37).

Table 37: Labor Force Participation Rate (%), by Geographic Classification and Sex

Labor Force Participation Rate (%)			
Geographic Location	Male	Female	Total
Urban	65.2	36.2	50.3
Rural	68.6	29.8	49.5
Total	67.9	31.3	49.6
Note: All estimates are significant at the 5% level			

The labor force participation rate showed a high level of variation when disaggregated by field and level of education: as expected, individuals who did not complete primary school reported a low labor force participation rate of 16.6%, while respondents with post graduate and doctoral degrees participated in the labor force at rates of 92.3% and 85.5%, respectively. Table 38 below shows the distribution of the labor force participation rate across levels of education among individuals covered by the survey.

Table 38: Labor Force Participation Rate (%), by Highest Level of Education

Highest Level of Education	Labor Force Participation Rate (%)
Did Not Finish Primary School	16.6
Primary Education	24.6
Lower Secondary Education	37.2
Upper Secondary - General	50.9
Upper Secondary - Vocational	64.9
Post Secondary - Vocational	60.6
Tertiary/University	77.2
Post Graduate/Master	92.3
Doctorate	85.5
Total	49.7
Note: All estimates are significant at the 5% level	

In terms of field of study, academic disciplines with the highest labor force participation rates were life sciences (77.9%), services (75.2%), and engineering (75.1%). Conversely, areas of study with the lowest were physical science (48.5%) and general programs (53.6%). Table 39 displays the labor force participation rate disaggregated by field of study.

Table 39: Labor Force Participation Rate (%), by Field of Study

Field of study	Labor Force Participation Rate (%)
Life science (including biology and environmental science)	77.9
Services	75.2
Engineering	75.1
Teacher training and education science	74.7
Administrative and clerical	73.2
Crafts and trades	70.8
Agriculture and veterinary	70.2
Business	70
Computer science	68.2
Manufacturing and construction	67.3
Law	65
Humanities, languages and arts	64.5
Mathematics and statistics	59.5
Social sciences	59
Health and welfare	55.6
General programs	53.6
Physical science (including physics, chemistry, and earth science)	48.5
Note: All estimates are significant at the 5% level	

Reasons for inactivity

Inactive individuals were those who were unemployed and had not looked for work (even for a minor job of as little as one hour per week) or tried to establish their own business, in the past 4 weeks, at the time of the survey. The most common reasons for inactivity on an aggregate level were respondents who were in professional education or training (26.4%), looking after children (22.2%), believe that no work is available (18.7%) and retired (13.1%). Notably, a significant portion of the sample of inactive persons (18.7%) were discouraged workers, citing their reasons for inactivity as believing that there is no work available.

As anticipated, reasons for inactivity varied greatly by sex, as illustrated by Table 41 below. While only 1.0% of males cited caring for children as their primary reason for inactivity, 30.2% of females reported being unable to participate in the labor force due to their childcare duties. Table 40 displays the reasons for inactivity broken down by sex.

Table 40: Reasons for Inactivity (%), by Sex

Reason for Inactivity	Male (%)	Female (%)	Total (%)
Undergoing school, education, or training	36.6	21.7	26.4
Looking after children	1.1	32.2	22.2
Believes that no work is available	24.6	16.0	18.7
Retired	19.8	10.0	13.1
Own illness or disability	10.8	6.4	7.8
Not qualified to work	2.4	7.8	6.1
Do not want to work	1.4	2.3	2.0
Looking after ill/elderly/incapacitated/disabled adults	0.8	2.2	1.7
Awaiting results for job application or recruitment	1.2	0.5	0.7
Lack of reliable /safe/affordable transportation	0.4	0.6	0.5
Waiting for a call from a public employment office	0.2	0.2	0.2
Planning to start a business	0.2	0.1	0.1
Other	0.6	0.2	0.3
Note: All estimates are significant at the 5% level			

Reasons for inactivity also varied by age group, with 71.4% individuals in the 15-24 age group and 11.6% individuals in the 25-34 age group citing their reason for inactivity as undergoing school, education or training. Those categorized in age groups between 25 and 54 were most likely to cite childcare as their reason for inactivity (49.7% for 25-34 age group, 49.2% for 35-44 age group, and 32.1% for 45-54 age group), while those aged 55-64 were likely to reported an illness or disability that left them unable to work (21.7%). Finally, respondents aged 65-74 were, unsurprisingly, the most likely to cite retirement as their reason for labor force inactivity (88.5%).

Table 41: Reason for Inactivity (%), by Age

Reason for Inactivity	15-24 (%)	25-34 (%)	35-44 (%)	45-54 (%)	55-64 (%)	65-74 (%)	Total (%)
Undergoing school, education, or training	71.4	11.6	0.4	0.0	0.0	0.1 ^{NS}	26.4
Looking after children	6.4	49.7	49.2	32.1	15.1	1.5	22.2
Believes that no work is available	14.8	25.1	25.5	26.4	23.7	0.5	18.7
Retired	0.1	0.3	1.4	3.5	16.8	88.5	13.1
Own illness or disability	1.9	4.3	8.0	14.9	21.7	5.6	7.8
Not qualified to work	1.4	1.8	7.4	14.1	16.5	2.6	6.1
Do not want to work	1.5	2.4	2.5	3.4	2.6	0.2	2.0
Looking after ill/elderly/incapacitated/disabled adults	0.4	1.6	3.8	3.8	2.1	0.6	1.7
Awaiting results for job application or recruitment	1.1	1.4	0.7	0.5	0.1 ^{NS}	0.0	0.7

Reason for Inactivity	15-24 (%)	25-34 (%)	35-44 (%)	45-54 (%)	55-64 (%)	65-74 (%)	Total (%)
Lack of reliable / safe / affordable transportation	0.5	0.6	0.5	0.7 ^{NS}	0.1 ^{NS}	0.5 ^{NS}	0.5
Waiting for a call from a public employment office	0.2	0.3	0.3	0.2 ^{NS}	0.2	0.0	0.2
Planning to start a business	0.2	0.2 ^{NS}	0.1 ^{NS}	0.1	0.1 ^{NS}	0.0	0.1
Other	0.1	0.7	0.2	0.4	0.9	0.0	0.3
Note: All estimates are significant at the 5% level except those marked with ^{NS}							

As with the labor force participation rate, there was little variation in reasons for inactivity between regions or geographic classification; whether respondents resided in urban or rural areas did not appear to be correlated with any given reason for inactivity.

Discouraged workers

Discouraged workers are economically inactive individuals who have stopped looking for work because they believe that no work is available. Our survey revealed that discouraged workers made up 18.7% of the inactive population, or in other words, 9.4% of the working age population; 10.9% of the females were discouraged workers compared to 7.8% of males.

Table 42 shows the percent of discouraged worked among the working age population for each of the levels of education achieved. Those with lower and upper secondary education reported the highest percentage of discouraged workers, between 9.5% and 10.8%, while those with postgraduate and doctoral degrees had the lowest, between 2.1% and 3.5%, as expected.

Table 42: Discouraged Workers among working age population (%), by Highest Level of Education

Highest Level Of Education	Discouraged Workers (%)
Did Not Finish Primary School	5.1
Primary Education	7.3
Lower Secondary Education	10.8
Upper Secondary – General	9.5
Upper Secondary – Vocational	9.7
Post Secondary – Vocational	6.4
Tertiary/University	6.4
Post Graduate/Master	3.5
Doctorate	2.1
Note: All estimates are significant at the 5% level	

For field of study, services, agriculture and veterinary, business and general programs had the highest percentage of discouraged workers, between 10% and 12%, while those with the lowest were teacher training and education science, health and welfare, administrative and clerical and humanities, languages and arts, between 4% and 7% (Table 43).

Table 43: Discouraged Workers (%), by Field of Study

Field of Study	Discouraged Workers (%)
Services	11.7
Agriculture and Veterinary	11.6
Business	11.2
General Programs	10.1
Computer Science	9.8
Manufacturing and Construction	9.7
Mathematics and Statistics	9.4
Engineering	9.3
Crafts and Trades	9.2
Physical Science (Including Physics, Chemistry, and Earth Science)	9.1
Social Sciences	9.0
Law	8.8
Life Science (Including Biology and Environmental Science)	8.2
Humanities, Languages and Arts	7.1
Administrative and Clerical	6.3
Health and Welfare	5.1
Teacher Training and Education Science	4.6
Note: All estimates are significant at the 5% level	

Entrepreneurship

As previously mentioned, the Global Entrepreneurship Monitor (GEM) is an initiative designed to collect data on individuals' perceptions of entrepreneurship and their involvement in entrepreneurial activity (both actual and aspirational). It places special emphasis on the individual as the driver of entrepreneurship; this theory of change is reflected in the entrepreneurship module of the LFTUS, which asks individual Extended Interview respondents to identify their entrepreneurial activities and aspirations. The GEM considers the degree of involvement in entrepreneurial activity, identifying different types and phases of entrepreneurship. The LFTUS adopts this comprehensive model to paint a complete picture of entrepreneurship in Kosovo; not only are respondents asked whether they have recently started a new business, they are also asked whether they plan to start a business in the future.

Additionally, the GEM approach defines three stages of entrepreneurship: nascent, new, and established. These types and their associated definitions are detailed in Table 44 below.

Table 44: GEM Stages of Entrepreneurship

Business Stage	Definition
Nascent ³⁷	A business that is less than 4 months old, the owner has taken active steps to launch the business in the past twelve months, however the business has not paid salaries or wages yet
New	A business that is between 4 and 42 months old and is paying salaries or wages
Established	A running business that has paid salaries, wages or any other payments to the owners for more than 42 months
Total Early-stage Entrepreneurial Activity (TEA)	Both Nascent and New businesses are considered to be early-stage entrepreneurial activity

Level of entrepreneurship

Survey respondents were asked whether they have already started a business or were currently in the process of starting one. Among the entrepreneurs, 6.1% individuals reported already having started a business and 2.5% individuals reported as being in the process of starting a business (Table 45), with the aggregate rate of self-reported entrepreneurship standing at 8.5%. Female entrepreneurship was quite low, with the aggregate entrepreneurship rate for women reported at 3.2% compared to 14.1% for men. About 2.2% females reported already owning a business, and only 0.9% reported starting a new business. Similarly, 10.0% of male individuals identified themselves as already owning a business while 4.2% of them identified themselves as being in the process of starting a business.

Table 45: Entrepreneurship Indicators (%), by Sex

	Entrepreneurship Indicator (%)		
	Already Started a Business	Starting a Business	Aggregate Entrepreneurship Rate
Male	10.0	4.2	14.1
Female	2.2	0.9	3.2
Total	6.1	2.5	8.5
Note: All estimates are significant at the 5% level			

³⁷GEM 2016/2017 Global Report. Global Entrepreneurship Monitor Consortium, 2017, *GEM 2016/2017 Global Report*, gemconsortium.org/report/49812.

About 93% of the businesses were owned by Albanians, while the rest were owned by other ethnicities. Serbians, the second biggest ethnic group owned only 0.9% or 7 of the total businesses. There was relatively little variation in entrepreneurial activity by age group and geographic classification.

The survey also captured the stage of entrepreneurship the individuals were in, based on the GEM definitions described above. Additional questions were asked to business owners to determine whether they were a nascent, new firm or established firm owner. According to the survey, 3.4% of the extended interview respondents were nascent entrepreneurs, 0.4% were owners of new firms and 1.4% were owners of established firms. Thus, the aggregate entrepreneurship rate according to the GEM method was 5.2%. In addition, the rate of Total Early-Stage Entrepreneurial Activity (nascent entrepreneur or owner-manager of a new business) was reported at 3.8% and established business ownership rate at 1.4%. The only neighboring country that GEM data was available for direct comparison was Croatia, which was collected in 2016. Kosovo's level of entrepreneurship is low when compared to Croatia, which reported a Total Early-Stage Entrepreneurial Activity rate ³⁸ of 8.4% in 2016 and an established business ownership rate of 4.2%, aggregating to an overall rate of entrepreneurship of 12.6%. ³⁹ The Gem survey was conducted in Bosnia in 2014, and the entrepreneurship rates for Bosnia recorded in 2014 were much higher as well, a Total Early-Stage Entrepreneurial Activity (TEA) rate of 7.4% and established business ownership rate of 6.7%, than what this study finds for Kosovo.

There was a significant amount of gender disparity for all types of entrepreneurship, with females owning a much lower percentage of each type of business (Table 46).

Table 46: Type of Entrepreneur (%), by Sex

Type of Entrepreneur (%)			
	Nascent Entrepreneur	Owner in New Firm (Less Than 3.5 Years Old)	Owner in Established Firm (More Than 3.5 Years Old)
Male	6.1	0.6	2.6
Female	1.0	0.2	0.3
Total	3.4	0.4	1.4
Note: All estimates are significant at the 5% level			

For sector, the highest proportion of business was in the agriculture, forestry and fishing sector (32.5%), followed by wholesale and retail trade (18.4%) and other service activities (16.3%). The most number of female businesses were in agriculture (35.6%), other service activities (24.8%), wholesale and retail trade (12.6%), manufacturing (10.9%) and accommodation and food services (7.2%). While the most number of male businesses were in agriculture (31.8%), wholesale and retail trade 919.7%), other service activities (14.3%), manufacturing (10.2%) and construction (7.8%).

³⁹ ibid

Table 47: Business Sectors (%), by Sex

Business Sector	Male (%)	Female (%)	Aggregate (%)
Agriculture, forestry and fishing	31.8	35.6	32.5
Wholesale and retail trade; repair of motor vehicles	19.7	12.6	18.4
Other service activities	14.3	24.8	16.3
Manufacturing	10.2	10.9	10.4
Construction	7.8	0.7 ^{NS}	6.4
Accommodation and food service activities	5.2	7.2	5.6
Electricity, gas, steam and air conditioning supply	3	0	2.4
Transportation and storage	2.8	0.7 ^{NS}	2.4
Arts, entertainment and recreation	1.4	2.2 ^{NS}	1.5
Activities of households as employers	1.2 ^{NS}	2.6	1.4
Information and communication	1.1 ^{NS}	0.5 ^{NS}	1
Water supply; sewerage, waste management and remediation activities	0.4	1.1 ^{NS}	0.5
Human health and social work activities	0.3 ^{NS}	0.5 ^{NS}	0.4
Professional, scientific and technical activities	0.2 ^{NS}	0.4 ^{NS}	0.3 ^{NS}
Real estate activities	0.3 ^{NS}	0	0.2 ^{NS}
Public administration and defence; compulsory social security	0.3 ^{NS}	0	0.2 ^{NS}
Mining and quarrying	0.1 ^{NS}	0	0.1 ^{NS}
Education	0	0.2 ^{NS}	0
Note: All estimates are significant at the 5% level except those marked with ^{NS}			

Opportunity vs. necessity driven entrepreneurship

Besides the prevalence of entrepreneurship activity, business owners were also asked whether they decided to start a business because they wanted to take advantage of a business opportunity or if they decided to do so because no other opportunities were available to them, or both. About 58.3% of business owners identified their reason for engaging in entrepreneurial activity as wanting to take advantage of a business opportunity, indicating that the majority of entrepreneurs started businesses voluntarily. Conversely, 13.3% of business owners identified that their motivation for starting a business was necessity-driven and that they would prefer to do something else for income generation, while 28.4% of them noted that their reasons were driven by both opportunity as well as necessity.

While roughly the same percentage of males and females reported participating in entrepreneurial activities that were explicitly driven by necessity, a higher percentage of women (40.7%) reported

a combination of both opportunity and necessity as their motives for involvement in a business than men (25.5%). Similarly, fewer women (47.0%) reported engagement in entrepreneurship that was explicitly opportunity-driven than their male counterparts (60.9%).

There was relatively little variation in whether entrepreneurship was driven by opportunity or necessity across geographic classification, however, regions did seem to vary in the residents' motivation to start a business. In Gjilan, which had the highest entrepreneurship level, only 5.1% of the business owners identified their motivation for starting a business as necessity-driven, the lowest of all regions (Table 48). Conversely, in Prizren which had the second highest entrepreneurship rate, 22.2% of business owners identified that they started their business out of necessity, the highest of all regions.

Table 48: Opportunity versus Necessity-driven Entrepreneurship (%), by Region

Region	Opportunity-driven Entrepreneurship (%)	Necessity-driven Entrepreneurship (%)	Combination of Opportunity and Necessity (%)
Ferizaj	60.2	5.0	34.8
Gjakova	72.8	14.6	12.6
Gjilan	76.9	5.1	18.0
Mitrovica	55.2	19.2	25.6
Peja	60.6	4.6	34.4
Pristina	60.8	10.1	28.9
Prizren	43.4	22.2	34.4
Total	58.3	13.2	28.4

Note: All estimates are significant at the 5% level

Given that 91.6% of our sample was Albanian and 3.4% was Serbian, the only comparison we could meaningfully draw was between these two ethnicities and there was an ethnic disparity in motivation for starting a business. Only 10.9% Albanians identified that they were in necessity-driven entrepreneurship, in contrast with 50.9% of Serbians who identified themselves as the same. A much higher percentage of Albanians identified that they were in purely opportunity-driven entrepreneurship (59.2%), compared to only 34.5% of Serbians.

Share of registered businesses

According to survey responses, only 52.3% of all businesses were formally registered with the Kosovo Business Registration Agency (KBRA), while 47.7% of businesses were not. In terms of geographic classification, 66.4% of urban business owners had registered their businesses while only 47.7% of rural business owners had registered their businesses with KBRA. Mitrovica had the lowest level of business registration at 40.2%, while Ferizaj (60.7%) and Pristina (57%) had the highest. For ethnicity, the businesses registration for Albanians was high at 51.9% compared to Serbian who only registered their business 30.8% of the times. Table 49 below shows the share

of registered businesses in each sector for the ten most popular sectors and the total number of businesses in that sector.

Table 49: Share of Registered Businesses (%) and Total No. of Businesses (n), by Business Sector

Business Sector	Share of Registered Businesses (%)	Total Number of Businesses (N)
Agriculture, Forestry and Fishing	36.5	188
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	60.1	145
Other Service Activities	41.8	107
Manufacturing	62.8	73
Construction	41.4	46
Accommodation and Food Service Activities	85.0	46
Transportation and Storage	68.9	18
Electricity, Gas, Steam and Air Conditioning Supply	77.0	16
Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households for Own Use	71.9	15
Arts, Entertainment and Recreation	77.2	12
Total	52.3	693
Note: All estimates are significant at the 5% level		

Sources of start-up capital

The survey asked respondents about the main source of capital they used to start and establish their businesses. The majority of individuals (60.8%) identified their own resources or savings as their primary source of start-up capital, while 20.4% of the business owners took out formal loans (from banks or microfinance organizations) in order to fund their entrepreneurial activity. An additional 9.1% of individuals sourced funds from remittances, 7.3% from other resources (inheritance or donations), and 3.2% from informal loan sources such as family or community members.

While male-owned business were more reliant on personal resources and remittances, female-owned business were more reliant on formal loans. Table 50 shows the breakdown of sources of start-up capital by sex.

Table 50: Main Sources of Start-up Capital (%), by Sex

	Main Source of Start-Up Capital (%)				
	Own Resources/ Savings	Formal Loan	Informal Loan	Remittances	Other
Male	61.1	18.7	3.2	9.7	7.3
Female	55.8	27.7	3.3	6.3	6.9
Total	60.1	20.4	3.2	9.1	7.3
Note: All estimates are significant at the 5% level					

There was variation by region and geographic classification in how individuals resourced their businesses. While a higher percentage of urban business owners indicated that they sourced their start-up capital from their own savings and formal loans than their rural counterparts, in rural areas, informal borrowing and remittance usage were more common (Table 51).

Table 51: Main Sources of Start-up Capital (%), by Geographic Location

	Main Source of Start-Up Capital (%)				
	Own Resources/ Savings	Formal Loan	Informal Loan	Remittances	Other
Urban	67.4	21.9	1.3	5.2	4.3
Rural	57.8	19.9	3.8	10.3	8.2
Total	60.1	20.4	3.2	9.1	7.3
Note: All estimates are significant at the 5% level					

Regionally, in Pristina and Gjilan, own resources and savings were the most popular sources of capital among all regions, while formal loans were the least popular. Remittances were an important source of start-up capital for businesses in Gjilan and Prizen out of all regions (Table 52).

Table 52: Main Sources of Start-up Capital (%), by Region

	Main Source of Start-Up Capital (%)				
	Own Resources/ Savings	Formal Loan	Informal Loan	Remittances	Other
Ferizaj	57.0	20.3	7.9	10.2	4.6 ^{NS}
Gjakova	61.0	21.2	5.6 ^{NS}	8.5	3.7 ^{NS}
Gjilan	71.0	7.3	1.3 ^{NS}	16.9	3.5 ^{NS}
Mitrovica	65.0	22.2	1.5 ^{NS}	5.9	5.4 ^{NS}
Peja	43.9	30.3	0.2 ^{NS}	9.0	16.5
Pristina	75.2	16.7	3.9 ^{NS}	2.1 ^{NS}	2.1 ^{NS}
Prizren	54.2	21.6	2.5 ^{NS}	11.1	10.6
Total	60.1	20.4	3.2	9.1	7.3

Note: All estimates are significant at the 5% level except those marked with ^{NS}

In terms of variation by age group, individuals aged 55-64 were most likely (74.7%) to fund their businesses through their own resources and savings which is unsurprising, while members of the youngest age bracket of 15-24 years reported a disproportionately high percentage of remittance usage (19.7%) for new business development among all other age groups.

Some interesting variations were revealed when disaggregating by ethnicity; for instance, all of the 7 Serbian-owned businesses sourced their start-up capital from their own savings, while 60.4% of the Albanian-owned businesses were started using own resources or savings, 23.2% by formal or informal loans and 9.8% by remittances.

Main obstacles in growing businesses

The survey respondents were asked if they have been able to grow their business as much as they wanted to. The majority of business owners – 65.9% - reported that they were unsatisfied with the growth of their businesses. If individuals answered that they were unable to grow their business to the extent they desired, they were asked about what they perceived as the main obstacle to the growth of their business. The most commonly cited reason for lack of business growth was lack of financial means, cited by 65% of business owners, followed by a perceived lack of market and clients at 13.4%. Table 53 shows the distribution of the main obstacles in business growth.

Table 53: Main Obstacles to Business Growth (%), n

Main obstacle to business growth	(%)
Lack of financial means	65.0
Lack of market and clients	13.4
High competition	9.9
Institutional barriers and lack of institutional support	3.5
Lack of working tools and professionalism	3.2
Lack of suitable workplace	2.4

High Interest Rates	1.3
Personal reasons	0.9 ^{NS}
Unfavorable climate conditions	0.5 ^{NS}
Note: All estimates are significant at the 5% level except those marked with ^{NS}	

By gender, about 58.6% of female business owners reported that they were not satisfied by the growth of their business, while a higher percentage of male business owners, 67.7% identified the same. However, there was very little variation in reasons identified as obstacles to business expansion.

Regionally, Pristina reported a disproportionately low percentage (3.3%) of residents who perceived a lack of market and clients to be their main obstacle to growing their businesses. This is likely due to the fact that businesses located in or near the nation’s capital have greater access to these resources than firms based in rural regions such as Mitrovica, where the percentage of individuals who cited lack of market and clients as their barrier to growth was reported at 20%.

In addition, the full sample of Extended Interview respondents was also asked whether or not they believed there will be good opportunities in the next 6 months for starting a business in the area they live in. Only about 40.4% of the respondents replied in the affirmative, with the highest level of optimism reported among residents of Gjilan (48.9%), Mitrovica (48.4%) and Ferizaj (48.4%) and the lowest among residents of Gjakova (25.9%) and Peja (29.5%).

The respondents were also asked whether or not they had the knowledge, skill and experience required to start a new business and the majority of the individuals responded in the affirmative at 57.8%. As expected, older respondents felt more confident in their abilities to start a new business compared to younger respondents. At the same time, residents of rural areas felt that they were less skilled compared to their rural counterparts, with only 56.8% of the rural respondents answering in the affirmative compared to 61.6% of urban respondents. However, this measure is likely to be biased because of the self-reported nature of it.

Whether or not entrepreneurship is considered a desirable career choice

Survey respondents were asked whether entrepreneurship was considered a desirable career choice in Kosovo, as well as whether it carried a high level of status and respect throughout the country. The answer was proven to be yes, on both accounts – 97.6% of individuals overall considered entrepreneurship to be a desirable career choice, and 93.5% considered it to carry a high level of status and respect.

Responses stayed relatively constant regardless of sex, however, a few interesting patterns emerged from regional disaggregations. Individuals in Gjakova were less convinced than residents of any other region to perceive entrepreneurship as a desirable career choice (94.7%), while residents of Pristina were least likely to report that entrepreneurship carries a high level of respect in Kosovo (88%). Table 54 below displays perceptions of entrepreneurship in Kosovar society, disaggregated by region.

Table 54: Perceptions of Entrepreneurship (%), by Region

	Perceptions about Entrepreneurship (% that responded "Yes")	
	Is entrepreneurship considered a desirable career choice?	Does entrepreneurship carry a high level of respect?
Ferizaj	99.0	95.4
Gjakova	94.7	89.5
Gjilan	96.6	95.7
Mitrovica	98.3	96.3
Peja	99.3	97.1
Pristina	98.5	88.0
Prizren	96.8	97.0
Total	97.6	93.5

Note: All estimates are significant at the 5% level

Of the individuals who responded that they did not perceive entrepreneurship to be a desirable career choice, the survey inquired about the reasons why they did not. The most common reason was the prevalence of corruption and an unsafe environment with 27.2% of individuals stating that as a reason, followed by perception of a weak economy and lack of institutional support (31.8%) as shown in Table 55.

Table 55: Reasons for Negative Perceptions of Entrepreneurship (%), n

Why is starting a new business not considered a desirable career choice in Kosovo?	(%)
Corruption and unsafe environment	27.2
Weak economy and lack of institutional support	18.2
No profit, lack of market	13.6
Unfavorable conditions for doing business	13.5
Lack of perspective	9.8
Lack of financial means	5.3
High competition	5.3
Fear of failure	4.8
Lack of qualification and professionalism	1.3 ^{NS}
High taxes	1.1 ^{NS}
Total	100.0

Note: All estimates are significant at the 5% level except those marked with ^{NS}

Household Income

The data on household income and remittances was collected through the Extended Interview, and there were some households in the sample where no EI could be conducted (28.8%), therefore the analysis below is conducted on a sub-sample of the total households. Additionally, in 30.8% of the households where two EIs were conducted (one male and one female), the

average was taken and applied to all household members. It should also be noted that in 27% of the households, only a female EI could be conducted, while only a male EI could be conducted in 13.1% of the households. In addition, because of the sensitivity of asking about household income, out of the 8,604 extended interviews, 6,207 responded to the question about household income, while the rest either did not know or declined to answer.

According to survey results for this sub-sample of households, the average annual household income in Kosovo was €5496, with urban households earning €6230 and rural households earning €5300, on average. Nearly half of the total households included in the survey had a total annual household income in the range of €3,000 and €10,000, with 24.4% of households earning in the range of €3,000 and €5,000 and 29.9% of households earning in the range of €5,000 and €10,000, on average (Table 56). While 6% of households have annual income of less than €1,000, 12.4% of households reported annual income of €10,000 and above. The average income for the bottom 40% was €2230, compared to 8859 for the top 60%. In addition, it was found that the annual household income of male-headed households, at \$5196, was higher than female-headed households, at \$4505 and the difference was statistically significant.

Differences are noted across regions, with Mitrovica characterized with the lowest average income levels at €4133 and Pristina with the highest at €6487, on average. The share of households with income of up to 1,000 Euros is highest in Mitrovica (10.3%) and lowest in Ferizaj (3.1%). On average, 33.4% of households in Kosovo have income levels up to €3,000, with 46.6% of households in Mitrovica belonging to this category. With regards to the income group of €10,000 and above, Mitrovica again stands worse off since only 6.8% of households reported falling into this category, with Pristina having the highest percentage of households - 19.3% - belonging to this income level.

Table 56: Annual Household Income (%), by Region

Region	Annual Household income (%)						
	Average (€)	<1000	1000-2000	2000-3000	3000-5000	5000-10,000	>10,000
Ferizaj	6,085.6	3.1	12.0	14.3	25.8	31.5	13.3
Gjakova	5,642.2	3.3	11.2	17.7	23.7	29.4	14.7
Gjilan	5,482.5	6.6	8.3	14.8	28.1	29.8	12.4
Mitrovica	4,133.1	10.3	20.5	15.8	21.7	24.9	6.8
Peja	5,480.5	4.7	12.0	13.6	23.6	37.1	9.0
Pristina	6,486.8	6.0	9.3	13.6	21.7	30.2	19.3
Prizren	5,296.8	6.6	10.2	16.0	27.7	28.8	10.7
Total	5,496.9	6.0	12.1	15.2	24.4	29.9	12.4

Note: All estimates are significant at the 5% level

Looking at variation in employment by income, when a logistic regression was run controlling for other variables, it was found that individuals living in households with incomes in the bottom 40% were 0.6 times less likely to be employed compared to the top 60%. In the same way youth belonging to the bottom 40% households were 0.8 times less likely to be employed than youth

belonging to the top 60%. There were no significant differences found for female employment (Annex 3).

Foreign remittances as share of total income

Survey results show that 20.2% of households received remittances from outside of Kosovo. Remittance incidence is higher in rural areas, 21.4% of households, compared to urban areas (16.1%). Across regions, the largest share of households receiving remittances is in Gjakova (37.1%), while the smallest share is found in Pristina, with only 11.7% of households having received remittances.

Among remittance recipients, on average, remittances accounted for 47.7% of total household income, of a larger share in rural areas of 48.4%, compared to urban areas (44.6%). The median remittance receiving household received 40% remittances as a share of their household income, with the median for urban households at 30% and for rural households at 40%. By regions, the greatest contribution of remittances to household income was noted in Prizren, as remittances composed 57.6% of total household income as opposed to Pristina, where remittances contributed only 36.6% to household income. Table 57 displays remittance incidence and share of remittances in household income among remittance receiving households disaggregated by region.

Table 57: Remittance Incidence (%) and Share of Remittances (%), by Region

	Ferizaj	Gjakova	Gjilan	Mitrovica	Peja	Pristina	Prizren	Total
Remittance Incidence (%)	17.0	37.1	18.5	14.5	23.5	11.7	22.4	20.2
Share of remittances in Household Income (%)	48.9	45.0	51.9	44.3	47.2	36.6	57.6	47.7
Note: All estimates are significant at the 5% level								

Foreign Remittance Use

In line with previous evidence, remittances in Kosovo are vastly used to cover consumption needs (61.4%) with a significant small share being utilized to starting or supporting existing businesses (0.2% and 2%, respectively). In total, 16% of remittance recipients reported spending them on home related expenses (9.1% for construction/improvement and 6.9% for purchase of durable goods). Only 4.7% of remittance receivers reported spending on education related expenses. There were no major differences noted in spending patterns between urban and rural areas (Table 58).

Table 58: Remittance Usage (Purpose) by Geographic Location

Purpose remittances are used for	Urban (%)	Rural (%)	Total (%)
Buy consumable goods	63.2	61.0	61.4
Home construction / improvement	6.8	9.5	9.1
Pay medical expenses or medical debt	7.3	8.2	8.0
Buy durable goods	5.8	7.1	6.9
Pay education expenses	4.2	4.7	4.7
Utilities	4.9	3.1	3.4
Pay other (non-medical) debt	2.8	2.0	2.1
Support existing business	1.6	2.1	2.0
Give to family member	0.0	0.3 ^{NS}	0.2 ^{NS}
Start a new business	0.5 ^{NS}	0.1 ^{NS}	0.2
Other	3.0	1.8	2.0

Note: All estimates are significant at the 5% level except those marked with ^{NS}

Remittances and Labor Market Outcomes

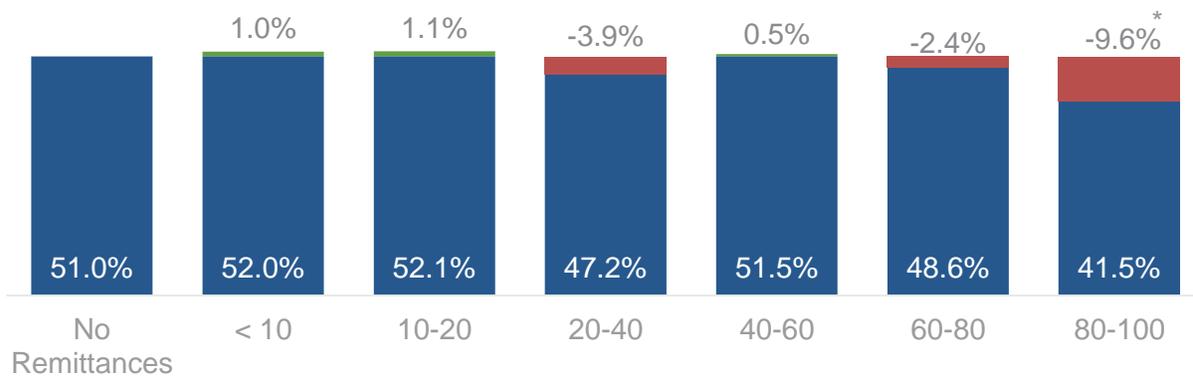
According to findings, the difference between the employment rate of remittance recipients and non-remittance recipients of 1.9 percentage points is not statistically significant, however, the labor force participation rate does show a significant difference of about 2.5 percentage points, by remittance recipient.

Table 59: Employment Rate (%) and Labor Force Participation Rate (%), by Remittance Usage

Remittance Incidence	Key Labor Marker Indicator (%)	
	Employment Rate	Labor Force Participation Rate
Non-remittance recipients	42.3	51.0
Remittance recipients	40.4	48.6
Difference	1.9^{NS}	2.5

Note: All estimates are significant at the 5% level except those marked with ^{NS}

This trend is more pronounced when looking at labor force participation rate by the level of remittances received. Figure 28 shows the participation rates for individuals belonging to households in each category and the respective differences in their participation rates compared to participation rates of individuals belonging to non-remittance receiving households.

Figure 28: Labor Force Participation Rate by Level of Remittances Received


While no significant differences were found for any of the middle levels of remittances, labor force participation rates for those receiving remittances between 80-100 percent of their household income were 9.6 percentage points lower (and this difference was statistically significant) compared to individuals belonging to non-remittance receiving households. This indicates that remittances only influence individuals' labor market outcomes only at very high level of remittances.

Ability to work abroad and Labor Market Outcomes

In order to measure an individual's ability to work abroad, extended interview respondents were asked whether or not they plan to work abroad in the next 12 months. About 15.9% of respondents indicated that they plan to work abroad with, with almost twice the proportion of males (20.2%) indicating their intention to work abroad compared to only 11.6% of females. The proportion of those planning to work abroad were equal between urban and rural residents.

Table 60 displays the labor market outcomes (employment, unemployment and activity rates) by an individual's intention/ability to work abroad. Employment rates are 5.3 percentage points higher and activity rates are 18.6 percentage points higher for those who say that they plan to work abroad compared to those who don't.

Table 60: Labor Market Outcomes (%), by ability to work abroad

In the Next 12 Months, Do You Plan To Work Outside Of Kosovo?	Employment Rate (%)	Unemployment Rate (%)	Activity Rate (%)
No	42.4	11.0	48.0
Yes	47.7	26.4	66.6
Difference	5.3	15.5	18.6

Note: All estimates and differences are significant at the 5% level

This could either indicate that those who intend to or have the ability to work abroad are also more likely to be active, however a more likely explanation is probably that only individuals who are active would plan to work in another country. These findings indicate that there is a correlation, but don't shed light on causation, therefore the interpretation is inconclusive. What is interesting is that unemployment rates for those who say they plan to work abroad are 2.4 times higher compared to those who don't. This could indicate those who have not been able to find employment in Kosovo, are more likely to want to look for employment abroad.

Time Use

In order to ensure high data quality and increase international comparability in the collection of time use statistics, Eurostat released a set of methodological time use research design guidelines known as the Harmonized European Time Use approach. The Eurostat methodology has been applied in a variety of European countries and has been established as one of the most comprehensive sets of best practices in conducting time use research.

Time use studies are subject to a number of challenges, including recall bias and decisions surrounding the handling of respondent multi-tasking. To minimize these issues, the harmonized Eurostat approach recommends using a real-time, self-administered diary whereby respondents record activities in 10-minute intervals for two randomly designated days (one weekday and one weekend day). Respondents record their activities in their own words, and the process of randomly selecting a week day and weekend day to record time use takes place over the span of a year, preferably including potentially "problematic" days (national or religious holidays). Respondents also record if other persons are present and the location where their activities take place

While the Eurostat harmonized approach has been proven to produce reliable data that is comparable across countries, it is lengthy and expensive, and in research contexts where time and budget are limited, a retrospective stylized or "light" diary can offer an attractive alternative. Given the relatively limited scope and period of performance of the MCC Kosovo LFTUS, Social Impact has designed a time use instrument with a stylized diary, which deviates from the Eurostat method in terms of the time period it records, but adheres to its standards of high data quality in various ways. While the SI time use module collects data on the most recent 24-hour period instead of on the two randomly selected days suggested by Eurostat, it borrows from the Eurostat method in its scope by defining the resident population as individuals living in private households in Kosovo. The SI module also applies the Eurostat coding strategy, defining a list of predetermined codes and recording both primary and secondary activities; both methods also record if other persons were present during the completion of the time use diary. While adhering to the recorded time period established by Eurostat leads to more detailed entries and captures seasonal variations in activities, the SI method is an adaptation of the Eurostat method that allows for increased efficiency and feasibility in the research context of the MCC Kosovo LFTUS, and the evaluation team is confident in its ability to produce high quality time use data.

As mentioned before, the time-use diary was completed as part of the extended interview with one randomly selected male and one randomly selected female in the household between the

ages of 18-74. The survey excluded children below the ages of 18 and full-time students in order to reduce survey burden on those populations. Individuals above the age of 74 were excluded from the survey because they do not belong to the working age population and therefore, were not a population of interest for this study. In addition, response rate for male extended interviews was lower such that 43% of the extended interviews were completed by males and 57% by females. Therefore, the analysis done on the extended interview was weighted such that the estimates represent the true proportion of males and females in the population which is 50-50. For a more detailed discussion on the weighting strategy, refer to Annex 2.

Types of Activities

The study found that, on an aggregate level in a given 24-hour period, individuals spent 10.8 hours sleeping and performing personal care (bathing, dressing, etc.). Overall, individuals spent 2.0 hours working, and due to the low number of students represented in the sample, 0.0 hours studying. On average, 5.2 hours were spent conducting household and family care, indicating that domestic duties and child care require a significant time investment from respondents. Individuals spent an additional 1.5 hours on mass media consumption, 3.2 hours on social life and entertainment, and 0.4 hours on sports and outdoor activities. Fewer hours were dedicated to additional activities such as hobbies and computing (0.0 hours), voluntary work and meetings (0.2 hours), travel (0.5 hours, including commuting to and from work), and unspecified leisure time (0.1 hours). Table 61 below displays the average number of hours spent on each activity disaggregated by sex, geographic region, employment status, and activity status, and each disaggregation is discussed in greater detail below. Additional tables with more detailed activities are included in Annex 3.

Table 61: Average Time Spent on Each Activity (hours), by Sex, Geographic Location, Employment Status, and Labor Force Status

	Average Time Spent on Each Activity (Hours)								
	Sex		Geographic Location		Employment Status		Labor Force Status		Total
Observations	3,690	4,878	3,294	5,274	3,586	597	4,309	4,183	8,568
Activity	Male	Female	Urban	Rural	Employed	Un-employed	Active	Inactive	Total
Sleeping and Personal Care	10.6	11.0	10.7	10.9	10.2	11.3	10.3	11.3	10.8
Employment	3.7	0.8	2.4	1.8	4.8	0.3	4.1	0.0	2.0
Studying	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Household and Family Care	2.5	7.2	4.3	5.7	3.7	4.9	3.9	6.5	5.2
Voluntary Work and	0.3	0.1	0.2	0.2	0.1	0.4	0.2	0.2	0.2
Social Life and Entertainment	3.5	3.0	3.4	3.2	2.8	3.9	3.0	3.5	3.2

	Average Time Spent on Each Activity (Hours)								
	Sex		Geographic Location		Employment Status		Labor Force Status		Total
Sports and Outdoor	0.6	0.2	0.5	0.3	0.3	0.5	0.3	0.4	0.4
Hobbies and Computing	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0
Mass Media	2.0	1.2	1.7	1.4	1.4	1.8	1.5	1.6	1.5
Travel	0.7	0.3	0.6	0.4	0.7	0.6	0.7	0.4	0.5
Other or Unspecified	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.1	0.1
Note: All estimates are significant at the 5% level except those marked with ^{NS}									

As expected, the data show substantial variation in time use by sex. Time spent on sleep and personal care was relatively equal between men and women, with males spending an average of 10.6 hours on sleep and grooming and females spending an average of 11 hours. In terms of employment, males spent 3.7 hours a day working, compared to 0.8 hours a day spent by women. The starkest differential in time spent on activities by sex was on household and family care: women were 3.1 times more likely than men to spend time on household and family care, with males dedicating an average of 2.5 hours per day to cleaning and child care compared to women spending 7.2 hours on these responsibilities.

In terms of additional variation by sex, men were more likely to spend time on hobbies and computing (0.1 hours), mass media consumption (2.0 hours), and travel/transportation (0.7 hours) than women, who spend 0.0 hours, 1.2 hours, and 0.3 hours on these activities, respectively. Men also spend more time on voluntary work and meetings, social life and entertainment, and sports and outdoor activities.

To a less dramatic extent, the data show variation in time spent on activities by geographic location. Residents of urban and rural areas spent roughly the same amount of time on employment, on average: 2.5 hours per day versus 2.0 hours per day. Rural residents spent an average of 5.6 hours on household and family care, compared to urban residents who spent 4.2 hours per day on these activities. All other activities showed little variation across geographic area.

The difference in time use by employment status operated intuitively, with employed individuals spending an average of 4.8 hours per day working, compared to 0.3 hours spent by unemployed individuals. While the unemployed are, by definition, not working, the coded sub-activities reveal that unemployed individuals who indicated that they were spending their time on employment were in fact searching and applying for jobs.

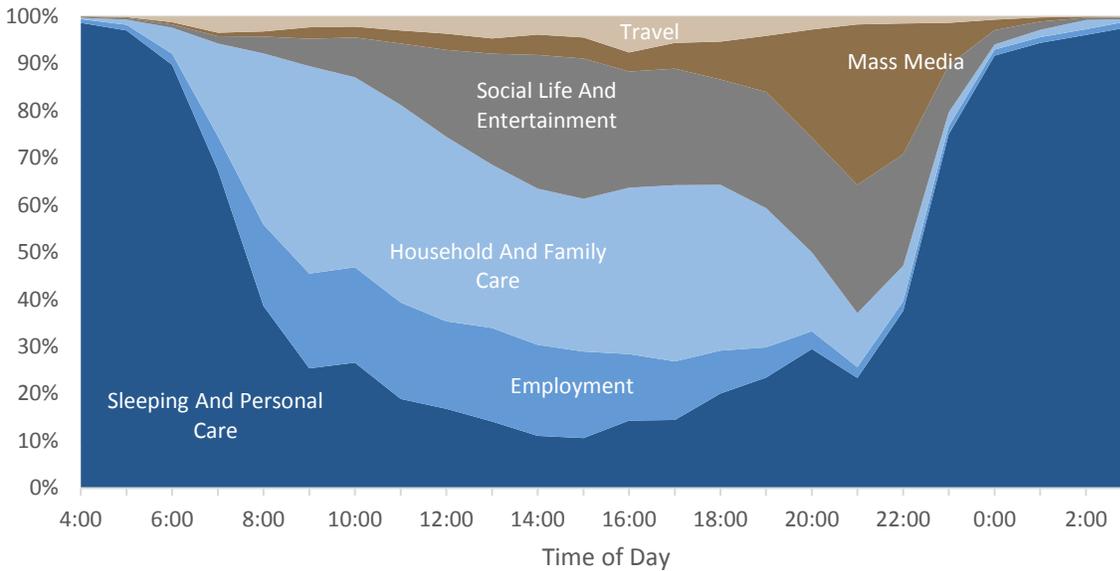
Employed individuals also appear to have less time to dedicate to sleep and personal care, spending 1.1 fewer hours on those activities than their unemployed counterparts. Similarly, employed individuals spend an average of 1.2 fewer hours per day on household and family care, and 1.1 fewer hours on socializing and entertaining.

While no full-time students were surveyed as per research design, unemployed individuals appeared to spend more time studying (0.1 hours), perhaps for personal development or informal education, than employed individuals (0.0 hours). They also dedicate more time to hobbies and computing, sports and outdoor activities, and mass media consumption, but fewer hours on travel/transportation, likely due to the lack of need to commute to work.

The variation in time use by labor force participation mirrored that of employment: if an individual was active in the labor force, they spent 4.1 working than their inactive counterparts, who did not spend any time in employment, as expected. Active individuals spent an average of 2.6 fewer hours per day on household and family care than inactive individuals, and 0.5 fewer hours on socializing and entertainment. The data show a larger differential between active and inactive individuals in terms of time spent sleeping and conducting personal care than the differential between employed and unemployed individuals for time spent on those activities: inactive persons spend 11.3 hours on sleep and grooming, compared to active persons who spend 10.3 hours. Similarly to employed individuals, inactive persons spent more time than active individuals on sports and outdoor activities and mass media consumption, but fewer hours on travel/transportation.

In addition to comparing the number of hours spent on each activity by subgroup, it is illuminating to explore the proportion of individuals, in each group, performing each activity during each hour of the day. On average, the majority of employment takes place between the hours of 8:00 am and 4:00 pm, with an average of 18% of individuals working during this time period. Household and family care activities are more widely distributed throughout the day, with up to 42% of individuals performing these duties between the hours of 7:00 am and 8:00 pm. The peak time for socializing and entertaining was 3:00 pm, with 28.9% of individuals reporting performing these activities during this time, followed by 9:00 pm (26.3% of individuals socializing and entertaining). The majority of sleeping and personal care took place between 12:00 am and 7:00 am. Figure 29 below displays the proportion of individuals performing each activity.

Figure 29: Proportion of Individuals Performing Each Activity (Aggregate)



In terms of variation by sex, the starkest difference between male and female time use during the day was related to percent of individuals spending in employment between the hours of 8:00 am and 5:00 pm. While an average of 26.9% of males were working during hours of peak employment, a mere 5.9% of females reported working during this window. Additionally, time spent on household and family care emerged as a key activity area that varied by sex, with an average of 19.4% of males performing these duties between the hours of 8:00 am and 5:00 pm, compared to an average of 52.1% of females performing domestic duties during the work day.

In terms of alternative activities, men and women appear to spend similar amounts of time on sleep and personal care and social life and entertainment. Conversely, mass media and travel/transportation, appeared to show slightly more variation by sex, with men dedicating more time to these activities. These patterns are illustrated in Figures 30 and 31 below, which show the proportion of males and females performing each activity during each hour of the day.

Figure 30: Proportion of Males Performing Each Activity

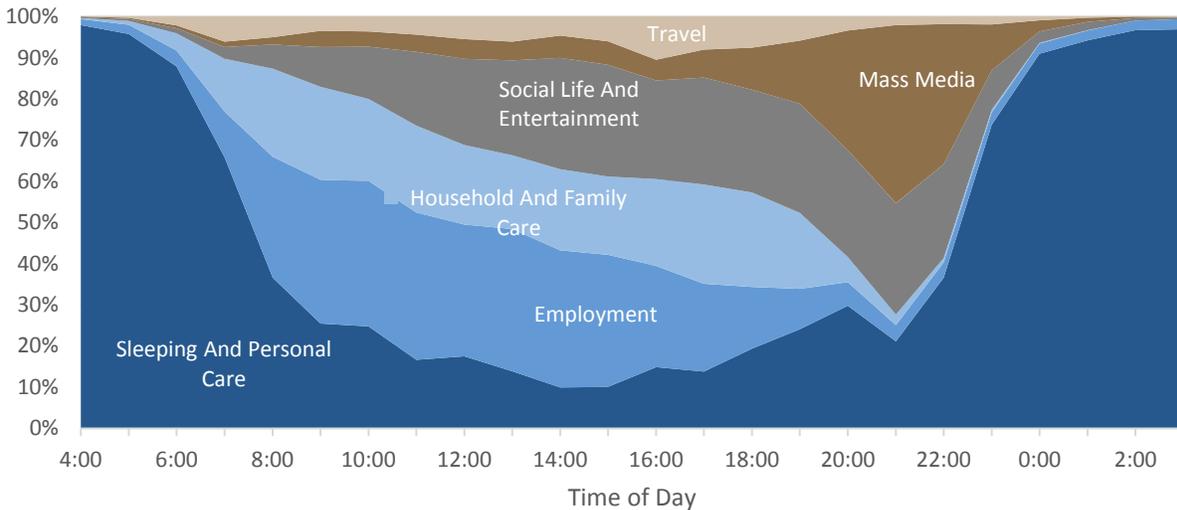
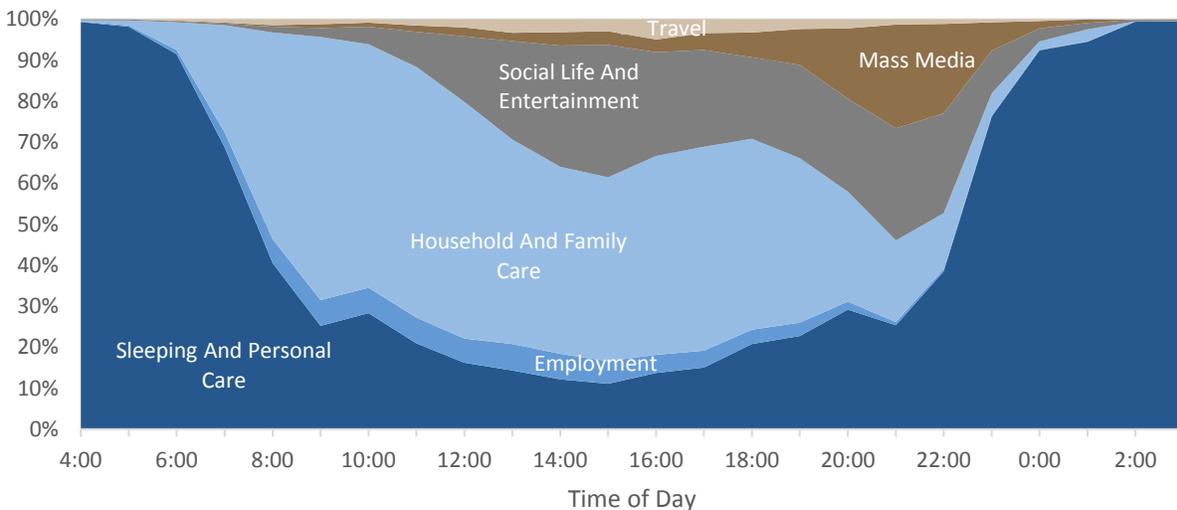


Figure 31: Proportion of Females Performing Each Activity



Amount of time dedicated to each activity varied by geographic location, with a higher percentage of rural residents working between the hours of 4:00 am and 7:00 am than their urban counterparts. Overall, an average of 21.6% of urban individuals conducted the majority of their employment during traditional working hours (between 8:00 am and 5:00 pm) compared to 16.3% of rural residents. Rural respondents also reported spending more time on household and family care than residents of urban areas, dedicating up to 45.8% of their hourly time to these responsibilities. There was relatively little variation in time or hours spent socializing or entertaining or on hobbies and computing by geographic location. Urban residents traveled almost twice as much as rural respondents during peak commuting hours (for instance, 4:00 pm).

Figures 32 and 33 below display the proportion of individuals performing each activity during each hour of the day in urban and rural areas.

Figure 32: Proportion of Urban Residents Performing Each Activity

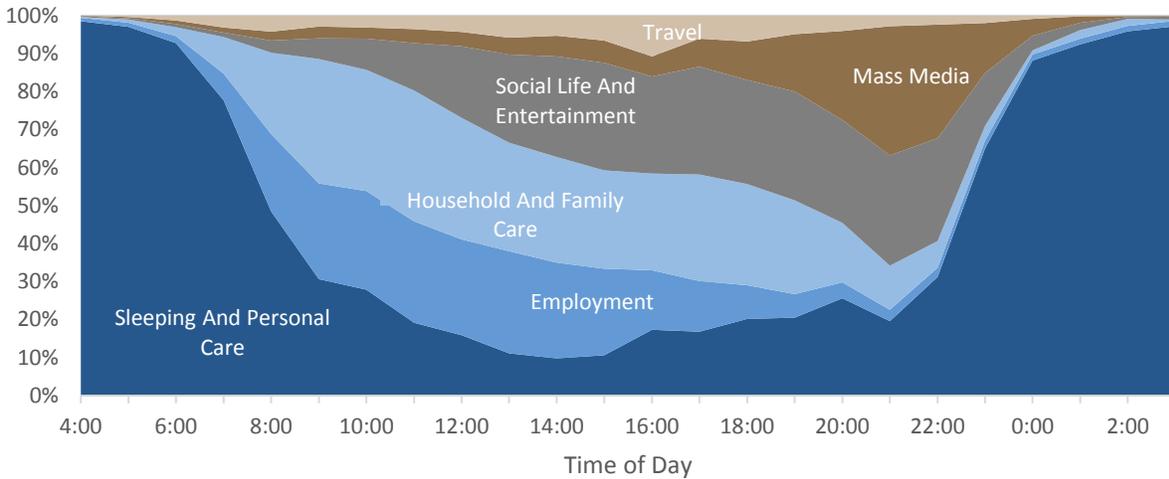
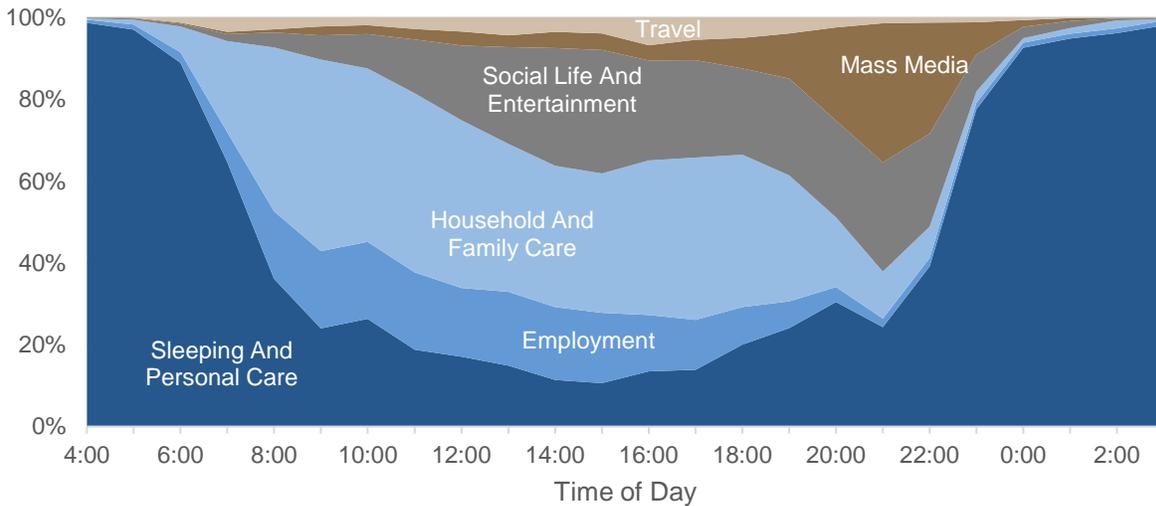


Figure 33: Proportion of Rural Residents Performing Each Activity



Additionally, how individuals spent their time throughout the day varied by employment status, with an average of 36% of employed individuals working between the hours of 8:00 am and 5:00 pm compared to the 2.5% of unemployed individuals who spent time “working” (searching for employment). As expected, employed individuals have less time to dedicate to other activities, including sleep and personal care, household and family care, social life and entertainment, and mass media. Figures 34 and 35 below highlight the difference in time use throughout the day between employed and unemployed individuals.

Figure 34: Proportion of Employed Individuals Performing Each Activity

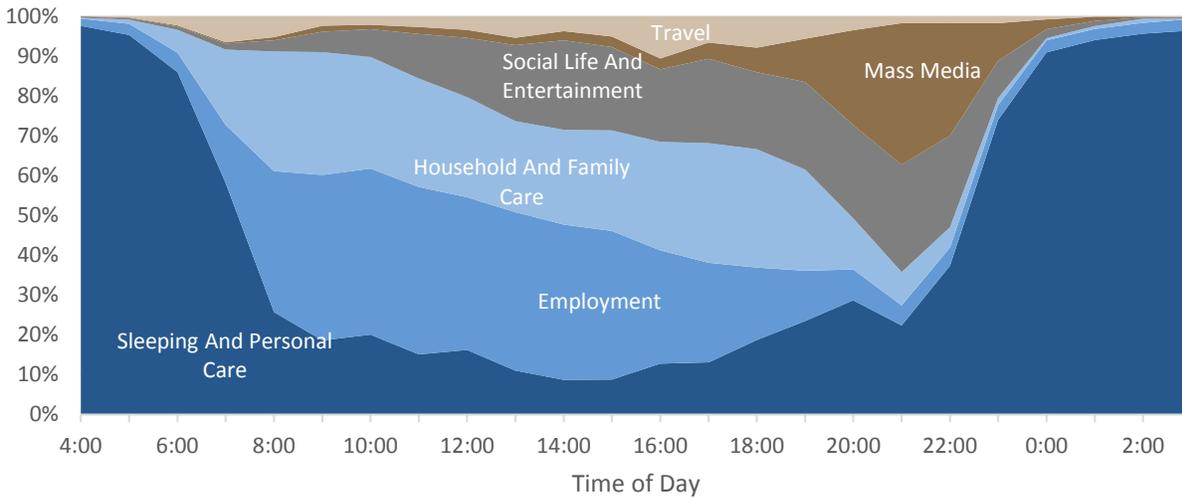
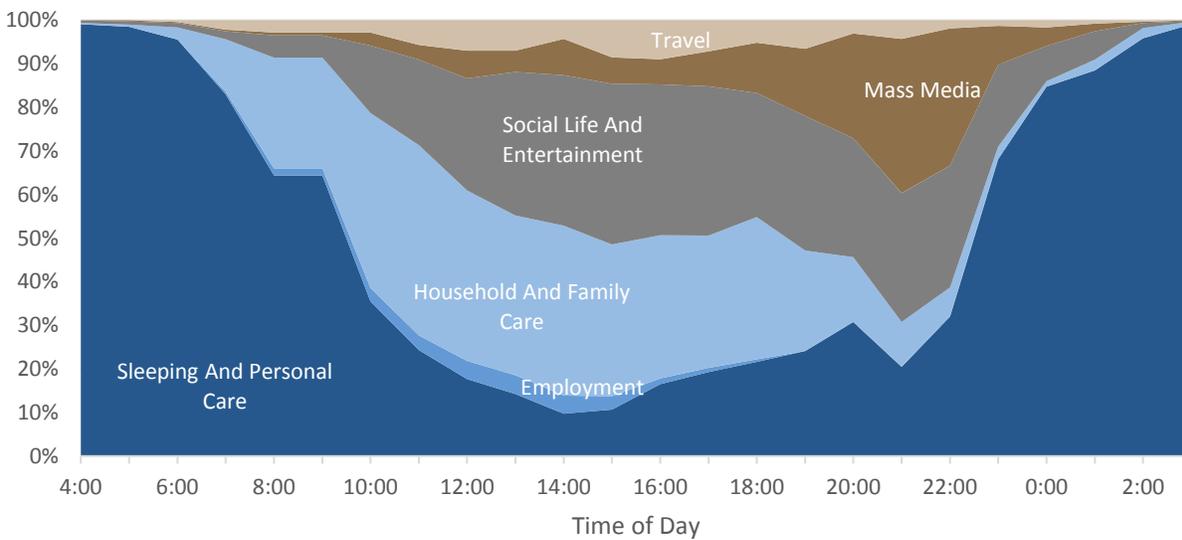


Figure 35: Proportion of Unemployed Individuals Performing Each Activity



In terms of activity status, labor force participants followed a pattern similar to employed individuals, with an average of 31.2% of active individuals spending their time in employment during the workday, compared to no time spent by inactive individuals on employment, understandably. Inactive individuals were 14 percentage points more likely than their inactive counterparts to perform household and family care during waking hours (7:00 am-10:00 pm). Additional variation in time use by activity status is depicted in Figures 36 and 37 below, which show the proportion of active and inactive individuals performing each activity throughout the day.

Figure 36: Proportion of Active Individuals Performing Each Activity

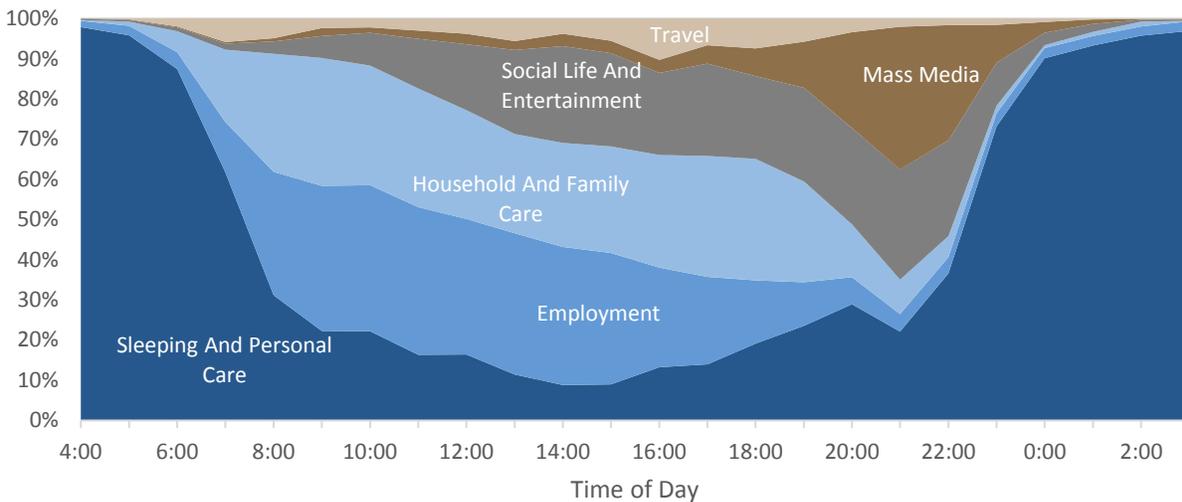
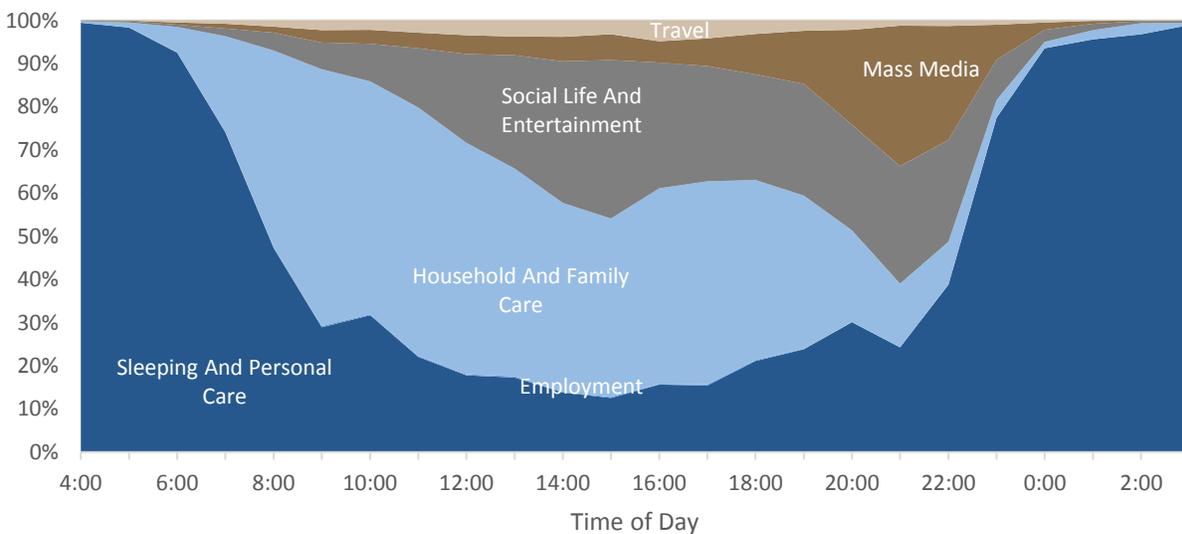


Figure 37: Proportion of Inactive Individuals Performing Each Activity



Type of People Time Spent with

In order to gain a complete picture of time use, enumerators recorded who was present during each activity that the respondent indicated they spent time on during the day. On average, individuals conducted activities alone for 4.6 hours, while individuals conducted activities with children under 9 years of age present for an average of 4.5 hours, indicating that many of their daily activities may be completed concurrently with child care. Other non-household members were present for an average of 3.3 hours, compared to 16.2 hours alongside adult household members. The average time spent with each type of person is presented in Table 62 below and is disaggregated by sex, geographic location, employment status, and labor force status.

Table 62: Average Time Spent with Each Type of Person (Hours)

Type of Persons	Average Time Spent with Each Type of Person (Hours)								
	Sex		Geographic Location		Employment Status		Labor Force Participation		Total
	Male	Female	Urban	Rural	Employed	Un-employed	Inactive	Active	
Children	2.8	5.8	4.3	4.6	3.5	5.0	3.7	5.3	4.5
Adult household members	14.5	17.5	15.7	16.5	14.7	15.5	14.8	17.6	16.2
Other non-household members	4.7	2.2	3.9	2.9	4.9	2.9	4.6	2.1	3.3
Not applicable	5.2	4.2	4.6	4.7	4.7	5.6	4.9	4.4	4.6

Note: All estimates are significant at the 5% level

Gender Norms in Work and Society

In partnership with C-Change and FHI 360, USAID developed a Compendium of Gender Scales, a toolkit designed to assist development practitioners in assessing gender-related attitudes and belief and evaluating their interventions. The creators of the Compendium define a scale as “a numerical score aggregating multiple indicators believed to reflect an underlying concept”.⁴⁰

The toolkit includes eight scales, all of which have been tested for their ability to measure gender attitudes and predict behaviors of interest; the scale that proved most relevant to the LFTUS research questions was the Gender Norm Attitudes Scale (GNAS). The goal of the GNAS is to measure egalitarian beliefs about male and female gender norms, and it emphasizes questions concerning respondents’ beliefs in and promotion of equity for girls and women, as well as beliefs in maintaining the rights and privileges of men.

The scale was incorporated into the gender dynamics module of the Extended Interview, and asked respondents to rate their agreement with a series of statements related to the status of women’s position in society and the labor market in Kosovo. Incorporating the GNAS scale assisted the research team in capturing the data required to address research question number six, which investigates how attitudes about women’s place in family and society influence women’s participation in the labor market. By providing insight on this topic, the LFTUS can contribute to the growing body of research concerning the relationship between societal gender dynamics and economic growth in Europe’s developing countries.

⁴⁰ Nanda, Geeta. 2011. Compendium of Gender Scales. Washington, DC: FHI 360/C-Change.

Societal Gender Norms

In most cases, less than 50% of both male and female individuals agreed with negative gender norm statements. Some statements, such as ‘A woman should take good care of her children and not worry about other people’s affairs’ and ‘It is more important for men to be employed in the household than women’ were exceptions to this general pattern. Interestingly, in every instance, more females agreed with a given negative statement than their male counterparts: for example, while 46.7% of men agree that ‘A woman has to have a husband or sons or some other male kinsman to protect her’, 52.6% of women believe the statement to be true. The proportion of women who believe that ‘Women should leave politics to the men’ is nearly double that of men who responded to the statement, indicating that negative gender norm attitudes may be more internalized by females than they are by males.

Rural residents tended to agree with negative gender norm statements more frequently than respondents living in urban areas, with the exception of the 73.7% of urban individuals who agree that ‘A woman should take good care of her own children and not worry about other people’s affairs’. The contrast between urban and rural residents was particularly stark in terms of individuals who agree that women need male kinsman for protection (40.0% and 52.2%, respectively).

In terms of positive gender norm statements, the majority of all respondents (regardless of sex or geographic location) agreed with all 5 statements. Women were more likely to agree with positive statements than males; most notably, 62.4% of women agree that ‘Daughters should be told that an important reason not to have too many children is so they can work outside the home and earn money’, compared to 56.0% of men. An especially high proportion of both urban and rural residents believe that ‘Daughters should have just the same chance to work outside of homes as sons’ (95.9% and 94.8%, respectively).

Table 63 below shows the proportion of individuals who agree with the negative and positive statements appropriated from the Gender Norm Attitudes Scale, disaggregated by sex and geographic location.

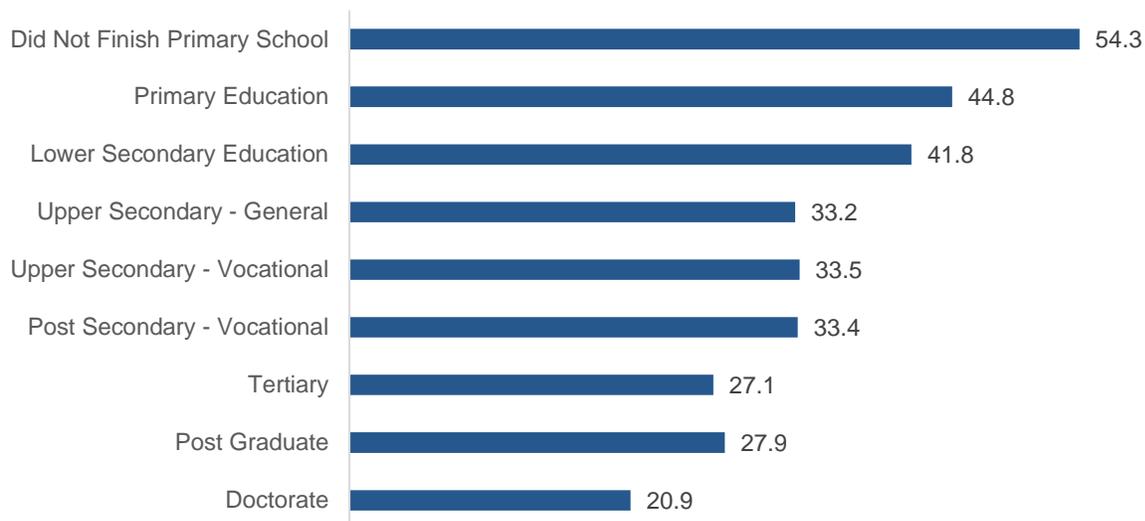
Table 63: Agreement with Gender Norm Statements (%), by Sex and Geographic Location

Gender Norms Statements	Male (%)	Female (%)	Difference (pp)		Urban (%)	Rural (%)	Difference (pp)
Negative Statements							
It is important that sons have more education than daughters	7.7	10.0	-2.2		7.4	9.3	-1.9
Daughters should be sent to school only if they are not needed to help at home	6.4	10.7	-4.3		6.1	9.2	-3.1
The most important reason that sons should be more educated than	12.1	17.9	-5.8		10.9	16.1	-5.2

Gender Norms Statements	Male (%)	Female (%)	Difference (pp)		Urban (%)	Rural (%)	Difference (pp)
daughters is so they can better look after their parents when they are older							
If there is a limited amount of money to pay for tutoring, it should be spent on sons first	9.9	13.2	-3.4		9.8	12.0	-2.2
A woman should take good care of her own children and not worry about other people's affairs	69.1	77.8	-8.7		73.7	73.5	0.3 ^{NS}
Women should leave politics to the men	22.8	40.3	-17.5		23.9	33.7	-9.7
A woman has to have a husband or sons or some other male kinsman to protect her	46.7	52.6	-5.9		40.0	52.2	-12.2
The only thing a woman can really rely on in her old age is her sons	31.9	40.2	-8.2		29.1	37.9	-8.8
A good woman never questions her husband's opinions, even if she is not sure she agrees with them	42.3	47.3	-5.0		40.8	45.9	-5.1
When it is a question of children's health, it is best to do what the father wants	24.8	34.7	-9.9		24.2	31.3	-7.1
It's more important for men in the household to be employed than women	56.4	54.2	2.2		51.1	56.3	-5.2
Positive Statements							
Daughters should be able to work outside the home after they have children if they want to	88.6	93.3	-4.7		91.7	90.8	0.9 ^{NS}
Daughters should have just the same chance to work outside of homes as sons	94.8	97.0	-2.3		96.2	95.8	0.4 ^{NS}
Daughters should be told that an important reason not to have too many children is so they can work outside the home and earn money	56.0	62.4	-6.3		58.6	59.4	-0.9 ^{NS}
I would like my daughter to be able to work outside the home so she can support herself if necessary	92.4	97.5	-5.1		95.9	94.8	1.2
Daughters should have the same inheritance rights as sons	93.5	91.3	2.2		94.5	91.8	2.6
Note: All estimates and differences are significant at the 5% level except those marked with ^{NS}							

In order to gauge differences in perceptions by region and level of education, an additive index was constructed using negative statements, that took values between 0 and 100, depending on the number of statements the individual agreed with. Given that all statements in the index were negative, the higher the index value, the more negative the individual’s attitude towards gender norms. The aggregate value of the index was 37.5 which means that, on average, individuals agreed with 4 of the 11 negative statements; males stood at 34.6, while females stood at 40.7 which indicates that women’s attitudes towards gender norms were more negative compared to men’s attitudes. As expected, the value of the index was higher for rural respondents at 39.2, compared to urban respondents for whom the value stood at 34.1. Regionally, the most negative perception was found to be in Mitrovica (45.1) and least in Ferizaj (29.8). As expected, gender norms perceptions were least negative among individuals with higher education levels (Figure 38).

Figure 38: Gender Norm Attitudes Index, by Education Level



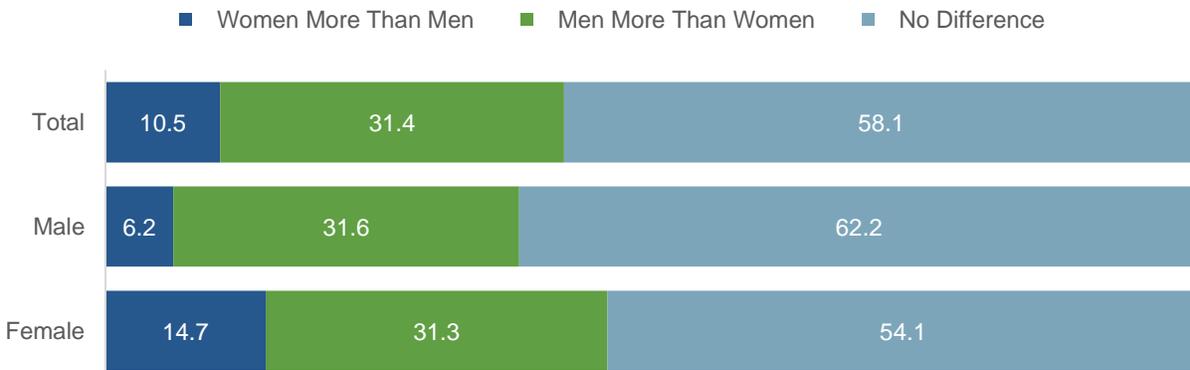
As far as gender norms being correlated with female labor force participation rates are concerned, when a logistic regression was run, controlling for covariates, no economically or statistically significant correlations were found. The regression table in Annex 3 displays the coefficients on the male gender norms index and female gender norms index, and the co-efficient on both were negligible.

Workplace Discrimination

Extended Interview respondents, who were employed currently or in the past, were asked whether or not they were treated equally within the workplace by their employer(s) when compared with members of the opposite sex that they work with. The vast majority of respondent, 96.7%, said that they were treated equally with no significant differences between males and females. About 64% of the individuals who were not treated equally indicated that this unequal treatment has prevented them from advancing in their career. A higher proportion of males, 67.4% indicated

discrimination as a barrier to growth compared to 51.4% of females. This could indicate a higher level of internalization of discrimination by women such that they don't consider discrimination to be a factor. When asked about who is focused more on their career, most individuals responded that there were no differences (58.1%), men more than women (31.4%) and women more than men only 10.5%. It was no surprise that there were differences in perception by gender, as shown in Figure 39.

Figure 39: Who is More Focused on Their Career, (%), by Sex



Because of the sensitivity of the question about personally facing discrimination, recognizing that individuals may not feel comfortable providing a candid answer, they were also asked about whether or not they believed that men and women in Kosovo are generally treated equally in the workplace. A lower but still high proportion of individuals, 82%, indicated that there was no discrimination in the workplace in Kosovo, with no gender differences. This could indicate that either there is very little discrimination in Kosovo, or the fact that negative gender norms are so internalized that individuals don't recognize discrimination when it happens.

In addition, when individuals were asked about whether concern about discrimination has influenced their career decisions, only 3.1% of individuals indicated it to be a concern, and there were no differences in response by gender (Table 64). While it's very difficult to capture the true level of discrimination, the response to this question does indicate that discrimination is not a major reason for poor labor force participation rates for females in Kosovo. It should also be noted here that when individuals were asked about the main reason for their unemployment, about 4.4% had indicated discrimination and/or unsafe work environment as a reason with no gender differences.

Table 64: Whether Concern About Discrimination Has Influenced Career Decisions, (%), by Sex

Has Concern About Discrimination Influenced Your Career Decisions?	Male (%)	Female (%)	Total (%)
No	96.88	96.92	96.90
Yes	3.12	3.08	3.10

In addition, the entire sample of extended interview respondents were asked whether access to childcare (or lack thereof) has influenced their career decisions. In total, 5.7% of individuals reported that it has, with a much higher proportion of females - 9.2% - reporting in the affirmative compared to only 2.1% of males (Table 65). This is in line with the earlier finding that a much higher proportion of females report childcare duties as a reason for their inactivity. While more females indicate that lack of child care has influenced their career decisions, the overall proportion of females indicating this as a reason is lower than expected. There is a likelihood of underreporting as the question did not consider childcare costs and affordability of childcare. In addition, the question asked about career decisions, as opposed to asking individuals whether they would be more interested in seeking work or working more hours if they had access to good and affordable childcare.

Table 65: Whether Access to Child Care has Influenced Career Decisions, (%), by Sex

Has Access to Child Care (or Lack Thereof) Influenced Your Career Decisions?	Male (%)	Female (%)	Total (%)
No	85.5	74.6	80.0
Yes	2.1	9.2	5.7
Not Applicable	12.4	16.2	14.4

The survey respondents were also asked whether access to safe, reliable and affordable transport has influenced their career decisions. About 8.9% of the respondents reported that access to transport influenced their career decisions. While no differences were noted between males and females, a much higher percentage, about 10.3%, of rural respondents replied in the affirmative compared to 3.5% of urban respondents (Table 66), which is to be expected because public transportation systems in urban areas are more developed.

Table 66: Whether Lack of Access to Transportation has Influenced Career Decisions (%), by Geographic Location

Has Lack of Access To Safe, Reliable, / and/Or Affordable Transport Influenced Your Career Decisions?	Urban (%)	Rural (%)	Total (%)
No	91.9	81.8	83.9
Yes	3.5	10.3	8.9
Not Applicable	4.5	8.0	7.3

Household decision making

In order to detangle who in the house has a major say in household decisions, the extended interview respondents were asked who in the household has a major say in how much to spend on different kinds of expenses. In all decisions, a larger proportion of males reported having a major say except for small consumer durable where a larger proportion of females reported having a major say (Table 67). The most substantial differences were noted in large expenditures related to land/house purchase or sale and major home repairs, while the smallest differences were noted in expenditures related to small consumer durables, food clothing and health. All differences were statistically significant.

Table 67: Decision-Making Power for Household Expenditures (%), by Sex

Who has a major say in how much to spend on:	Male	Female	Difference
Land Purchase or Sale	83.2	30.6	52.6
House Purchase or Sale	83.4	35.7	47.7
Major Home Repairs	84.4	45.3	39.1
Type of Energy	83.9	47.7	36.2
Minor Home Repairs	83.6	51.3	32.3
Large Consumer Durables	80.6	55.6	25.0
Education	81.9	57.4	24.5
Health	83.7	65.0	18.7
Clothing	82.8	64.2	18.6
Food	76.9	59.8	17.1
Small Consumer Durables	64.0	67.0	-3.0
Note: All estimates and differences are significant at the 5% level			

When asked about who in the household was primarily responsible for decisions on borrowing, only 2.1% of females reported being the sole person making decisions compared to 29.6% males (Table 68). Similarly, only 45.9% of females reported jointly making decisions with the partner or others, while 60% of males reported the same. In addition, the survey also asked respondents who earned any wages or salary, about who made decisions about how most of their wage or salary income was spent over the past year. It is interesting to note that a larger proportion of earning females (24.9%) report being the sole decision-maker about spending their salary while 20% of males report the same. Conversely, 78.4% of males reported jointly making spending decisions about their salary with spouse or others compared to 71% of females reporting joint decision-making about their salary.

Table 68: Household Members with Decision-Making Power (%), by Sex

Household Member	Who in your household is primarily responsible for decisions on borrowing?		Over the past year, who made decisions about how most of your wage or salary income was spent?	
	Male	Female	Male	Female
Self	29.6	2.1	20.0	24.9
Spouse/Partner	0.1	29.1	0.2	2.5
Self and Spouse/Partner Jointly	16.0	26.4	26.2	40.4
Self and Others Jointly	44.0	19.5	52.2	30.6
Spouse/ Partner and Others Jointly	0.1	9.5	0.0	0.3
Other Household Member(s)	10.2	13.4	1.3	1.4
Note: All estimates and differences are significant at the 5% level				

When looking at entrepreneurship, 61.9% female entrepreneurs indicated that they had a say in making decisions about borrowing either solely or jointly with others compared to 47.5% of female non-entrepreneurs who indicated the same – a difference of 14.4 percentage points. On the other hand, the 1.2 percentage point difference noted for males was not statistically significant.

Asset Ownership

In order to gauge the level of ownership of productive assets by women compared to men, the Extended Interview respondents were asked questions about the assets that were owned by the household and among the assets that were owned by the household, who owned most of that asset (self, spouse, self and partner jointly, self and other jointly, spouse and others jointly and other household members). Table 69 displays the proportion of males and females who report “self” as owning an asset either solely or jointly with other members of the household for the different types of assets owned by the household. It is apparent that asset ownership (or perception of ownership) for males is substantially higher than women for all assets, and all differences are statistically significant. The biggest differences are noted in bigger assets like farm equipment, motorized and non-motorized vehicles, agricultural land, while the smallest differences are noted in assets like poultry, consumer durables and computers/laptops.

Table 69: Individuals Indicating “Self” as Owning Each Type of Asset Either Solely or Jointly with Others (%), by Sex

Would you say you own most of “X” either solely or jointly with others:	Male	Female	Difference
Farm equipment (mechanized)	93.5	31.2	62.3
Nonfarm business equipment	88.0	27.6	60.4
Means of transportation – motorized (motorcycle, car)	87.8	36.3	51.5
Means of transportation – non-motorized (bicycle)	61.0	17.8	43.2
Agricultural land	94.7	52.1	42.5
Non-residential structures (commercial and other)	92.2	54.9	37.3
Farm equipment (non-mechanized)	94.4	65.9	28.5
Small livestock (goats, pigs, sheep)	94.1	65.7	28.4
Other land not used for agriculture (pieces, residential or commercial)	94.3	67.4	26.9
Fish pond or fishing equipment	84.3	62.7	21.6
Housing structures (residential)	94.5	74.5	20.0
Large livestock (oxen, cattle)	91.9	72.2	19.7
Computer or laptop	77.4	62.7	14.7
Chickens, Ducks, Turkeys, Pigeons	83.5	74.5	9.0
Large consumer durables (fridge, TV, sofa)	95.9	88.5	7.4
Note: All estimates and differences are significant at the 5% level			

An additive index was constructed, that took values between 0 and 100, depending on the number of assets types the individual owned most of, out of the total types of assets owned by the

household; the higher the index value, the more types of assets the individual owned. The aggregate value of the index was 76.1 which means that, on average, individuals in the sample owned most of 76% of the total types of assets owned by their household; males had much higher asset ownership at 89.4 compared to 63.3 for females. For females who were entrepreneurs, their asset ownership was 9.2 percentage points higher than for females who were not entrepreneurs, however, on the other hand the 1.5 percentage point difference noted for males was not statistically significant. Women's low ownership of assets in households is in line with the earlier finding that females are more likely to use formal loans to start their businesses compared to males who are more likely to use personal resources and savings. So, the fact that asset ownership of women entrepreneurs is higher than non-entrepreneurs could either be because higher ownership of assets has given them the ability to start a business or because entrepreneurial women are intrinsically more motivated and thus are able to negotiate more ownership of the household's assets.

7. COMPARISON OF FINDINGS TO OTHER SOURCES

Comparison to Existing Kosovo Data

According to the KAS LFS, working age population is composed of individuals aged 15-64 years. However, the MCC LFS follows the Eurostat definition of working age which is 15-74 years. Therefore, for comparative purposes, the labor markets indicators were reconstructed using the 15-64 age range and are reported in Table 70, in addition to the indicators for the 15-74 age range. Comparing MCC LFS labor market indicators for age group 15-64 and 15-74, the most notable difference relates to labor market participation rate and employment rate being higher when only 15-64 aged persons are included compared to when persons aged 15-74 are included. Given that the official retirement age in Kosovo is 64, it is understandable that a much smaller proportion of 64-74 age group would be economically active, thus driving down the employment and labor force participation rates when the broader age range of 15-74 is considered. However, even with the lower estimates with the broader age range are notable higher than the 2016 KAS estimates.

Table 70: Comparison of LFTUS Data to Existing LFS Data

Source	Labor Market Indicator (%)	Male	Female	Total
KAS 2016 Labor Force Survey	Labor force participation rate	58.3	18.6	38.7
	Employment rate	43.0	12.7	28.0
	Unemployment rate	26.2	31.8	27.5
Working age (15-64 years)	Youth unemployment rate	47.2	65.4	52.4
	Vulnerable employment rate	24.1	18.8	22.9
MCC 2017 Labor Force and Time Use Study	Labor force participation rate	71.2	33.0	52.2
	Employment rate	60.8	25.2	43.1
	Unemployment rate	13.8	22.8	16.7
Working age (15-64 years)	Youth unemployment rate	22.8	41.8	29.2
	Vulnerable employment rate	27.6	36.0	33.6
MCC 2017 Labor Force and Time Use Study	Labor force participation rate	65.6	30.0	49.6
	Employment rate	58.3	24.1	41.1
	Unemployment rate	13.5	22.3	16.3
Working age (15-74 years)	Youth unemployment rate	22.8	41.8	29.2
	Vulnerable employment rate	28.8	37.1	34.7

Data reveal major differences between estimates of the two data sources, whereby a brighter labor market situation derives from MCC 2017 Labor Force and Time Use Study estimates.

According to 2016 KAS LFS, labor force participation was 38.7% compared to 52.2% estimated using survey data from the 2017 MCC LFTUS. Similarly, while employment rate estimated by KAS LFS was 28%, this rate is 43.1% in the MCC LFTUS. Conversely, according to MCC LFTUS survey findings, 33.6% of employment is vulnerable, which is higher than the share reported in the KAS LFS (22.9%). These differences are largely coming from agricultural jobs and unpaid family workers (who are also more likely to be working in the agricultural sector). KAS LFS reports about 4.2% of all jobs being in agriculture, whereas the MCC LFS finds that 21.7% of all jobs are in agriculture which is also commensurate with the share of agriculture in Kosovo's economy (about 20%). In addition, the KAS LFS reports about 7.9% of those employed as being unpaid family workers, whereas this study found that about 23.0% of employed individuals are unpaid family workers. This is not surprising as this study was designed to capture these individuals at the margin, who are easy to classify as inactive, if the respondents are not appropriately probed about their labor force status. Given that the MCC LFS was able to capture more of these agricultural workers, the employment estimates are higher and so are vulnerable employment estimates. A more detailed discussion on the differences in methodology between the KAS and MCC LFS can be found in section 14.1.

KAS estimated the rate of unemployment at 27.5%, which is higher than the MCC LFTUS, standing at 16.7%. According to survey findings of MCC LFTUS, youth unemployment rate in 2017 was 29.2%, which is significantly lower than the 52.4% estimated by the 2016 KAS LFS. One striking difference is found, with regards to female activity rate, reported at 18.6% from KAS LFS, and 33% by MCC LFTUS survey. This is an important difference in absolute terms, indicating that one third of women are active, compared to less than one in five, reported by KAS. This difference again is coming from the fact that women are more likely to be unpaid family workers and thus more them were captured in the MCC LFS.

Comparison to Similar European Economies

When Kosovo's labor market outcomes are compared to those of other European economies of similar scale and demographics, the country emerges in the middle of the road in terms of high unemployment and low growth rates. The most salient of comparisons drawn between Kosovo and economies of similar size and scale occurs when the LFTUS data are juxtaposed with the labor market outcomes of other Western Balkan counties: Albania, Bosnia and Herzegovina, Macedonia FYR, Montenegro, and Serbia, The Western Balkan region is characterized by persistently high unemployment and prominent informal sector activities, and Kosovo's position among its neighbors demonstrates the need for growth-oriented programming in the country.

In order to draw comparisons, LFTUS findings are juxtaposed with official LFS findings, for each country as well low and middle income countries as a group (as defined by the World Bank), for the year 2016. While the method used by all countries is Eurostat, the definition of working age in different countries is different, as indicated in Table 71. The GDP per capita comparisons reveal that Kosovo has the lowest per capita economic output of any Western Balkan country.

Table 71: Comparison of LFTUS Data to LFS Data from Other Western Balkan Countries

Labor Market Indicator (%)	Kosovo	Albania ⁴¹	Bosnia & Herzegovina ⁴²	Macedonia ⁴³	Montenegro ⁴⁴	Serbia ⁴⁵	LMICs ⁴⁶
Data source	LFTUS (2017)	LFS (2016)	LFS (2016)	LFS (2016)	LFS (2016)	LFS (2016)	WB (2016)
Working age	15-74	15-64	15+	15+	15-64	15-64	15+
Labor force participation rate	49.6	66.2	43.1	56.5	54.5	65.6	63.4
Female labor force participation rate	31.3	40.3	34.4	43.9	41.9	43.4	48.9
Employment rate	41.1	56.2	32.2	43.1	44.9	55.2	59.9
Unemployment rate	16.3	15.6	25.4	23.7	17.7	15.9	5.6
Male unemployment rate	13.6	16.4	22.5	24.4	18.2	14.6	5.3
Female unemployment rate	22.4	14.6	30.0	22.7	17.1	16.1	6.1
Youth unemployment rate	29.2	28.9 (15-29)	54.3	48.2	35.9	34.9	13.3
GDP per capita (USD) (2016) ⁴⁷	3,661	4,147	4,709	5,237	6,701	5,348	4,334

The activity rate in Kosovo is the second lowest in the region (49.6%) with Bosnia and Herzegovina reporting the lowest rate (43.1%). However, it must be noted that the rate for Bosnia and Herzegovina refers to persons aged 15 and above, which may imply that the rate for 15-74 years old (as used in LFTUS survey) are lower than for that of persons 15 and above, thus, potentially placing Kosovo with the lowest activity rate in the region. What is notable is that the female activity rate in Kosovo is the lowest among all regions, even lower than Bosnia and Herzegovina.

Regarding the rate of employment, Kosovo and Bosnia and Herzegovina are the lowest performers, with employment rates of 41.6% and 32.2%, respectively. Looking at unemployment

⁴¹ Labour Market 2016. Instat, 2016, www.instat.gov.al/media/385914/tregu_i_punes_2016.pdf.

⁴² Labour Force Survey 2016. Agency for Statistics of Bosnia and Herzegovina, 2016, Labour Force Survey 2016, www.bhas.ba/tematskibilteni/TB_ARS%202016_BS_ENG_.pdf.

⁴³ Statistical review / State statistical office of the Republic of Macedonia, ISSN 0580-454X. Population and social statistics, ISSN 1409-8997 ; 2.4.17.02(867))

⁴⁴ Labour Force Survey 2016. Monstat, 2016, <https://www.monstat.org/userfiles/file/ars/2016/ARS%20-%20Godisnje%20saopstenje,%202016.pdf>

⁴⁵ Labour Force Survey in the Republic of Serbia, 2016. Statistical Office of the Republic of Serbia, 2016

⁴⁶ Data, World Bank, 2016, data.worldbank.org/indicator/NY.GDP.PCAP.CD.

⁴⁷ GDP per Capita (Current US\$)." GDP per Capita (Current US\$) | Data, World Bank, 2016, data.worldbank.org/indicator/NY.GDP.PCAP.CD.

rates, Kosovo has the fourth-highest unemployment rate in the region (16.3%) and is surpassed by Bosnia & Herzegovina (25.4%), Macedonia (23.7.0%), and Montenegro (17.7%). As in Kosovo, the unemployment rate for women is found to be higher in Bosnia and Herzegovina and Serbia than it is for men, while in Albania, Macedonia and Montenegro, women are slightly less likely to be in unemployment than men.

Kosovo and Albania report relatively low youth unemployment rates (29.2% and 28.9%, respectively – though ‘youth’ is defined as those aged 15-29 in Albania). Nearly all other Western Balkan countries report individuals in the 15-24 age group as having unemployment rates between 35% and 54%.

Furthermore, when viewing comparisons between Kosovo and other low and middle countries around the world as a group, it appears that Kosovo is underperforming in all measures; only four in ten persons in Kosovo’s working age population are employed compared to six in ten in other low and middle-income countries. The aggregate unemployment rate for Kosovo is more than two times higher, with female unemployment rate being more three times higher.

8. CONCLUSIONS

Conclusions

With 41.1% of the working age population employed at the time of the survey, Kosovo compares poorly with other countries in the region as well as comparably-sized economies in the world. The economic situation, however, is worse than the aggregate statistic suggests. Almost half of Kosovo's population is economically inactive, one in five households receives a significant amount of its income from remittances, and the economy is largely dependent on the public sector, which supports one out of four jobs. Involuntary underemployment is endemic, with 78.9% of part-time workers reporting an inability to find full-time labor, and vulnerable employment (self-employed with no employees and unpaid family workers) accounting for nearly one third of total jobs. Furthermore, while rural and urban areas have broadly comparable employment rates at the national level, 27.8% of employed persons in rural areas reported being unpaid family workers. Lastly, Kosovo employment is largely characterized by low-quality jobs; 30.2% of jobs were in what the ILO labels elementary occupations, followed by services and sales workers (13.1%), with few technicians and associate professionals.

A high proportion of unemployed individuals, one-third, are characterized by long term unemployment (duration of unemployment being more than 12 months), with an average unemployment duration of 18.8 months. Overall, poor labor market conditions are most commonly reported as reasons for unemployment, though there is a strong gendered dynamic to this phenomenon.

Entrepreneurship is limited (8.5% participation rate) and heavily dependent on personal resources and savings for start-up capital. Unsurprisingly, the biggest obstacle to business growth is identified as lack of financial means, which is evident from the fact that most business are started with personal resources.

Across all labor market metrics, female participation is much lower than that of males. Females are half as likely to be employed, twice as likely to be inactive, one fourth as likely to be entrepreneurs, 227% more likely to report being unpaid family workers, and, according to time use data, invest almost five more hours a day performing household and family care than men. Whether due to cultural or economic factors, females also wield much less decision-making power within the household. Males dominated decision-making power over household expenditures, were more likely to own every type of household asset, and were fourteen times more likely to be the sole decision maker for undertaking household debt. Although youth represent a valuable economic asset, with an employment rate of only 27.7%, their potential remains underutilized. This is particularly the case for young females, for whom only one in six is employed.

Lessons learned

Labor force indicators estimated in this study differ substantially from previous estimates, including findings reported by KAS. The primary driver of this divergence is likely the higher rates of agricultural and unpaid family workers captured by this study. These individuals seem to have been classified as economically inactive in past estimates, artificially dampening employment rates. It should also be noted that past estimates are substantially more aligned with the colloquial, rather than economic, definition of employment. This theory was empirically tested by asking respondents about self-declared labor status. When the employment rate was calculated using self-declared labor status, the estimate was 10.4 percentage points lower than when calculated using the Eurostat methodology (30.8% and 41.1%, respectively).⁴⁸ This indicates that asking directly about employment status results in a downward bias relative to the Eurostat method, due primarily to unpaid family workers.

Recognizing this discrepancy, the research team employed four strategies to ensuring accurate measurement of respondent employment status. First, the LTFUS survey was programmed to ask the Eurostat question inquiring about work or absence from work in the reference week (regular job, occasional job for self/family, occasional job for another enterprise, agricultural job) as four different questions. This was done to ensure that enumerators were explicitly probing respondents about each type of work. Second, question phrasing included culturally appropriate examples of each type of work to improve respondents' comprehension. Third, enumerators were trained on how to emphasize and intonate key phrases when reading questions to differentiate between the different types of work. Fourth, speed violations feature embedded in the research team's electronic data collection software was also used to track and remediate enumerators through real-time data monitoring, issuing warnings whenever they were found to be going over labor questions too quickly. This approach differs significantly from the KAS methodology, which asks the Eurostat employment item in a single checkbox-style question.

Beyond the employment questions, the LFTUS research team made significant efforts to adhere to the highest standards in data collection practice. The study employed various strategies for promoting the integrity of survey data. One of the key aspects of the approach was paying enumerators a monthly salary as opposed to remunerating on a per-survey basis. This is important because the latter creates adverse incentives for enumerators, promoting volume and not quality of work. Additionally, detailed tracking protocols were put in place to ensure that enumerators were not replacing households prematurely and that a robust proportion of the original randomized sample was reached. For surveys administered in Serb Kosovar areas, the survey firm employed enumerators with the appropriate ethnicity and experience to avoid non-response due to mistrust.

Before commencing fieldwork, rigorous training was provided - over a period of 5 days, followed by 2 days of piloting - to enumerators and their supervisors on survey tools and protocols. Enumerators were also handed physical copies of the enumerator manual during training that

⁴⁸ The self-declared estimate is only 2.8 percentage points higher than the 2016 KAS estimate (30.8% and 28%, respectively).

included detailed instructions on how to administer each question and outlined good practices in data collection. It is important to note that approximately 10 percent more trainees than required were engaged in the training and only top performers were selected to participate in the study based on their performance on the final quiz and during the pilot exercise. A substantial amount of time on the first day of the training was spent informing enumerators about the importance of the survey and explaining the Eurostat methodology. Training also emphasized ways of probing respondents to obtain the most accurate data on employment.

Heavy enumerator oversight was ensured by experienced supervisors, such that there was one supervisor for every 8 enumerators, with supplementary management provided by 2 fieldwork coordinators hired directly by SI. Supervisors were required to be in the field with the enumerators on a regular basis and occasionally conduct random, unannounced spot checks to ensure that enumerators were showing up for fieldwork, following the correct tracking protocols, and administering surveys properly. The data collection firm also retained back checkers or auditors who conducted call backs on a subset of the surveys every week. Whenever a high number of discrepancies were found between the original survey and the call back, enumerators were given warnings and re-training three times before being relieved from work. It was observed that the number of discrepancies went down significantly after the first few initial rounds of audits, indicating that the enumerators became more careful after realizing that falsification of data would lead to disciplinary action.

With regard to targeting the Head of Household as the primary respondent for the household roster, it was revealed that these individuals were often incapacitated, or in several instances, elderly or illiterate. Furthermore, enumerators found that in some cases, the Head of Household was not best suited to answer questions related to employment because the cultural definition of Head of Household in Kosovo often translates to the oldest male in the household. Therefore, the most suited individual to complete the roster was not necessarily the Head of Household, but a younger person who was more knowledgeable about the employment outcomes of all household members. A pre-screening was conducted prior to the roster to identify which members were the most knowledgeable, and at least two attempted visits were made before replacing the most knowledgeable respondent with the next most knowledgeable respondent.

Lastly, the listing exercise that was conducted prior to data collection in sampled enumeration areas proved to be very beneficial to enumerators when attempting to locate the sampled households. They found that high quality sketch maps (which were produced during the listing exercise) were crucial to successfully reaching their interview destinations. It was validated that collecting the Head of Households' name, address, geocoordinates and phone number during listing was also integral to locating the correct households.

9. ADMINISTRATIVE

Institutional Review Board requirements and clearances

The Kosovo Labor Force and Time Use study was conducted in line with human subjects' research guidelines both in the United States and Kosovo as well as in accordance with MCC's policies and procedures. The study was approved by SI's independent and fully functional Institutional Review Board (IRB), which has established protocols for gathering informed consent, protecting anonymity and identifying information, and ensuring ethical data collection—including from children and other vulnerable populations. All SI research staff completed a certified course in Protecting Human Research Participants through the National Institutes of Health (NIH) or Collaborative Institutional Training Initiative (CITI). SI utilized MCC's standard template for quantitative informed consent when collecting data.

Per the study's design, minors were not targeted as respondents; while labor force data was captured for all members of selected households above the age of 15, the information captured was provided by the household head or other knowledgeable person who is over the age of 18. In accordance with local law stipulating that minor under the age of 18 be interviewed in the presence of an adult, randomly sampled respondents were restricted to ages 18-64.

Prior to the commencement of data collection, SI took the necessary steps to ensure that all protocols, survey instruments and informed consent procedures to be used as part of the research were reviewed and approved by SI's IRB.

Data Protection, Access and Documentation plan

Data Protection

The rights and privacy of all participants who take part in data collection were respected throughout the duration of the study, and continue to be following its conclusion. Ethics training was given to all enumerators prior to data collection addressing issues on participants' right to know what the research is about; the right to choose whether to participate; the right to privacy of responses; and the right to have no harm done to them.

All persons engaged in this contract were required to not divulge any information, whether obtained orally or in writing from, to any unauthorized person for any purpose through non-disclosure agreements. Enumerators were trained to keep all data and particularly identifying information confidential. They were instructed not to discuss responses with anyone outside of the study. Additionally, persons engaged in this study will not directly or indirectly use, or allow the use of confidential information (including personally identifiable information) for any other purpose other than that directly associated with the purposes of this study. In order to protect privacy of respondents, only aggregate results are shown in this report, and only aggregate

results will be used in presentations during dissemination activities. SI is responsible for ensuring that all public release documentation is reviewed to minimize any risk to respondent confidentiality.

As standard practice, all data with personally identifiable information (PII) collected on paper or electronically was saved on SurveyCTOs encrypted online servers or SI's internal drive. Confidential information (including PII) that was collected is only available to a small number of approved researchers who are able to link responses to the individual who provided them. Upon formal conclusion of the study, all PII will be destroyed.

Data Access and Documentation

All datasets submitted to MCC will be accompanied with complete documentation in the form of standardized metadata. SI will use the MCC Evaluation Metadata Template, Nesstar, which specifies the required metadata elements for documentation purposes. This method is compliant with the international Data Documentation Initiative (DDI) 3 and Dublin Core Metadata Initiative (DCMI) 4 standards, enabling compatibility with various data archiving systems.

All public use data will be fully anonymized (free of PII, including geographic identifiers and variables that allow others to deduce the identity of individual subjects) to the extent possible. In addition to completing the metadata template, SI will submit the anonymization package to the MCC Disclosure Review Board (DRB) for review including the following: enumerator and trainer manuals, questionnaires, raw data, anonymized public data, and cleaning and analysis Stata do files.

Dissemination Plan

Dissemination of the final report will take place after the report has been officially approved by MCC. Presentations will be made at both MCC HQ in Washington DC as well as in Kosovo for all pertinent local stakeholders such as the KCD team, KAS, and other national or regional level stakeholders (including women's NGOs and organizations) for whom this study may play a crucial role in program development. Final presentations at MCC and in Kosovo will have a strong utilization-based focus, a guiding tenet of SI's research work.

SI's approach to conducting the Kosovo Labor Force and Time Use focused on use through engagement with stakeholders, and producing timely, high quality data and reports that can be used for decision-making. SI engaged MCC, KCD, KAS, and other stakeholders in the design and implementation of this research to build capacity and ensure that work products are responsive to decision-makers' information needs. After formal submission of the final report, SI will engage MCC, KAS, KCD, and other key stakeholders in the study with a Utilization Survey which seeks to document how these relevant actors intend to use research findings.

Research Team Roles and Responsibilities

The SI team operated under the supervision of the MCC COR and Project Monitor. Roles and

responsibilities for the SI Research Team (RT) and HQ support are presented in Table 72, which have been designed to leverage resources, expertise, and partnerships in a cost-efficient manner while maintaining technical quality. The Program Manager (PM) was responsible for maintaining ultimate technical, financial, and management responsibility for contract performance. The RT worked closely with MCC, IDRA, and other stakeholders to ensure that the research design was appropriate and useful.

Table 72: Roles and Responsibilities of LFTUS Research Team Members

Position	Roles and Responsibilities
Program Manager	<ul style="list-style-type: none"> • Oversee quality and management of entire research contract • Primary point of contact with MCC • Lead coordination and submission of deliverables • Supervise Senior Survey Analyst, Senior Economic Analyst, Local Logistician, and HQ support staff • Oversee development of research design coordinating inputs from Senior Survey Analyst and Senior Economic Analyst, including final research questions (in consultation with MCC), and methodology • Oversee development of all reports (Research Design, Listing, First 500 Surveys, Data Collection Completion, Final)
Senior Survey Analyst	<ul style="list-style-type: none"> • Design survey data collection, including identifying survey methods and sampling strategy • Participate in initial data inventory and lead interim spot checks for data quality • Review data and liaise with MCA-M and Trust counterparts for risk assessments and monitoring
Senior Economic Analyst	<ul style="list-style-type: none"> • Review survey instruments • Analyze and interpret data collected • Confirm data collected is appropriate for answering research questions
Local Logistician	<ul style="list-style-type: none"> • Coordinate evaluation logistics and field visits and supports RT with in-country follow up • Contribute to regular progress reports • Liaise with local data collection partners as needed before, during, after data collection
HQ: Manager	<ul style="list-style-type: none"> • Assist in the review and submission of all deliverables • Oversee data quality adherence • Facilitate coordination with MCC and other stakeholders • Coordinate data QA procedures • Lead all aspects of HQ support
HQ: Program Assistant	<ul style="list-style-type: none"> • Provide administrative and logistical support to the RT

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11. ANNEXES

Annex 1: Data Collection Instruments

Pre-screen and Household Roster

HOUSEHOLD BACKGROUND INFORMATION

Record the following information prior to approaching the household.

Variable	Question	Skip
Basic Information		
<i>datetime</i>	Please record today's date (DDMMYYYY): <input type="text"/>	
<i>region_hr</i>	Please record the region where the survey takes place: {REGION LIST}	
<i>municipality_hr</i>	Please record the municipality where the survey takes place: {MUNICIPALITY LIST}	
<i>settlement_hr</i>	Please record the settlement where the survey takes place: {filter:munic SETTLEMENT LIST}	
<i>ea_hr</i>	Please record the enumeration area where the survey takes place: {filter:settlement EA LIST}	
<i>hhid_hr</i>	Please enter the sampled household's unique identification number (Household ID):	
<i>structure_id_hr</i>	Please record the structure ID where the survey takes place:	
<i>hh_num_hr</i>	Please record the Household Number where the survey takes place	
<i>hhid_confirm</i>	Please confirm that the Household ID you selected is correct. If not, go back and select the correct one (you might need to correct the structure ID, settlement, municipality and/or region if the correct Household ID was not showing as option in the Household ID field).	

<i>hhh_name</i>	Please verify the name of the head of the household. If missing or incorrect, please re-enter:
<i>geocode</i>	Please record the geocoordinates for this household.

PRE-SCREEN ROSTER

Definitions

Resident population: persons staying or intending to stay in the economic territory of Kosovo for a period of one year or more.

Household: it is important to distinguish between a household dwelling, which consists of physical structure(s)/space(s) and a household unit, which consist of a single person or group of persons (related or unrelated) who share in household expenses spent on providing the household members with food and other essential items for living. Members of the group may pool their incomes to a greater or lesser extent. Shares in household expenses include benefiting from expenses (e.g., children or persons with no income) as well as contributing to expenses.

Because households are defined as people or groups of people (rather than physical structures), it is possible for more than one household to reside in a single dwelling. The extent to which a person shares in household expenses as described above will determine whether or not he/she is considered a member of the household and therefore whether or not he/she will be included in the roster for the sampled household.

If a person does not contribute or benefit from any pooled expenses for food and essential items for living, the person constitutes a separate household at the same address.

Household resident: a person who is considered a member of the household. Includes persons who are away but intend to return within the next year. If the person leaves and returns frequently, he/she will still be considered a member of the household if that is where he/she has economic interests (the family dwelling). Primary and secondary students who are away during the school term should consider their family home as the place of usual residence. Third-level students should consider their term-time address as their place of usual residence.

Eligible persons: persons should be included in the household roster if they meet all of the following criteria:

- Are members of the resident population of Kosovo
- Are members of the sampled household (unit)
- Are of age 15 or above

Primary respondent: the household roster should be completed by a person at least 18 years of age that is deemed by the household to be most knowledgeable about the labor force status of all household members. The primary respondent should complete the household roster for each eligible member of the household, including him/herself, as per the above definitions. The primary respondent may consult with other members of the household to answer the questionnaire, however no other household members should be interviewed by the study team without following procedures for obtaining informed consent.

If the person considered most knowledgeable is unavailable, a similarly knowledgeable person should complete the roster in his/her absence. If no person who is knowledgeable about the household labor force status is available, a revisit should be scheduled.

Residence: the principal residence of the household is the place of the household's center of economic interest. The center of economic interest/principal residence is not necessarily the same place as the household unit's physical location at the time of the survey.

Reference week: the past seven days, not including the day of the survey.

Introduction:

My name is [NAME] and I am working with IDRA, a data collection and research firm in Kosovo. We are gathering information on the workforce status in your community in order to improve projects in this and other communities. Your household has been selected to participate in this study, but before we begin I will ask a few questions about the members of this household to determine who is eligible to be interviewed.

Starting from youngest to oldest, please answer the following questions for each household member of age 15 or above. Household members are defined as persons (related or unrelated) who share in household expenses spent on providing the household members with food and other essential items for living. Members of the household may pool their incomes to a greater or lesser extent. Shares in household expenses include benefiting from expenses (e.g., children or persons with no income) as well as contributing to expenses.

Variable	Guidelines	Skip
Basic Information		
<i>hhcounttotal</i>	Including yourself, how many people are members of this household?	
<i>hhcount</i>	Including yourself, how many people (15 years and older) are members of this household?	
<i>ps_first</i>	Please enter the household member's first name: <input type="text"/>	
<i>ps_age</i>	What is \$(ps_first)'s age in years? <input type="text"/> <input type="text"/> <input type="text"/>	<15 → end
<i>ps_resident</i>	Is \$(ps_first) a resident of Kosovo? Residents are persons staying or intending to stay in the economic territory of Kosovo for a period of one year or more. <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ end
<i>ps_add</i>	Is \$(ps_first) considered a member of any household other than this one? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>ps_student</i>
<i>ps_cei</i>	Which of the following applies to \$(ps_first):	

	<p><i>[Primary and secondary students who are away during the school term should consider their family home as the place of usual residence. Third-level students should consider their term-time address as their place of usual residence.]</i></p> <p><input type="checkbox"/> 1 This household is his/her center of economic interest / usual residence</p> <p><input type="checkbox"/> 2 Another household is his/her center of economic interest / usual residence → end</p>
<i>ps_student</i>	<p>Is \$(ps_first) a full-time student?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
<i>ps_present</i>	<p>Is \$(ps_first) expected to be at this location physically in the next 24 hours?</p> <p><i>[If respondent is uncertain, select YES.]</i></p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
<i>ps_sex</i>	<p>What is \$(ps_first)'s sex? (select one)</p> <p><input type="checkbox"/> 1 Male</p> <p><input type="checkbox"/> 2 Female</p>
<i>ps_roster</i>	<p>Do you consider \$(ps_first) to be knowledgeable on the labor force status of all of your household members?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
End	

HOUSEHOLD ROSTER

Consent:

My name is [NAME] and I am working with IDRA, a data collection and research firm in Kosovo. We are gathering information on the workforce status in your community in order to improve projects in this and other communities. Our study is funded by the Millennium Challenge Corporation (MCC), a U.S. agency that provides assistance to other countries' development projects. This research is being carried out by IDRA in collaboration with Social Impact, a management consulting firm based in the Washington D.C. area.

A total of 8,540 households throughout Kosovo will participate in this study, and your household is one of ten in this census enumeration area to be randomly selected. If you agree to participate, I will interview you about the labor force status of all members of your household that are of age 15 or above. This interview is expected to take around 30 minutes. Any information you provide that can identify you or other members of your household will be kept strictly confidential by the parties conducting this study, including MCC employees, employees of the survey firm, and the researchers, to the maximum extent permitted by the laws of the United States and the laws of Kosovo. The information collected will be used for statistical purposes only and will not be used for determining any sort of benefits or punish you for anything so please answer honestly.

Your participation is voluntary and you may choose not to answer any or all questions for any reason. In other words, you have the alternative not to participate and there will be no consequences for nonparticipation. To compensate you for your time, you will be provided with a gift for completing the survey. More broadly, members of your community and country may benefit from this study by helping MCC understand how to best improve labor force outcomes in Kosovo.

You may contact XX, the director of IDRA, at XX, if you have any questions, concerns or complaints about the study or your rights as a participant. If you have any questions, please feel free to ask me at any time.

Household Background Information

Variable	Question	Skip
Basic Information		
<i>f_rid</i>	Please enter the respondent's unique household identification number (Respondent ID):	
<i>consent</i>	[<i>Read consent script</i>] Does respondent consent to participate in the survey? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>region_t</i>
<i>consent_n</i>	Please specify reason for non-consent (if provided): <input type="checkbox"/> 1 I am unable to spare the time <input type="checkbox"/> 2 I do not want to spare the time <input type="checkbox"/> 3 I am not interested in the topic of this survey <input type="checkbox"/> 4 I am concerned about privacy <input type="checkbox"/> 5 I am concerned about safety <input type="checkbox"/> 6 Other (specify)	→ <i>end</i> → <i>end</i> → <i>end</i> → <i>end</i> → <i>end</i> → <i>end</i>
<i>region_t</i>	Is this region the normal/principal residence of the household (center of economic interest)? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>phone_r</i>

<i>region_a</i>	<p>What is the normal/principal residence of the household (center of economic interest)?</p> <p>{REGION LIST}</p>										
<i>region_r</i>	<p>Will the household return to \$(region_a) in the next year (12 months)?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>										
<i>phone_r</i>	<p>Please record the respondent's phone number:</p> <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>										
Household Member List											
	<p>Please complete the following for each eligible member of the household:</p> <p>First Name</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 15%;"><i>hh_member1</i></td><td></td></tr> <tr><td><i>hh_member2</i></td><td></td></tr> <tr><td><i>hh_member3</i></td><td></td></tr> <tr><td>...</td><td></td></tr> <tr><td><i>hh_member∞</i></td><td></td></tr> </table>	<i>hh_member1</i>		<i>hh_member2</i>		<i>hh_member3</i>		...		<i>hh_member∞</i>	
<i>hh_member1</i>											
<i>hh_member2</i>											
<i>hh_member3</i>											
...											
<i>hh_member∞</i>											

Begin Household Roster

Variable	Question	Skip
Demographic Information		
<i>relationship</i>	<p>A1) What is \$(hh_memberX)'s relationship to the head of household? (select one)</p> <p><input type="checkbox"/> 1 Is head of household (HoH)</p> <p><input type="checkbox"/> 2 Spouse or cohabitating partner of HoH</p> <p><input type="checkbox"/> 3 Child of HoH or child of HoH spouse/partner</p> <p><input type="checkbox"/> 4 Parent of HoH or HoH spouse/partner</p> <p><input type="checkbox"/> 5 Grandparent of HoH or HoH spouse/partner</p> <p><input type="checkbox"/> 6 Grandchild of HoH or HoH spouse/partner</p> <p><input type="checkbox"/> 7 Other relative (including children-in-law)</p> <p><input type="checkbox"/> 8 Other (specify)</p>	
<i>present</i>	A2) Is \$(hh_memberX) currently living at this address?	

	<input type="checkbox"/> 1 Yes, he/she is currently living at this address only → <i>birth_year</i> <input type="checkbox"/> 2 He/she is living at this address but is temporarily absent
<i>absent_r</i>	A2.a) Why is \$(hh_memberX) temporarily absent? <input type="checkbox"/> 1 Migrating for work <input type="checkbox"/> 2 Holiday / visiting friends or family <input type="checkbox"/> 3 In education <input type="checkbox"/> 4 In institutional facility (hospital/prison/nursing home/military barracks, etc.) <input type="checkbox"/> 5 Other (specify)
<i>absent_c</i>	A2.b) For how many months has \$(hh_memberX) been living away from this address? <i>[If less than one month, enter 1.]</i> <input type="text"/> <input type="text"/>
<i>absent_d</i>	A2.c) In how many months will \$(hh_memberX) return to live at this address? <i>[If less than one month, enter 1.]</i> <input type="text"/> <input type="text"/>
<i>birth_year</i>	A3) What is \$(hh_memberX)'s year of birth? <i>[If the respondent doesn't know, ask him/her to estimate the person's age and then calculate the estimated year of birth.]</i> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
<i>birth_ref</i>	A3.a) When is \$(hh_memberX)'s birth day? (select one) <i>[Ask respondent for the date of birth, and then record one of the answers below. If respondent does not know the date of birth, choose one of the following based on the estimated age.]</i> <input type="checkbox"/> 1 Between January 1 and the end of the reference week <input type="checkbox"/> 2 After the end of the reference week (but before December 31)

<i>sex</i>	<p>A4) What is \$(hh_memberX)'s sex? (select one)</p> <p><input type="checkbox"/> 1 Male</p> <p><input type="checkbox"/> 2 Female</p>
<i>marital</i>	<p>A5) What is \$(hh_memberX)'s legal marital status? (select one)</p> <p><input type="checkbox"/> 1 Single</p> <p><input type="checkbox"/> 2 Married or factual relationship</p> <p><input type="checkbox"/> 3 Widowed</p> <p><input type="checkbox"/> 4 Divorced or legally separated</p> <p><input type="checkbox"/> 5 Other (specify)</p>
<i>ethnicity</i>	<p>A6) What is \$(hh_memberX)'s ethnicity? (select one)</p> <p><input type="checkbox"/> 1 Albanian</p> <p><input type="checkbox"/> 2 Serbian</p> <p><input type="checkbox"/> 3 Montenegrin</p> <p><input type="checkbox"/> 4 Croat</p> <p><input type="checkbox"/> 5 Turkish</p> <p><input type="checkbox"/> 6 Bosnian</p> <p><input type="checkbox"/> 7 Roma</p> <p><input type="checkbox"/> 8 Gorani</p> <p><input type="checkbox"/> 9 Ashkali</p> <p><input type="checkbox"/> 10 Egyptian</p> <p><input type="checkbox"/> 11 Other (specify)</p>
<i>nationality</i>	<p>A7) Does \$(hh_memberX) have Kosovo citizenship?</p> <p><input type="checkbox"/> 1 Yes → <i>lab_status1</i></p> <p><input type="checkbox"/> 0 No</p>
<i>nationality_c</i>	<p>A7.a) What is \$(hh_memberX)'s primary country of citizenship? (select one)</p>

{COUNTRY LIST}	
Labor Force Status	
<p><i>I will now ask some questions about \$(hh_memberX)'s labor force status during the past week (the last seven days, not including today). There are many different types of work, so please listen carefully to each definition that I provide before responding. While it is possible that \$(hh_memberX) has engaged in more than one type of activity, keep in mind that you must select one (and only one) "main job" from among these activities. Remember, only answer based on \$(hh_memberX)'s activities in the past week.</i></p>	
<i>lab_status1</i>	<p>B1) During the last week, has \$(hh_memberX) worked in a regular job (at least one hour) for pay (in cash or in kind) for someone who is not a member of the household, for example, a private enterprise or company, an NGO, or any other individual?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>lab_status2</i></p>
<i>lab_status1m</i>	<p>B1.a) Is this activity his/her MAIN job?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
<i>lab_status2</i>	<p>B2) During the last week, has \$(hh_memberX) worked (at least one hour) in the non-agricultural sector on your/their own account or in a business enterprise belonging to you/them or someone in your household (even unpaid), for example, as a trader, shop-keeper, barber, dressmaker, carpenter, maid/domestic worker, driver, car washer, hairdresser, caterer, baby sitter etc.?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>lab_status3</i></p>
<i>lab_status2m</i>	<p>B2.a) Is this activity his/her MAIN job?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
<i>lab_status3</i>	<p>B3) During the last week, has \$(hh_memberX) done any occasional job (at least one hour) for pay or profit that was not for family or self, such as sold goods in the street, helped someone with his/her business, sold some homemade products, washed cars, repaired cars, etc.?</p> <p>—</p>

	<input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>lab_status4</i>
<i>lab_status3m</i>	B3.a) Is this activity his/her MAIN job? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	
<i>lab_status4</i>	B4) During the last week, has \$(hh_memberX) worked (at least one hour) on a farm owned or rented by you/them or a member of your household (even unpaid), whether in cultivating crops or in other farm maintenance tasks, or cared for livestock belonging to you/them or a member of your household? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ ROUTING
<i>lab_status4t</i>	B4.a) Is at least part of this agricultural output intended to be sold or bartered? <input type="checkbox"/> 1 Yes – at least part of the production is intended to be sold or bartered <input type="checkbox"/> 0 No – the whole of the production is only for own Consumption	→ <i>lab_status5a</i>
<i>lab_status4m</i>	B4.b) Is this activity his/her MAIN job? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>job_char</i>
<i>lab_status5a</i>	B4.c) Does this agricultural output constitute an important contribution to the total consumption of the household? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>lab_status5p</i>
<i>lab_status5m</i>	B4.d) Is this activity his/her MAIN job? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	

lab_status5p	<p>B4.e) What percentage does output from \$(hh_memberX)'s farming activities contribute to the total household consumption?</p> <p><input type="text"/> <input type="text"/> <input type="text"/></p>
<p>ROUTING <i>If ANY of the above are selected as MAIN JOB → job_char (lab_statusXm=1):</i></p>	
<p><i>In the previous section, you did not specify \$(hh_memberX) as having worked in his/her "main job" last week. This may be because he or she is not working generally, or it may be because he/she was temporarily absent from his/her main job. I will now therefore ask you some questions about labor activities which \$(hh_memberX) may have been temporarily absent from for the whole of last week.</i></p>	
lab_status2_1	<p>C1) During the last week, was \$(hh_memberX) temporarily absent from a regular job for pay (in cash or in kind) for someone who is not a member of the household, for example, a private enterprise or company, an NGO, or any other individual?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → lab_status2_2</p>
lab_status2_1m	<p>C1.a) Is this activity his/her MAIN job?</p> <p><input type="checkbox"/> 1 Yes → lab_ue_reas</p> <p><input type="checkbox"/> 0 No</p>
lab_status2_2	<p>C2) During the last week, was \$(hh_memberX) temporarily absent from work in the non-agricultural sector on your/their own account or in a business enterprise belonging to you/them or someone in your household (even unpaid), for example, as a trader, shop-keeper, barber, dressmaker, carpenter, maid/domestic worker, driver, car washer, hairdresser, caterer, baby sitter etc.?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → lab_status2_4</p>
lab_status2_2m	<p>C2.a) Is this activity his/her MAIN job?</p> <p><input type="checkbox"/> 1 Yes → lab_ue_reas</p> <p><input type="checkbox"/> 0 No</p>
lab_status2_4	<p>C3) During the last week, was \$(hh_memberX)</p>

	<p>temporarily absent from work on a farm owned or rented by you/them or a member of your household (even unpaid), whether in cultivating crops or in other farm maintenance tasks, or caring for livestock belonging to you/them or a member of your household?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>ue_ever</i></p>
<i>lab_status2_4t</i>	<p>C3.a) Is at least part of this agricultural output intended to be sold or bartered?</p> <p><input type="checkbox"/> 1 Yes – at least part of the production is intended to be sold or bartered → <i>lab_ue_reas</i></p> <p><input type="checkbox"/> 0 No – the whole of the production is only for own consumption</p>
<i>lab_status2_5a</i>	<p>C3.b) Does this agricultural output constitute an important contribution to the total consumption of the household?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>ue_ever</i></p>
<i>lab_status2_5p</i>	<p>C3.c) What percentage do \$(hh_memberX)'s farming activities contribute to the total household consumption?</p> <p><input type="text"/> <input type="text"/> <input type="text"/></p>
<i>lab_ue_reas</i>	<p>C4) Why did \$(hh_memberX) not work last week in his/her main job?</p> <p><i>[IMPORTANT! This is a core variable for the labor force survey. Please probe for an answer other than "don't know. Read each option until the right answer is arrived at.]</i></p> <p><input type="checkbox"/> 1 Education or training</p> <p><input type="checkbox"/> 2 Off-season → <i>lab_ed_pay</i></p> <p><input type="checkbox"/> 3 Bad weather → <i>lab_ed_pay</i></p> <p><input type="checkbox"/> 4 Free days due to flexible work time → <i>lab_ed_pay</i></p> <p><input type="checkbox"/> 5 Annual leave → <i>lab_ed_pay</i></p> <p><input type="checkbox"/> 6 Maternity leave → <i>lab_ed_pay</i></p> <p><input type="checkbox"/> 7 Own illness, injury, or temporary disability → <i>lab_ed_pay</i></p>

	<input type="checkbox"/> 8 Slack work for technical or economic reasons → <i>lab_ed_pay</i> <input type="checkbox"/> 9 Suspension through employer, with right to return to the place of work (lay-off) → <i>lab_ed_pay</i> <input type="checkbox"/> 10 Labor dispute, strike, or lock-out → <i>lab_ed_pay</i> <input type="checkbox"/> 11 Bankruptcy, closing down (closure) → <i>lab_ed_pay</i> <input type="checkbox"/> 12 Looking after children → <i>lab_ed_pay</i> <input type="checkbox"/> 13 Looking after ill / elderly / incapacitated / disabled adults → <i>lab_ed_pay</i> <input type="checkbox"/> 14 Lack of reliable / safe / affordable transportation → <i>lab_ed_pay</i> <input type="checkbox"/> 15 Other (specify) → <i>lab_ed_pay</i>
<i>lab_ed_app</i>	<p>C5) Is this “education or training” vocational training (apprenticeship or traineeship)?</p> <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No → <i>lab_ed_req</i>
<i>lab_ed_tr</i>	<p>C5.a) Is \$(hh_memberX) receiving cash or fringe benefits that are directly connected to participation in this training?</p> <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No
<i>lab_ed_req</i>	<p>C5.b) Which of the following apply to this “education or training” (select all):</p> <input type="checkbox"/> 1 Participation is required by an employer <input type="checkbox"/> 2 Training takes place inside normal working hours <input type="checkbox"/> 3 Training is directly connected to the current job <input type="checkbox"/> 4 None of the above apply
<i>lab_ed_pay</i>	<p>C6) During this absence, is \$(hh_memberX) receiving at least 50 percent of his/her wage or salary?</p> <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No

<i>lab_ed_stat</i>	<p>C7) In this job or business from which \$(hh_memberX) was temporarily absent during the reference week, is he/she an:</p> <p><input type="checkbox"/> 1 Employee</p> <p><input type="checkbox"/> 2 Self-employed with employees</p> <p><input type="checkbox"/> 3 Self-employed without employees</p> <p><input type="checkbox"/> 4 Unpaid family worker</p>
<i>lab_ed_abs</i>	<p>C8) What is the total anticipated duration of \$(hh_memberX)'s absence from work (in months)?</p> <p><i>[If less than one month, enter 1.]</i></p> <p><input type="text"/> <input type="text"/> <input type="text"/></p>
<i>lab_ed_ret</i>	<p>C9) Does he/she intend to return?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
Characteristics of Main Job	
<i>job_char</i>	<p>D1) In \$(hh_memberX)'s main job, he/she is an:</p> <p><input type="checkbox"/> 1 Employee</p> <p><input type="checkbox"/> 2 Self-employed with employees → <i>job_year</i></p> <p><input type="checkbox"/> 3 Self-employed without employees → <i>job_year</i></p> <p><input type="checkbox"/> 4 Unpaid family worker → <i>job_year</i></p>
<i>job_cont</i>	<p>D1.a) Does he/she have a contract?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>job_type</i></p>
<i>job_status</i>	<p>D1.b) Is \$(hh_memberX)'s job:</p> <p><i>[If the household member has a limited duration contract which is expected to be renewed, he/she should decide for him/herself whether they consider their job to be permanent or temporary.]</i></p> <p><input type="checkbox"/> 1 Temporary</p> <p><input type="checkbox"/> 2 Permanent → <i>job_type</i></p>
<i>job_temp</i>	<p>D1.c) Why is \$(hh_memberX)'s contract temporary?</p>

	<input type="checkbox"/> 1 Contract is temporary, but subject to regular renewal → <i>job_type</i> <input type="checkbox"/> 2 Contract is covering a period of training → <i>job_type</i> <input type="checkbox"/> 3 Could not find a permanent job → <i>job_type</i> <input type="checkbox"/> 4 Did not want a permanent job <input type="checkbox"/> 5 It is a probationary period which may lead to a permanent job → <i>job_type</i> <input type="checkbox"/> 6 Other (specify) → <i>job_type</i>
<i>job_temp_dw</i>	D1.d) Why does \$(hh_memberX) not want a permanent job? <input type="text"/>
<i>job_type</i>	D1.e) Is \$(hh_memberX)'s job: <input type="checkbox"/> 1 Full-time → <i>job_emp</i> <input type="checkbox"/> 2 Part-time
<i>job_pt_r</i>	D1.f) What is the main reason \$(hh_memberX) is working part-time instead of full-time? <input type="checkbox"/> 1 Looking after children (personally and NOT as a job or volunteer for some agency) → <i>job_emp</i> <input type="checkbox"/> 2 Looking after ill / elderly / incapacitated / disabled adults (personally and NOT as a job or volunteer for some agency) → <i>job_emp</i> <input type="checkbox"/> 3 Own illness or disability → <i>job_emp</i> <input type="checkbox"/> 4 Undergoing school, education or training → <i>job_emp</i> <input type="checkbox"/> 5 Could not find a full-time job → <i>job_emp</i> <input type="checkbox"/> 6 Does not want a full-time job <input type="checkbox"/> 7 Other (specify) → <i>job_emp</i>
<i>job_pt_dw</i>	D1.g) Why does \$(hh_memberX) not want a full-time job? <input type="text"/>

<i>job_emp</i>	<p>D1.h) What type of employer does \$(hh_memberX) have?</p> <p><input type="checkbox"/> 1 Government, public sector or security forces</p> <p><input type="checkbox"/> 2 State-owned enterprise</p> <p><input type="checkbox"/> 3 Private company or enterprise</p> <p><input type="checkbox"/> 4 International organization</p> <p><input type="checkbox"/> 5 NGO, non-profit or humanitarian organization</p> <p><input type="checkbox"/> 6 Self-employed</p> <p><input type="checkbox"/> 7 Other private individual</p> <p><input type="checkbox"/> 8 Other (specify)</p>
<i>job_year</i>	<p>D2) How many years ago did he/she start his/her current job?</p> <p><i>[If less than one year, enter 0.]</i></p> <p><input type="text"/><input type="text"/></p> <p style="text-align: right;">>0 → <i>job_months_py</i></p>
<i>job_months</i>	<p>D2.a) How many total months has he/she worked in this job?</p> <p><i>[If less than one month, enter 1.]</i></p> <p><input type="text"/><input type="text"/></p> <p style="text-align: right;">→ <i>job_hours</i></p>
<i>job_months_py</i>	<p>D2.b) In a typical year, how many months does \$(hh_memberX) work in his/her main job?</p> <p><i>[If less than one month, enter 1.]</i></p> <p><input type="text"/><input type="text"/></p>
<i>job_hours</i>	<p>D3) How many hours per week does \$(hh_memberX) usually work in his/her main job?</p> <p><i>[If respondent works a standard work day and standard work week, multiply number of hours worked per day by the number of days worked per week].</i></p> <p><input type="text"/><input type="text"/><input type="text"/></p>
<i>job_act_o</i>	<p>D4) What is the main sector of \$(hh_memberX)'s employer (or if self-employed, \$(hh_memberX))?</p> <p><i>[Record open-ended response].</i></p> <hr/>

	<input type="text"/>
<i>job_act</i>	<p>D4.a) What is the main economic activity that \$(hh_memberX)'s employer (or if self-employed, \$(hh_memberX)) undertakes?</p> <p><input type="text"/> <input type="text"/> [INSERT NACE REV 2 CODE]</p>
<i>job_func_o</i>	<p>D5) What is the main type of work that \$(hh_memberX) does for his/her job (name of occupation)?</p> <p>[Record open-ended response].</p> <p><input type="text"/></p>
<i>job_func_f</i>	<p>D5.a) What is the main type of work that \$(hh_memberX) does for his/her job (name of occupation)?</p> <p>[First ask the respondent for an open-ended answer then select and verify the ISCO-08 code with him/her].</p> <p><input type="text"/> <input type="text"/> <input type="text"/> [INSERT ISCO-08 CODE]</p>
<i>job_func</i>	D5.b) Please select an occupation sub-category.
<i>job_loc</i>	<p>D6) Where is \$(hh_memberX)'s usual or prevalent place of work in this job/activity?</p> <p>{MUNICIPALITY LIST}</p>
<i>job_income</i>	<p>D7) What is the net monthly pay (€) \$(hh_memberX) gets from his/her main job?</p> <p>[Net monthly pay is the person's monthly take home pay, net of all withholdings].</p> <p><input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> → <i>ed_student</i></p>
Previous Work Experience of Persons Not in Employment	
<i>ue_ever</i>	<p>E1) Has \$(hh_memberX) ever been in regular employment before? (job as employee, self-employed, or unpaid family member. Purely occasional jobs or work during vacations should not be considered as previous work experience)</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>es_active</i></p>
<i>ue_year</i>	E2) How many years ago was \$(hh_memberX) last in regular employment?

	<input type="checkbox"/> <input type="checkbox"/>	
<i>ue_reas</i>	E3) What is the main reason he/she stopped working?	
	<input type="checkbox"/> 1 Dismissed or made redundant	
	<input type="checkbox"/> 2 A job of limited duration has ended	
	<input type="checkbox"/> 3 Looking after children	→ <i>ue_char</i>
	<input type="checkbox"/> 4 Looking after ill / elderly / incapacitated / disabled adults	→ <i>ue_char</i>
	<input type="checkbox"/> 5 Own illness or disability	→ <i>ue_char</i>
	<input type="checkbox"/> 6 Pregnancy / child birth	→ <i>ue_char</i>
	<input type="checkbox"/> 7 Discriminatory / unsafe work environment	→ <i>ue_char</i>
	<input type="checkbox"/> 8 Family / spouse did not support work	→ <i>ue_char</i>
	<input type="checkbox"/> 9 Education or training	→ <i>ue_char</i>
	<input type="checkbox"/> 10 Early retirement	→ <i>ue_char</i>
	<input type="checkbox"/> 11 Normal retirement	→ <i>ue_char</i>
	<input type="checkbox"/> 12 Lack of reliable / safe / affordable transportation	→ <i>ue_char</i>
	<input type="checkbox"/> 13 Other (specify)	
<i>ue_seas</i>	E4) Does \$(hh_memberX) usually work for only part of the year (6 months or less)?	
	<input type="checkbox"/> 1 Yes	
	<input type="checkbox"/> 0 No	→ <i>ue_char</i>
<i>ue_seas_d</i>	E4.a) Please describe in more detail the type of work that \$(hh_memberX) usually undertakes for part of the year:	
	<input type="text"/>	
<i>ue_seas_a</i>	E4.b) Does \$(hh_memberX) go abroad for this work?	
	<input type="checkbox"/> 1 Yes	
	<input type="checkbox"/> 0 No	→ <i>ue_char</i>
<i>ue_seas_c</i>	E4.c) To which country does \$(hh_memberX) most regularly go abroad for work?	

{COUNTRY LIST}	
<i>ue_char</i>	<p>E5) In \$(hh_memberX)'s most recent main job, he/she was _____ an:</p> <p><input type="checkbox"/> 1 Employee</p> <p><input type="checkbox"/> 2 Self-employed with employees</p> <p><input type="checkbox"/> 3 Self-employed without employees</p> <p><input type="checkbox"/> 4 Unpaid family worker</p>
<i>ue_act_o</i>	<p>E6) What is the main sector of \$(hh_memberX)'s most recent employer (including family and/or self)?</p> <p><i>[Record open-ended response].</i></p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>
<i>ue_act</i>	<p>E6.a) What is the main economic activity that \$(hh_memberX)'s most recent employer (including family and/or self) undertook?</p> <p><input type="text"/> <input type="text"/> [INSERT NACE REV 2 CODE]</p>
<i>es_func_o</i>	<p>E7) What is the main type of work that \$(hh_memberX) did for his/her last main job (name of occupation)?</p> <p><i>[Record open-ended response].</i></p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>
<i>ue_func_f</i>	<p>E7.a) What is the main type of work that \$(hh_memberX) did for his/her last main job (name of occupation)?</p> <p><input type="text"/> <input type="text"/> <input type="text"/> [INSERT ISCO-08 CODE]</p>
<i>ue_func</i>	<p>E7.b) Please select an occupation sub-category.</p>
Employment Search Information for Persons Not in Employment	
<i>es_active</i>	<p>F1) In the last 4 weeks, has \$(hh_memberX) looked for work (even if for a minor job of as little as one hour per week) or tried to establish his/her own business?</p> <p><i>[IMPORTANT! This is a core variable for the labor force survey. If the respondent says that they don't know, please provide some examples of activities that constitute looking for working, such as asking friends/relatives about work, reading and responding to newspaper advertisements, contacting public employment office, contacting an employment agency,</i></p>

	<p><i>applying for jobs, taking tests or interviewing for jobs, looking for land of premises for own business, etc.].</i></p> <p><input type="checkbox"/> 1 Yes → <i>es_avail</i></p> <p><input type="checkbox"/> 0 No</p>
<i>es_ia_r</i>	<p>F2) What is the main reason \$(hh_memberX) did not look for work in the last 4 weeks? (select one)</p> <p><i>[IMPORTANT! This is a core variable for the labor force survey. Please probe for an answer other than "don't know."].</i></p> <p><input type="checkbox"/> 1 Looking after children (personally and NOT as a job or volunteer for some agency) → <i>ed_student</i></p> <p><input type="checkbox"/> 2 Looking after ill / elderly / incapacitated / disabled adults (personally and NOT as a job or volunteer for some agency) → <i>ed_student</i></p> <p><input type="checkbox"/> 3 Own illness or disability → <i>ed_student</i></p> <p><input type="checkbox"/> 4 Undergoing school, education, or training → <i>ed_student</i></p> <p><input type="checkbox"/> 5 Retired → <i>ed_student</i></p> <p><input type="checkbox"/> 6 Planning to start a business → <i>ed_student</i></p> <p><input type="checkbox"/> 7 Believes that no work is available → <i>ed_student</i></p> <p><input type="checkbox"/> 8 Awaiting results for job application or recruitment → <i>es_avail</i></p> <p><input type="checkbox"/> 9 Waiting for a call from a public employment office → <i>es_avail</i></p> <p><input type="checkbox"/> 10 Not qualified to work → <i>ed_student</i></p> <p><input type="checkbox"/> 11 Does not want to work</p> <p><input type="checkbox"/> 12 Lack of reliable / safe / affordable transportation → <i>ed_student</i></p> <p><input type="checkbox"/> 13 Other (specify) → <i>ed_student</i></p>
<i>es_ia_dwr</i>	<p>F2.a) Why does \$(hh_memberX) not want to work?</p> <p><i>[Record open-ended response].</i></p> <p><input type="text"/> → <i>ed_student</i></p>
<i>es_avail</i>	<p>F3) If \$(hh_memberX) were to find employment now, would he/she be able and ready to start working within the next 2 weeks?</p>

	<p><i>[IMPORTANT! This is a core variable for the labor force survey. Please probe for an answer other than "don't know."].</i></p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
es_months	<p>F4) How many months has \$(hh_memberX) been looking for a job or trying to establish his/her own business?</p> <p><i>[If less than one month, enter 1.]</i></p> <p><input type="text"/> <input type="text"/> <input type="text"/></p>
es_hours	<p>F5) How many hours per week does \$(hh_memberX) usually spend looking for a job or trying to establish his/her own business?</p> <p><input type="text"/> <input type="text"/> <input type="text"/></p>
es_type	<p>F6) What type of employment is \$(hh_memberX) pursuing? (select all)</p> <p><input type="checkbox"/> 1 Self-employment / own business</p> <p><input type="checkbox"/> 2 Full-time employee</p> <p><input type="checkbox"/> 3 Part-time employee</p>
es_act_o	<p>F7) What is the main sector of \$(hh_memberX)'s target employer (including family and/or self)?</p> <p><i>[Record open-ended response].</i></p> <p><input type="text"/></p>
es_act	<p>F7.a) What is the main economic activity that \$(hh_memberX)'s target employer (including family and/or self) would undertake?</p> <p><input type="text"/> <input type="text"/> <i>[INSERT NACE REV 2 CODE]</i></p>
es_func_o	<p>F8) What is the main type of work that \$(hh_memberX) is pursuing in his/her search (name of occupation)?</p> <p><i>[Record open-ended response].</i></p> <p><input type="text"/></p>
es_func_f	<p>F8.a) What is the main type of work that \$(hh_memberX) is pursuing in his/her search (name of occupation)?</p>

<p>[First ask the respondent for an open-ended answer then select and verify the ISCO-08 code with him/her].</p> <p><input type="text"/> <input type="text"/> <input type="text"/> [INSERT ISCO-08 CODE]</p>	
es_func	F8.b) Please select an occupation sub-category.
Education and Training	
ed_student	<p>G1) Has \$(hh_memberX) been a student or apprentice in regular education during the last four weeks?</p> <p><input type="checkbox"/> 1 Yes, has been a student or an apprentice</p> <p><input type="checkbox"/> 2 Is in regular education but on holiday</p> <p><input type="checkbox"/> 0 No, has not been a student or apprentice</p>
ed_highest	<p>G2) What is the highest level of education completed by \$(hh_memberX)? (select one)</p> <p><input type="checkbox"/> 1 Did not finish primary school → ed_year</p> <p><input type="checkbox"/> 2 (Primary) Elementary education (classes I-V) → ed_year</p> <p><input type="checkbox"/> 3 Lower secondary education (classes VI-IX) → ed_year</p> <p><input type="checkbox"/> 4 Upper secondary – general (gymnasium)</p> <p><input type="checkbox"/> 5 Upper secondary – vocational (2-3 years)</p> <p><input type="checkbox"/> 6 Post secondary - vocational (high vocational school 4-5 years or post-secondary vocational education 1-2 years)</p> <p><input type="checkbox"/> 7 Tertiary / university</p> <p><input type="checkbox"/> 8 Post graduate / master</p> <p><input type="checkbox"/> 9 Doctorate</p>
es_field_o	<p>G3) What is the primary field of \$(hh_memberX) highest level of education completed: \$(ed_highest)?</p> <p>[Record open-ended response].</p> <p><input type="text"/></p>
ed_field	<p>G3.a) What is the primary field of \$(hh_memberX)'s highest level of education completed: \$(ed_highest)?</p> <p>[Verify selection with respondent].</p> <p><input type="checkbox"/> 1 General programs</p>

	<input type="checkbox"/> 2 Teacher training and education science <input type="checkbox"/> 3 Humanities, languages and arts <input type="checkbox"/> 4 Social sciences <input type="checkbox"/> 5 Business <input type="checkbox"/> 6 Law <input type="checkbox"/> 7 Life science (including biology and environmental science) <input type="checkbox"/> 8 Physical science (including physics, chemistry, and earth science) <input type="checkbox"/> 9 Mathematics and statistics <input type="checkbox"/> 10 Computer science <input type="checkbox"/> 11 Computer use <input type="checkbox"/> 12 Engineering <input type="checkbox"/> 13 Manufacturing and construction <input type="checkbox"/> 14 Agriculture and veterinary <input type="checkbox"/> 15 Health and welfare <input type="checkbox"/> 16 Crafts and trades <input type="checkbox"/> 17 Administrative and clerical <input type="checkbox"/> 18 Services <input type="checkbox"/> 19 Unknown
<i>ed_field_c</i>	<p>G4) Is \$(hh_memberX)'s current or most recent job closely related to his/her primary field of study?</p> <p><input type="checkbox"/> 1 Yes → <i>ed_field_y</i></p> <p><input type="checkbox"/> 0 No</p> <p><input type="checkbox"/> 2 He/she has never worked → <i>ed_year</i></p>
<i>ed_field_w</i>	<p>G4.a) Why is \$(hh_memberX) not working in his/her field of study?</p> <p><input type="checkbox"/> 1 There are no jobs available in my field of study</p>

	<input type="checkbox"/> 2 Other (specify)
<i>ed_field_p</i>	<p>G4.b) Has \$(hh_memberX)'s ever done any work that is closely related to his/her field of study?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>ed_year</i></p>
<i>ed_field_y</i>	<p>G4.c) How many total years has \$(hh_memberX) worked in job(s) related to his/her field of study?</p> <p><input type="text"/> <input type="text"/> >1 → <i>ed_year</i></p>
<i>ed_field_m</i>	<p>G4.d) How many total months has \$(hh_memberX) worked in job(s) related to his/her field of study?</p> <p><i>[If less than one month, enter 1.]</i></p> <p><input type="text"/> <input type="text"/></p>
<i>ed_year</i>	<p>G5) How many years ago did \$(hh_memberX) finish the highest level of education?</p> <p><input type="text"/> <input type="text"/></p>
Self-Declared Labor Status	
<i>sdfs</i>	<p>H1) During the last week in which of the following categories would \$(hh_memberX) classify him/herself?</p> <p><i>[Please read out all options to respondent before selecting one.]</i></p> <p><input type="checkbox"/> 1 Employed, including self-employment, unpaid work for a family business or farm, or an apprenticeship or paid traineeship, etc.</p> <p><input type="checkbox"/> 2 Unemployed</p> <p><input type="checkbox"/> 3 Pupil, student, further training, unpaid work experience</p> <p><input type="checkbox"/> 4 In retirement or early retirement</p> <p><input type="checkbox"/> 5 Permanently disabled</p> <p><input type="checkbox"/> 6 Fulfilling domestic tasks</p> <p><input type="checkbox"/> 7 Other (specify)</p>
<i>responder</i>	<p>H2) Who answered the questions for \$(hh_memberX)?</p>

	<input type="checkbox"/> 1 Person him/herself <input type="checkbox"/> 2 Other household member
	<p>Thank you. This concludes the survey. In the next week, someone may contact you by phone or in person to verify some of the information you have given me. The purpose is only to ensure that I am asking questions and recording your answers correctly. It is therefore for quality control purposes only and will not be used for the research study.</p>
<i>household_image</i>	<p>With permission, please take a photo of the façade of the building.</p>
<i>household_notes</i>	<p>Please enter any additional important notes for this household.</p>
<p>End</p>	

NACE REV 2 CODES

A	Agriculture, forestry and fishing
B	Mining and quarrying
C	Manufacturing
D	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage, waste management and remediation activities
F	Construction
G	Wholesale and retail trade; repair of motor vehicles and motorcycles
H	Transportation and storage
I	Accommodation and food service activities
J	Information and communication
K	Financial and insurance activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
O	Public administration and defence; compulsory social security
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other service activities
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U	Activities of extraterritorial organisations and bodies

ISCO-08 CODES

Managers	
11	Chief Executives, Senior Officials and Legislators
12	Administrative and Commercial Managers
13	Production and Specialized Services Managers
14	Hospitality, Retail and Other Services Managers
Professionals	
21	Science and Engineering Professionals
22	Health Professionals
23	Teaching Professionals
24	Business and Administration Professionals
25	Information and Communications Technology Professionals
26	Legal, Social and Cultural Professionals
Technicians and Associate Professionals	
31	Science and Engineering Associate Professionals
32	Health Associate Professionals
33	Business and Administration Associate Professionals
34	Legal, Social, Cultural and Related Associate Professionals
35	Information and Communications Technicians
Clerical Support Workers	
41	General and Keyboard Clerks
42	Customer Services Clerks
43	Numerical and Material Recording Clerks
44	Other Clerical Support Workers
Services and Sales Workers	
51	Personal Services Workers
52	Sales Workers

53	Personal Care Workers
54	Protective Services Workers
	Skilled Agricultural, Forestry and Fishery Workers
61	Market-oriented Skilled Agricultural Workers
62	Market-oriented Skilled Forestry, Fishery and Hunting Workers
63	Subsistence Farmers, Fishers, Hunters and Gatherers
	Craft and Related Trades Workers
71	Building and Related Trades Workers (excluding Electricians)
72	Metal, Machinery and Related Trades Workers
73	Handicraft and Printing Workers
74	Electrical and Electronic Trades Workers
75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers
	Plant and Machine Operators and Assemblers
81	Stationary Plant and Machine Operators
82	Assemblers
83	Drivers and Mobile Plant Operators
	Elementary Occupations
91	Cleaners and Helpers
92	Agricultural, Forestry and Fishery Labourers
93	Labourers in Mining, Construction, Manufacturing and Transport
94	Food Preparation Assistants
95	Street and Related Sales and Services Workers
96	Refuse Workers and Other Elementary Workers
	Armed Forces Occupations
01	Commissioned Armed Forces Officers
02	Non-commissioned Armed Forces Officers
03	Armed Forces Occupations, Other Ranks
	Other (specify)

Extended Interview

EXTENDED INTERVIEW

Consent (did not complete household roster [*consentscript_nr*]):

My name is [NAME] and I am working with IDRA, a data collection and research firm in Kosovo. We are gathering information on the workforce status in your community in order to improve projects in this and other communities. Our study is funded by the Millennium Challenge Corporation (MCC), a U.S. agency that provides assistance to other countries' development projects. This research is being carried out by IDRA in collaboration with Social Impact, a management consulting firm based in the Washington D.C. area.

Your household was randomly selected to participate in this study, and you were randomly chosen from a list of eligible household members to participate in an extended interview. If you agree to participate, I will interview you about your access to resources to start a business, interest and involvement in entrepreneurship, experience with workplace discrimination, and beliefs on gender norms. I will also work with you to fill in a retrospective diary of your activities over the past 24 hours using a paper questionnaire.

This interview is expected to take 60 minutes. Any information you provide that can identify you or other members of your household will be kept strictly confidential by the parties conducting this study, including MCC employees, employees of the survey firm, and the researchers, to the maximum extent permitted by the laws of the United States and the laws of Kosovo. The information collected will be used for statistical purposes only and will not be used for determining any sort of benefits or punish you for anything so please answer honestly.

Your participation is voluntary and you may choose not to answer any or all questions for any reason. In other words, you have the alternative not to participate and there will be no consequences for nonparticipation. To compensate you for your time, you will be provided with a gift for completing the survey. More broadly, members of your community and country may also benefit from this study by helping MCC understand how to best improve labor force outcomes in Kosovo.

You may contact Liresa Shala, the administrator of the IDRA branch in Pristina, at _____, or Richard Columbia, Co-Chair of the Institutional Review Board at Social Impact at _____ if you have any questions, concerns or complaints about the study or your rights as a participant. If you have any questions, please feel free to ask me at any time.

Abridged consent (completed household roster [*consentscript_r*]):

Among your eligible household members, you were randomly selected to participate in an extended interview. If you agree to participate, I will interview you about your access to resources to start a business, interest and involvement in entrepreneurship, experience with workplace discrimination, and beliefs on gender norms. I will also work with you to fill in a retrospective diary of your activities over the past 24 hours using a paper questionnaire.

This extended interview is expected to take 60 minutes. Any information you provide that can identify you or other members of your household will be kept strictly confidential by the parties conducting this study, including MCC employees, employees of the survey firm, and the researchers, to the maximum extent permitted by the laws of the United States and the laws of Kosovo. The information collected will be used for statistical purposes only and will not be used for determining any sort of benefits or punish you for anything so please answer honestly.

Your participation is voluntary and you may choose not to answer any or all questions for any reason. In other words, you have the alternative not to participate and there will be no consequences for nonparticipation. To compensate you for your time, you will be provided with a gift for completing the survey. More broadly, members of your community and country may also benefit from this study by helping MCC understand how to best improve labor force outcomes in Kosovo.

You may contact Liresa Shala, the administrator of the IDRA branch in Pristina, at [redacted], or Richard Columbia, Co-Chair of the Institutional Review Board at Social Impact at [redacted], if you have any questions, concerns or complaints about the study or your rights as a participant. If you have any questions, please feel free to ask me at any time.

Variable	Question	Skip
Basic Information		
<i>f_date</i>	Please record today's date (DDMMYYYY): <input type="text"/>	
<i>f_region</i>	Please record the region where the survey takes place: {REGION LIST}	
<i>f_munic</i>	Please record the municipality where the survey takes place: {filter:f_regon MUNICIPALITY LIST}	
<i>f_sett</i>	Please record the settlement where the survey takes place: {filter:f_munic SETTLEMENT LIST}	
<i>f_ea</i>	Please record the enumeration area where the survey takes place: {filter:f_sett EA LIST}	
<i>f_hhid</i>	Please enter the sampled household's unique identification number (Household ID): <input type="text"/>	
<i>f_structure_id</i>	Please record the structure ID where the survey takes place:	
<i>f_hh_num</i>	Please record the Household number where the survey takes place: <i>Please confirm that the Household ID you selected is correct. If not, go back and select the correct one (you might need to correct the structure ID, settlement, municipality and/or region if the correct Household ID was not showing as an option in the Household ID field).</i>	
<i>f_rid</i>	Please enter the respondent's unique household identification number (Respondent ID): <input type="text"/>	
<i>f_geocode</i>	Please record the geocoordinates for this household.	
<i>f_roster</i>	Did this respondent also complete the household roster? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>consentscript_r</i> → <i>consentscript_nr</i>

<i>f_consent</i>	[Read relevant consent script] Does respondent consent to participate in the survey? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>f_name</i>
<i>f_consent_n</i>	Please specify reason for non-consent (if provided): (select all) <input type="checkbox"/> 1 I am unable to spare the time <input type="checkbox"/> 2 I do not want to spare the time <input type="checkbox"/> 3 I am not interested in the topic of this survey <input type="checkbox"/> 4 I am concerned about privacy <input type="checkbox"/> 5 I am concerned about safety <input type="checkbox"/> 6 Other (specify)	→ <i>end</i> → <i>end</i> → <i>end</i> → <i>end</i> → <i>end</i> → <i>end</i>
<i>f_name</i>	Enter respondent's first name: <input type="text"/>	
<i>f_sex</i>	What is \${f_name}'s sex? (select one) <input type="checkbox"/> 1 Male <input type="checkbox"/> 2 Female	
<i>f_marital</i>	What is your legal marital status? (select one) <input type="checkbox"/> 1 Single <input type="checkbox"/> 2 Married or factual relationship <input type="checkbox"/> 3 Widowed <input type="checkbox"/> 4 Divorced or legally separated <input type="checkbox"/> 5 Other (specify)	
<i>energytype</i>	What kind of energy do you use to heat your home? (select one) <input type="checkbox"/> 1 Electricity <input type="checkbox"/> 2 Wood <input type="checkbox"/> 3 Coal <input type="checkbox"/> 4 Mazut <input type="checkbox"/> 5 Natural gas	
<i>pc_land_hm</i>	How many Aris of agricultural land does your household currently own?	

Household Decision Making

I am now going to ask you a series of questions about who in your household makes spending decisions for 11 different items/expenses. The purpose of this module is to understand how household decision-making relates to labor force outcomes. Remember, your responses will be kept confidential so please answer honestly.

Var	Item	Which member of the family ultimately decides how much to spend on \$(ITEM)? (select one) 1 Self 2 Spouse/partner 3 Joint self and spouse 4 Joint self and others 5 Joint spouse and others 6 Other HH member(s)	Who has a major say in how much to spend on \$(ITEM)? (select all) 1 Self 2 Spouse/partner 3 Other HH member(s)	To what extent do you feel you can influence spending decisions on \$(ITEM)? 1 To a great extent 2 Somewhat 3 Very little 4 Not at all
<i>food</i>	Food			
<i>cloth</i>	Clothing			
<i>dur_s</i>	Small consumer durables (carpets, cookware)			
<i>dur_l</i>	Large consumer durables (fridge, TV, sofa)			
<i>educ</i>	Education			
<i>health</i>	Health			
<i>rep_min</i>	Home improvement/repair – minor			
<i>rep_maj</i>	Home improvement/repair – major			
<i>land</i>	Land purchase or sale			
<i>house</i>	House purchase or sale			
<i>energy</i>	Kind of Energy			

Access to Productive Capital

I am now going to ask you a series of questions on access to 15 different types of productive capital. The purpose of this module is to understand how access to productive capital relates to labor force outcomes, including investments in business.

Var	Productive Capital	Does anyone in your household currently own \$(ITEM)? 1 Yes 0 No	How many of \$(ITEM) does your household currently own?	Who would you say owns most of \$(ITEM)? 1 Self 2 Spouse/partner 3 Joint self and spouse 4 Joint self and others 5 Joint spouse and others 6 Other HH member(s)	Who would you say can decide whether to sell, give away, mortgage, and/or rent out \$(ITEM) most of the time? 1 Self 2 Spouse/partner 3 Joint self and spouse 4 Joint self and others 5 Joint spouse and others 6 Other HH member(s)
<i>pc_land</i>	Agricultural land (Aris) <i>Note: 1 hectare=100 Ari</i>				
<i>pc_lstock_l</i>	Large livestock (oxen, cattle)				
<i>pc_lstock_s</i>	Small livestock (goats, pigs, sheep)				
<i>pc_poultry</i>	Chickens, Ducks, Turkeys, Pigeons				
<i>pc_fish</i>	Fish pond or fishing equipment				
<i>pc_farm_nm</i>	Farm equipment (non-mechanized)				
<i>pc_farm_m</i>	Farm equipment (mechanized)				
<i>pc_bus_eq</i>	Nonfarm business equipment				
<i>pc_house</i>	Housing structures (residential)				
<i>pc_comm_re</i>	Non-residential structures (commercial and other)				
<i>pc_comp</i>	Computer or laptop				
<i>pc_dur_l</i>	Large consumer durables (fridge, TV, sofa)				
<i>pc_land_o</i>	Other land not used for agriculture (pieces, residential or commercial)				

<i>pc_transp_b</i>	Means of transportation – non-motorized (bicycle)				
<i>pc_transp_m</i>	Means of transportation – motorized (motorcycle, car)				

Access to Credit

I am now going to ask you a series of questions on access to credit and borrowing patterns. The purpose of this module is to better understand credit constraints in Kosovo as well as how access to credit relates to labor force outcomes, including investments in business. I will start by asking you about your borrowing history with different types of lenders over the past 12 months. Note that you should consider yourself a borrower if you were at least 50 percent responsible for the decision to borrow and spend the money, even if you were not the one who actually took out the loan.

		<p>Over the past 12 months, what is the total amount (€) that you borrowed from each of the following sources?</p> <p><i>You should consider yourself a borrower if you were at least 50 percent responsible for the decision to borrow and spend the money, even if you were not the one who took the loan.</i></p>	<p><i>If amount borrowed from source is > 0</i></p>	<p>If (more) credit had been available to you from this source, would you personally have used it?</p> <p>1 Yes 0 No</p>	<p><i>YES, would have used more from source</i></p>	<p><i>NO, would not have used more from source</i></p>
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Source	Lending source		<p>What was the main purpose for which you used the (total amount of money)?</p> <p>1 Start a new business 2 Support existing business 3 Pay medical expenses or debt 4 Pay other (non-medical) debt 5 Pay education expenses 6 Buy consumable goods 7 Buy durable goods 8 Home construction / improvement 9 Utilities 10 Give to family member 11 Other (specify)</p>	<p>How much of the (total amount of money) was used for (main purpose)?</p>	<p>What was the main purpose for which you used the remaining amount of (total amount of money)?</p> <p>1 Start a new business 2 Support existing business 3 Pay medical expenses or debt 4 Pay other (non-medical) debt 5 Pay education expenses 6 Buy consumable goods 7 Buy durable goods 8 Home construction / improvement 9 Utilities 10 Give to family member 11 Other (specify)</p>	<p>What is the main purpose for which you would have used additional credit from (source of money)?</p> <p>1 Start a new business 2 Support existing business 3 Pay medical expenses or debt 4 Pay other (non-medical) debt 5 Pay education expenses 6 Buy consumable goods 7 Buy durable goods 8 Home construction / improvement 9 Utilities 10 Give to family member 11 Other (specify)</p>	<p>Why would you not have borrowed more from (source of money)?</p> <p>1 Have enough money 2 Don't qualify/no collateral 3 Cannot pay back 4 Afraid to lose collateral 5 Interest/costs too high 6 Not allowed to borrow/family dispute in borrowing decision(s) 7 Lender not available/too far 8 Other (specify)</p>
form	Bank/financial institution (non-MFI)						
mfi	MFI (including NGO and group-based lending)						
inforl	Informal money lender (charges interest)						
friend	Friends or relatives (don't charge interest)						

If total borrowed from ALL sources = 0:

borrowednone

Why didn't you borrow from any of these credit sources?

|

Access to Credit (continued)	
<i>credit_de</i>	<p>Who in your household is primarily responsible for decisions on borrowing?</p> <p><input type="checkbox"/> 1 Self</p> <p><input type="checkbox"/> 2 Spouse/partner</p> <p><input type="checkbox"/> 3 Self and spouse/partner jointly</p> <p><input type="checkbox"/> 4 Self and others jointly</p> <p><input type="checkbox"/> 5 Spouse/partner and others jointly</p> <p><input type="checkbox"/> 6 Other household member(s)</p>
Economic Independence	
<i>ei_wage</i>	<p>In the past year, have you personally earned any wage or salary?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>ei_acct</i></p>
<i>ei_wage_d</i>	<p>Over the past year, who made decisions about how the majority of your wage or salary income was spent?</p> <p><input type="checkbox"/> 1 Self</p> <p><input type="checkbox"/> 2 Spouse/partner</p> <p><input type="checkbox"/> 3 Self and spouse/partner jointly</p> <p><input type="checkbox"/> 4 Self and others jointly</p> <p><input type="checkbox"/> 5 Spouse/partner and others jointly</p> <p><input type="checkbox"/> 6 Other household member(s)</p>
<i>ei_acct</i>	<p>Do you have a savings account for which you are a legal account holder/signer?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>ent_bus</i></p>
<i>ei_acct_s</i>	<p>Do you have a savings account in your name only?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
Entrepreneurship (Present)	
<p><i>This next module is focused on entrepreneurship and will include questions on your involvement in businesses, in the past, present, and future. I will also ask some questions about attitudes toward entrepreneurship in Kosovo.</i></p>	

<i>ent_bus_i</i>	<p>Have you, alone or with others, already started or are currently trying to start a new business, including any self-employment or selling any goods or services to others? (select all)</p> <p><input type="checkbox"/> 1 Yes, I have already started a business (and I am still involved in it) → <i>ent_sal</i></p> <p><input type="checkbox"/> 2 Yes, I am currently trying to start a new business → <i>ent_plan</i></p> <p><input type="checkbox"/> 0 No, I am not currently involved in my own business → <i>ent_bus</i></p>
<i>ent_main</i>	<p>[If both 1 and 2 are selected] Which do you consider to be your main business?</p> <p><input type="checkbox"/> 1 One that I have already started</p> <p><input type="checkbox"/> 2 One that I am currently trying to start → <i>ent_plan</i></p>
<i>ent_sal</i>	<p>Has the business paid any salaries, wages, or payments in kind, including your own, for more than three months? "Payment in kind" refers to goods or services provided as payments for work rather than cash.</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>entre_ows</i></p>
<i>entre_wgs</i>	<p>In what year did your business first pay salaries, wages, or payments in kind, including your own? (YYYY)</p> <p><input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p>
<i>entre_ows</i>	<p>How many people, including yourself, own this business?</p> <p><input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p>
<i>entre_emp</i>	<p>Not counting the owners, how many people are currently working for this business?</p> <p><input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p>
<i>ent_reg</i>	<p>Has the business been formally registered with the Kosovo Business Registration Agency (KBRA)?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>ent_reg_r</i></p>
<i>entre_emp_l</i>	<p>Of the \$(entre_emp) person(s) working for this business, for how many do you pay pension contribution?</p> <p><input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/></p> <p>→ <i>ent_choice</i></p>
<i>ent_reg_r</i>	<p>Why have you not formally registered your business with KBRA?</p>

	<input type="checkbox"/> 1 Don't know how (or where) to do so → <i>ent_choice</i> <input type="checkbox"/> 2 Have not had the time → <i>ent_choice</i> <input type="checkbox"/> 3 Don't see benefit in doing so → <i>ent_choice</i> <input type="checkbox"/> 4 Cannot afford to do so → <i>ent_choice</i> <input type="checkbox"/> 5 Other (specify) → <i>ent_choice</i>
<i>ent_plan</i>	<p>Over the past 12 months, have you done anything to help start this new business, such as looking for equipment or location, organizing a start-up team, working on a business plan, beginning to save money, or any other activity that would help launch a business?</p> <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No
<i>ent_choice</i>	<p>Why are you involved in this business? (select one)</p> <input type="checkbox"/> 1 Because I want to take advantage of business opportunity <input type="checkbox"/> 2 I would prefer to do something else, but there are no other opportunities available to me <input type="checkbox"/> 3 Combination of both 1 and 2 <input type="checkbox"/> 4 Other (specify)
<i>ent_unf</i>	<p>Will all, some, or none of your customers or potential customers consider the business product(s) or service(s) new and unfamiliar?</p> <input type="checkbox"/> 1 All <input type="checkbox"/> 2 Some <input type="checkbox"/> 3 None will consider this new and unfamiliar
<i>ent_act</i>	<p>What is the main economic activity that this business is undertaking or will undertake?</p> <input type="text"/> <input type="text"/> [INSERT NACE REV 2 CODE]
<i>ent_new</i>	<p>Right now, are there many, few or no other businesses offering the same/similar product(s) or service(s) to your customers/potential customers?</p> <input type="checkbox"/> 1 Many business competitors <input type="checkbox"/> 2 Few business competitors <input type="checkbox"/> 3 No business competitors <hr/>

<i>ent_own</i>	<p>Will/do you personally own all, part or none of this business?</p> <p><input type="checkbox"/> 1 All → <i>ent_sup</i></p> <p><input type="checkbox"/> 2 Part</p> <p><input type="checkbox"/> 3 None → <i>ent_sup</i></p>
<i>ent_own_p</i>	<p>Approximately what percentage of this business do you own?</p> <p><input type="text"/> <input type="text"/></p>
<i>ent_sup</i>	<p>What was the main source of start-up capital for this business?</p> <p><i>[Read out options before selecting]</i></p> <p><input type="checkbox"/> 1 Own resources / savings</p> <p><input type="checkbox"/> 2 Formal loan</p> <p><input type="checkbox"/> 3 Informal loan</p> <p><input type="checkbox"/> 4 Remittances</p> <p><input type="checkbox"/> 5 Other (specify)</p>
<i>ent_ment</i>	<p>Various people may give you advice on your business. Have you received advice from any of the following? (select all)</p> <p><i>[Read out options and allow respondent to say yes or no for each option]</i></p> <p><input type="checkbox"/> 1 Spouse or partner</p> <p><input type="checkbox"/> 2 Parents</p> <p><input type="checkbox"/> 3 Other family or relatives</p> <p><input type="checkbox"/> 4 Current work colleagues</p> <p><input type="checkbox"/> 5 Current boss</p> <p><input type="checkbox"/> 6 Somebody who is starting or has started a business</p> <p><input type="checkbox"/> 7 Somebody with much business experience</p> <p><input type="checkbox"/> 8 Researcher or inventor</p> <p><input type="checkbox"/> 9 Possible investor</p> <p><input type="checkbox"/> 10 Bank</p> <p><input type="checkbox"/> 11 Lawyer</p> <p><input type="checkbox"/> 12 Accountant</p> <p><input type="checkbox"/> 13 Public advising service for businesses</p>

	<input type="checkbox"/> 14 Another firm <input type="checkbox"/> 15 A customer <input type="checkbox"/> 16 NGO or non-profit organization <input type="checkbox"/> 17 Other (specify)	
<i>ent_grow</i>	Have you been able to grow your business as much as you want to? <input type="checkbox"/> 1 Yes → <i>ent_inc</i> <input type="checkbox"/> 0 No	
<i>ent_const</i>	What is the main obstacle in growing your business? <input style="width: 250px; height: 15px;" type="text"/>	
<i>ent_inc</i>	In the past 12 months, what proportion (%) of your personal income came from this business? <input style="width: 20px; height: 15px;" type="text"/> <input style="width: 20px; height: 15px;" type="text"/> <input style="width: 20px; height: 15px;" type="text"/>	
Entrepreneurship (Future and Past)		
<i>ent_bus</i>	Are you, alone or with others, expecting to start a new business, including any self-employment, within the next 3 years? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	
<i>ent_close</i>	Have you, in the past 12 months, sold, shut down, discontinued or quit a business you owned and managed, any form of self-employment, or selling goods or services to anyone? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No → <i>ent_opp</i>	
<i>ent_stat</i>	Did the business continue its business activities after you quit? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	
<i>ent_opp</i>	In the next 6 months, will there be good opportunities for starting a business in the area where you live? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	

<i>ent_skill</i>	Do you have the knowledge, skill and experience required to start a new business?	
	<input type="checkbox"/> 1 Yes	
	<input type="checkbox"/> 0 No	
<i>ent_des</i>	In Kosovo, do most people consider starting a new business a desirable career choice?	
	<input type="checkbox"/> 1 Yes	→ <i>ent_stat</i>
	<input type="checkbox"/> 0 No	
<i>ent_des_w</i>	Why is starting a new business not considered a desirable career choice in Kosovo?	
	<input type="text"/>	
<i>ent_resp</i>	In Kosovo, do people who are successful at starting a new business have a higher level of status and respect?	
	<input type="checkbox"/> 1 Yes	
	<input type="checkbox"/> 0 No	
Income		
<i>This next module is focused on income, remittances, and working abroad. Remember that all of your responses are strictly confidential, so please answer honestly. This data will only be used for statistical purposes and will not be used for determining any benefits or other social scheme .</i>		
<i>income_hh</i>	What is the total ANNUAL income in Euros (€) of all the members of your household (including remittances), including your income, as one combined figure?	
	<input type="text"/>	
<i>income_p</i>	How much of your total ANNUAL household income (€) reported just now do you personally contribute?	
	<input type="text"/>	
Remittances and Working Abroad		
<i>rem_port</i>	What proportion (%) of your total household income consists of foreign remittances received from outside of Kosovo?	
	<input type="text"/>	
<i>rem_tot</i>	Over the past 12 months, what is the total amount of foreign remittances that you have received (€)?	
	<input type="text"/>	0 → <i>rem_abr</i>
<i>rem_purp</i>	What is the main purpose for which you used the €\$(<i>rem_tot</i>)? (select one)	
	<input type="checkbox"/> 1 Start a new business	
	<input type="text"/>	

	<input type="checkbox"/> 2 Support existing business <input type="checkbox"/> 3 Pay medical expenses or medical debt <input type="checkbox"/> 4 Pay other (non-medical) debt <input type="checkbox"/> 5 Pay education expenses <input type="checkbox"/> 6 Buy consumable goods <input type="checkbox"/> 7 Buy durable goods <input type="checkbox"/> 8 Home construction / improvement <input type="checkbox"/> 9 Utilities <input type="checkbox"/> 10 Give to family member <input type="checkbox"/> 11 Other (specify)
<i>rem1_tot</i>	How much of the €\$(rem_total) you received was used for the main purpose you just specified (€)? <input type="text"/>
<i>rem2_purp</i>	What is the main purpose for which you used the remaining amount of \$(rem_tot)-\$(rem1_tot)? (select one) <input type="checkbox"/> 1 Start a new business <input type="checkbox"/> 2 Support existing business <input type="checkbox"/> 3 Pay medical expenses or debt <input type="checkbox"/> 4 Pay other (non-medical) debt <input type="checkbox"/> 5 Pay education expenses <input type="checkbox"/> 6 Buy consumable goods <input type="checkbox"/> 7 Buy durable goods <input type="checkbox"/> 8 Home construction / improvement <input type="checkbox"/> 9 Utilities <input type="checkbox"/> 10 Give to family member <input type="checkbox"/> 11 Other (specify)
<i>rem_abr</i>	In the past 12 months, have you worked outside of Kosovo? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No <p style="text-align: right;">→ rem_abr_f</p>

<i>rem_count</i>	<p>In which countries have you worked in the past 12 months? (select all)</p> <p><input type="checkbox"/> 1 Albania</p> <p><input type="checkbox"/> 2 Austria</p> <p><input type="checkbox"/> 3 Belgium</p> <p><input type="checkbox"/> 4 Denmark</p> <p><input type="checkbox"/> 5 France</p> <p><input type="checkbox"/> 6 Germany</p> <p><input type="checkbox"/> 7 Greece</p> <p><input type="checkbox"/> 8 Italy</p> <p><input type="checkbox"/> 9 Netherlands</p> <p><input type="checkbox"/> 10 Norway</p> <p><input type="checkbox"/> 11 Slovenia</p> <p><input type="checkbox"/> 12 Sweden</p> <p><input type="checkbox"/> 13 Switzerland</p> <p><input type="checkbox"/> 14 United Kingdom</p> <p><input type="checkbox"/> 15 United States</p> <p><input type="checkbox"/> 16 Other (specify)</p>
<i>rem_countX</i>	<p>In the past 12 months, what is the total number of months that you worked in \$(rem_countX)?</p> <p><input type="text"/> <input type="text"/></p>
<i>rem_abr_f</i>	<p>In the next 12 months, do you plan to work outside of Kosovo?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
<i>rem_count_f</i>	<p>In which countries do you plan to work in the next 12 months? (select all)</p> <p><input type="checkbox"/> 1 Albania</p> <p><input type="checkbox"/> 2 Austria</p> <p><input type="checkbox"/> 3 Belgium</p> <p><input type="checkbox"/> 4 Denmark</p> <p>—</p>

	<input type="checkbox"/> 5 France <input type="checkbox"/> 6 Germany <input type="checkbox"/> 7 Greece <input type="checkbox"/> 8 Italy <input type="checkbox"/> 9 Netherlands <input type="checkbox"/> 10 Norway <input type="checkbox"/> 11 Slovenia <input type="checkbox"/> 12 Sweden <input type="checkbox"/> 13 Switzerland <input type="checkbox"/> 14 United Kingdom <input type="checkbox"/> 15 United States <input type="checkbox"/> 11 Other (specify)	
Workplace Discrimination		
<p><i>This next module is focused on workplace discrimination and gender norms and attitudes in Kosovo. Your responses are confidential so please answer honestly. As with all modules in this survey, you do not have to respond to any question for any reason, including if you are uncomfortable providing a truthful answer.</i></p>		
<i>f_emp</i>	Have you ever been in regular employment before (job as employee or unpaid family member)? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>f_care</i>
<i>f_discr</i>	In your past or present employment, do you feel you are/were treated equally within the workplace by your employer(s) when compared with members of the opposite sex that you work with? This includes both negative and positive treatment. <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No <input type="checkbox"/> 2 N/A	→ <i>f_care</i> → <i>f_care</i>
<i>f_discr_pn</i>	Was this unequal treatment positive or negative? <input type="checkbox"/> 1 Positive <input type="checkbox"/> 2 Negative	
<i>f_discr_h</i>	In what ways were you not treated equally?	

	<input type="text"/>
<i>f_adv</i>	<p>Do you feel this unequal treatment has prevented you from advancing professionally?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No</p>
<i>f_care</i>	<p>In order to care for a child or family member, have you ever: (select all)</p> <p><i>[Read out options and allow respondent to say yes or no for each option]</i></p> <p><input type="checkbox"/> 1 Reduced work hours</p> <p><input type="checkbox"/> 2 Taken a significant amount of time off</p> <p><input type="checkbox"/> 3 Quit job</p> <p><input type="checkbox"/> 4 Turned down a promotion → <i>f_equal</i></p> <p><input type="checkbox"/> 5 None of the above → <i>f_equal</i></p>
<i>f_hurt</i>	<p>Do you feel that the time away has hurt your career?</p> <p><input type="checkbox"/> 1 To a great extent</p> <p><input type="checkbox"/> 2 Somewhat</p> <p><input type="checkbox"/> 3 Very little</p> <p><input type="checkbox"/> 4 Not at all</p>
<i>f_ccare</i>	<p>Has access to child care (or lack thereof) influenced your career decisions?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>f_transp</i></p> <p><input type="checkbox"/> 2 Not Applicable → <i>f_transp</i></p>
<i>f_ccare_y</i>	<p>In what ways has child care access influenced your career decisions?</p> <p><input type="text"/></p>
<i>f_transp</i>	<p>Has lack of access to safe, reliable, / and/or affordable transport influenced your career decisions?</p> <p><input type="checkbox"/> 1 Yes</p> <p><input type="checkbox"/> 0 No → <i>f_equal</i></p>

	<input type="checkbox"/> 2 Not Applicable	→ <i>f_equal</i>
<i>f_transp_y</i>	In what ways has lack of access to safe, reliable, and/or affordable transport influenced your career decisions? <input type="text"/>	
<i>f_equal</i>	Do you believe that men and women in Kosovo are generally treated equally in the workplace? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>f_focus</i>
<i>f_equal_h</i>	In what ways are they not treated equally? <input type="text"/>	
<i>f_focus</i>	Of the people you know who are around your age, who is more focused on their career? <input type="checkbox"/> 1 Women more than men <input type="checkbox"/> 2 Men more than women <input type="checkbox"/> 3 No difference	
<i>f_discr_f</i>	Has concern about discrimination influenced your career decisions? <input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	
<i>f_discr_fh</i>	In what ways has concern about discrimination influenced your career decisions? <input type="text"/>	
Gender Norm Attitudes Scale		
<i>I will now read a series of statements related to gender norm attitudes. For each statement, please tell me if you agree or disagree with that statement.</i>		Agree Disagree
<i>gnas_1</i>	It is important that sons have more education than daughters	<input type="checkbox"/> <input type="checkbox"/>
<i>gnas_2</i>	Daughters should be sent to school only if they are not needed to help at home	<input type="checkbox"/> <input type="checkbox"/>
<i>gnas_3</i>	The most important reason that sons should be more educated than daughters is so they can better look after their parents when they are older	<input type="checkbox"/> <input type="checkbox"/>
<i>gnas_4</i>	If there is a limited amount of money to pay for tutoring, it should be spent on sons first	<input type="checkbox"/> <input type="checkbox"/>
<i>gnas_5</i>	A woman should take good care of her own children and not worry about other people's affairs	<input type="checkbox"/> <input type="checkbox"/>

<i>gnas_6</i>	Women should leave politics to the men	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_7</i>	A woman has to have a husband or sons or some other male kinsman to protect her	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_8</i>	The only thing a woman can really rely on in her old age is her sons	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_9</i>	A good woman never questions her husband's opinions, even if she is not sure she agrees with them	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_10</i>	When it is a question of children's health, it is best to do what the father wants	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_11</i>	Daughters should be able to work outside the home after they have children if they want to	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_12</i>	Daughters should have just the same chance to work outside of homes as sons	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_13</i>	Daughters should be told that an important reason not to have too many children is so they can work outside the home and earn money	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_14</i>	I would like my daughter to be able to work outside the home so she can support herself if necessary	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_15</i>	Daughters should have the same inheritance rights as sons	<input type="checkbox"/>	<input type="checkbox"/>
<i>gnas_ext</i>	It's more important for men in the household to be employed than women	<input type="checkbox"/>	<input type="checkbox"/>

TIME USE SURVEY

Recall period: Respondents will be asked to reflect on the most recent **complete** 24-hour period that ended at 4:00 AM. For example, if it is 8:00 PM on a Thursday at the time of the survey, the respondent will reflect on the 24-hour period beginning 4:00 AM on Wednesday and ending 3:59 AM on the present day (Thursday).

Time segments: The 24-hour period beginning 4:00 AM and ending 3:59 AM is segmented into 24 hours and four 15-minute time blocks per hour (96 segments total).

Primary activity: For each 15-minute segment, record the respondent's primary activity in his or her own words. If the activity extends beyond 15 minutes, you may use a line with an arrow to indicate the length of the activity.

Secondary activity: When appropriate, a secondary activity may be recorded in the secondary activity column (again, using the respondent's own words).

Persons present: For each 15-minute segment, record whether the respondent was:

C – In the presence of a child household member under the age of 9

H – In the presence of other household member(s) (9 and up)

O – In the presence of other persons (non-household members)

Activity codes: At the end of each day, enumerators are responsible for converting the open response for each 15-minute segment into one of the 2008ACL activity codes per the guidelines below.

<u>Category</u>	<u>2008ACL Activity Codes</u>
Personal Care	0.1.1 sleep
	0.1.2 sick in bed
	0.2.1 eating
	0.3.1 washing and dressing
	0.3.9 other or unspecified personal care
Employment	1.1.1 working time (including coffee breaks and travel at work)
	1.2.1 activities related to employment – lunch break
	1.2.2 activities related to employment – job search
	1.2.9 activities related to employment – other or unspecified
Studying	2.0.0 unspecified study
	2.1.1 school or university – classes and lectures
	2.1.2 school or university – homework
	2.2.1 free time study
Household and Family Care	3.1.1 food preparation, baking and preserving
	3.1.2 dish washing
	3.8.1 childcare – physical care and supervision
	3.8.2 childcare – teaching the child
	3.8.3 childcare – reading, playing and talking with child
	3.8.4 childcare – accompanying child
	3.8.9 childcare – other or unspecified
	3.9.1 help to adult family member – physical care of dependent adult hh member
	3.9.2 help to adult family member – other help of dependent adult hh member
	3.9.9 help to adult family member – help to non-dependent adult hh member
	3.2.1 household upkeep - cleaning dwelling
	3.2.2 household upkeep - cleaning garden

- 3.2.3 household upkeep - heating and water
- 3.2.4 household upkeep - arranging household goods and materials
- 3.2.9 household upkeep – other or unspecified

- 3.3.1 making and care for textiles - laundry
- 3.3.2 making and care for textiles - ironing
- 3.3.3 making and care for textiles – handicraft and producing textiles
- 3.3.9 making and care for textiles – other or unspecified

- 3.4.1 gardening and pet care - gardening
- 3.4.2 gardening and pet care – tending domestic animals
- 3.4.3 gardening and pet care – caring for pets
- 3.4.4 gardening and pet care – walking the dog
- 3.4.9 gardening and pet care – other or unspecified

- 3.5.1 construction and repairs – house construction and renovation
- 3.5.2 construction and repairs – repairs to dwelling
- 3.5.3 construction and repairs – making, repairing and maintaining equipment
- 3.5.4 construction and repairs – vehicle maintenance
- 3.5.9 construction and repairs – other or unspecified

- 3.6.1 shopping and services – shopping
- 3.6.2 shopping and services – commercial and administrative services
- 3.6.3 shopping and services – personal services
- 3.6.9 shopping and services – other or unspecified

- 3.7.1 household management
- 3.0.0 Unspecified household and family care

Voluntary work and meetings

- 4.1.1 Organizational work (work for or through an organization)
- 4.2.1 Informal help to other households – construction and repairs as help
- 4.2.2 Informal help to other households – help in employment and farming
- 4.2.3 Informal help to other households – care of own children living in another hh
- 4.2.4 Informal help to other households – other childcare as help to another hh
- 4.2.5 Informal help to other households – help to an adult of another hh
- 4.2.9 Informal help to other households – other or unspecified

- 4.3.1 participatory activities – meetings
- 4.3.2 participatory activities – religious activities
- 4.3.9 participatory activities – other or unspecified

Social life and entertainment

- 5.1.1 social life – socializing with family
- 5.1.2 social life – visiting and receiving visitors
- 5.1.3 social life – celebrations
- 5.1.4 social life – telephone conversation
- 5.1.9 social life – other or unspecified

- 5.2.1 entertainment and culture – cinema
- 5.2.2 entertainment and culture – theater and concerts
- 5.2.3 entertainment and culture – art exhibitions and museums
- 5.2.4 entertainment and culture – library
- 5.2.5 entertainment and culture – sports events
- 5.2.9 entertainment and culture – other or unspecified

- 5.3.1 resting – time out

Sports and outdoor activities	<ul style="list-style-type: none"> 6.1.1 physical exercise – walking and hiking 6.1.2 physical exercise – jogging and running 6.1.3 physical exercise – cycling, skiing and skating 6.1.4 physical exercise – ball games 6.1.5 physical exercise – gymnastics and fitness 6.1.6 physical exercise – water sports 6.1.9 physical exercise – other or unspecified 6.2.1 productive exercise (hunting, fishing, picking berries, mushrooms, herbs) 6.3.1 sports related activities
Hobbies and computing	<ul style="list-style-type: none"> 7.1.1 arts and hobbies – arts (visual, performing, literary) 7.1.2 arts and hobbies – collecting 7.1.3 arts and hobbies – correspondence 7.1.9 arts and hobbies – other or unspecified 7.2.1 computing – programming 7.2.2 computing – information by computing 7.2.3 computing – communication by computing 7.2.9 computing – other or unspecified 7.3.1 games – solo games and playing, gambling 7.3.2 games – parlor games and play 7.3.3 games – computer games 7.3.9 games – other or unspecified
Mass media	<ul style="list-style-type: none"> 8.1.1 reading – periodicals 8.1.2 reading – books 8.1.9 reading – other or unspecified 8.2.1 watching tv, video or DVD 8.3.1 listening to radio or recordings
Travel	<ul style="list-style-type: none"> 9.1.0 travel –to/from work 9.2.0 travel – related to study 9.3.6 travel – related to shopping and services 9.3.8 travel – related to childcare 9.3.9 travel – related to other household care 9.4.0 travel – related to voluntary work and meetings 9.5.0 travel – related to social life 9.6.0 travel – related to other leisure 9.8.0 travel – related to changing locality 9.0.0 travel – other or unspecified
Other	<ul style="list-style-type: none"> 9.9.8 auxiliary codes – unspecified leisure time 9.9.9 auxiliary codes – other

Household ID: _____ Respondent ID: _____

						Persons Present			
		Primary Activity	Code	Secondary Activity	Code	C	H	O	N/A
4:00 AM	4:00 - 4:14					---	---	---	---
	4:15 - 4:29					---	---	---	---
	4:30 - 4:44					---	---	---	---
	4:45 - 4:59					---	---	---	---
5:00 AM	5:00 - 5:14					---	---	---	---
	5:15 - 5:29					---	---	---	---
	5:30 - 5:44					---	---	---	---
	5:45 - 5:59					---	---	---	---
6:00 AM	6:00 - 6:14					---	---	---	---
	6:15 - 6:29					---	---	---	---
	6:30 - 6:44					---	---	---	---
	6:45 - 6:59					---	---	---	---
7:00 AM	7:00 - 7:14					---	---	---	---
	7:15 - 7:29					---	---	---	---
	7:30 - 7:44					---	---	---	---
	7:45 - 7:59					---	---	---	---
8:00 AM	8:00 - 8:14					---	---	---	---
	8:15 - 8:29					---	---	---	---
	8:30 - 8:44					---	---	---	---
	8:45 - 8:59					---	---	---	---
9:00 AM	9:00 - 9:14					---	---	---	---
	9:15 - 9:29					---	---	---	---
	9:30 - 9:44					---	---	---	---
	9:45 - 9:59					---	---	---	---
10:00 AM	10:00 - 10:14					---	---	---	---
	10:15 - 10:29					---	---	---	---
	10:30 - 10:44					---	---	---	---
	10:45 - 10:59					---	---	---	---
11:00 AM	11:00 - 11:14					---	---	---	---
	11:15 - 11:29					---	---	---	---
	11:30 - 11:44					---	---	---	---
	11:45 - 11:59					---	---	---	---
12:00 PM	12:00 - 12:14					---	---	---	---
	12:15 - 12:29					---	---	---	---
	12:30 - 12:44					---	---	---	---
	12:45 - 12:59					---	---	---	---
1:00 PM	1:00 - 1:14					---	---	---	---
	1:15 - 1:29					---	---	---	---
	1:30 - 1:44					---	---	---	---
	1:45 - 1:59					---	---	---	---
2:00 PM	2:00 - 2:14					---	---	---	---
	2:15 - 2:29					---	---	---	---

	2:30 - 2:44								
	2:45 - 2:59								
3:00 PM	3:00 - 3:14								
	3:15 - 3:29								
	3:30 - 3:44								
	3:45 - 3:59								
						Persons Present			
		Primary Activity	Code	Secondary Activity	Code	C	H	O	N/A
4:00 PM	4:00 - 4:14								
	4:15 - 4:29								
	4:30 - 4:44								
	4:45 - 4:59								
5:00 PM	5:00 - 5:14								
	5:15 - 5:29								
	5:30 - 5:44								
	5:45 - 5:59								
6:00 PM	6:00 - 6:14								
	6:15 - 6:29								
	6:30 - 6:44								
	6:45 - 6:59								
7:00 PM	7:00 - 7:14								
	7:15 - 7:29								
	7:30 - 7:44								
	7:45 - 7:59								
8:00 PM	8:00 - 8:14								
	8:15 - 8:29								
	8:30 - 8:44								
	8:45 - 8:59								
9:00 PM	9:00 - 9:14								
	9:15 - 9:29								
	9:30 - 9:44								
	9:45 - 9:59								
10:00 PM	10:00 - 10:14								
	10:15 - 10:29								
	10:30 - 10:44								
	10:45 - 10:59								
11:00 PM	11:00 - 11:14								
	11:15 - 11:29								
	11:30 - 11:44								
	11:45 - 11:59								
12:00 AM	12:00 - 12:14								
	12:15 - 12:29								
	12:30 - 12:44								
	12:45 - 12:59								

1:00 AM	1:00 - 1:14								
	1:15 - 1:29								
	1:30 - 1:44								
	1:45 - 1:59								
2:00AM	2:00 - 2:14								
	2:15 - 2:29								
	2:30 - 2:44								
	2:45 - 2:59								
3:00 AM	3:00 - 3:14								
	3:15 - 3:29								
	3:30 - 3:44								
	3:45 - 3:59								

Time Use (continued)	
Please estimate how many hours that you spend on each of the following activities during a typical weekday (total must equal 24):	
<i>tu_pc</i>	<input type="text"/> <input type="text"/> Personal care (sleeping, eating, etc.)
<i>tu_emp</i>	<input type="text"/> <input type="text"/> Employment (including own business)
<i>tu_study</i>	<input type="text"/> <input type="text"/> Studying
<i>tu_cc</i>	<input type="text"/> <input type="text"/> Child care
<i>tu_ad</i>	<input type="text"/> <input type="text"/> Help to adult family members
<i>tu_hh</i>	<input type="text"/> <input type="text"/> Other household care (food mgmt, cleaning, etc.)
<i>tu_vol</i>	<input type="text"/> <input type="text"/> Voluntary work and meetings
<i>tu_soc</i>	<input type="text"/> <input type="text"/> Social life and entertainment
<i>tu_sport</i>	<input type="text"/> <input type="text"/> Sports and outdoor activities
<i>tu_hob</i>	<input type="text"/> <input type="text"/> Hobbies and computing
<i>tu_mm</i>	<input type="text"/> <input type="text"/> Mass media
<i>tu_travwk</i>	<input type="text"/> <input type="text"/> Travel to/from work or for work-related activities
<i>tu_travoth</i>	<input type="text"/> <input type="text"/> Travel for non-work purposes
<i>tu_oth</i>	<input type="text"/> <input type="text"/> Other
<i>f_phone</i>	Please record respondent's phone number: <input type="text"/>
<i>others_p</i>	Were there other persons present during this interview?

	<input type="checkbox"/> 1 Yes <input type="checkbox"/> 0 No	→ <i>end</i>
<i>others_d</i>	Please record who was present during this interview and at what points during the interview they were listening: <input style="width: 400px; height: 20px;" type="text"/>	
<i>tusimage</i>	Please take a photo of the front side of the completed paper time use diary.	
<i>tusimage2</i>	Please take a photo of the back side of the completed paper time use diary.	
Thank you. This concludes the survey. In the next week, someone may contact you by phone or in person to verify some of the information you have given me. The purpose is only to ensure that I am asking questions and recording your answers correctly. It is therefore for quality control purposes only and will not be used for the research study.		

Annex 2: Weighting Plan

To make sure that the findings from sample data was nationally representative, household and person (or individual) level weights were constructed for each household and its respective household members, which included all members above the age of 15.

The construction of household and person weights was based on the sampling strategy, which used a two-stage stratified cluster sampling model. The sampling strategy followed a probability proportional to size approach to first select clusters (or EAs) from within each stratum (or region), and then randomly select 10 households from each sampled EA in the second stage.

Given this sampling strategy, the household weight was calculated as the product of the reciprocals of the sampling fractions employed in each stage of selection of the number of sample households. In other words, weight was calculated as the reciprocal of the product of probability of selection at every stage. The method used to achieve this was as follows:

First, a sampling fraction, S_{ER} , was created for the total number of urban/rural households in the sampled EAs, H_{ES} , as share of the total number of urban/rural households in that region, H_R :

$$S_{ER} = \frac{H_{ES}}{H_R}$$

Note: since EAs could be identified as urban or rural, the respective share of each urban/rural EAs would correspond with the total number of urban/rural households in a particular region.

Next, per the study's research design, a sampling fraction, S_A , was created in order to calculate the share of the ten sampled households for each sampled EA among the total number of households in that EA, H_{ES} , as follows:

$$S_A = \frac{10}{H_{ES}}$$

Given these respective shares, the household weight, H_W , was calculated as:

$$H_W = \frac{1}{\frac{10}{H_{ES}} \times \frac{H_{ES}}{H_R}} = \frac{H_R \times H_{ES}}{H_{ES} \times 10}$$

Person weight, P_W , was calculated by adjusting the household weight, H_W , by the number of household members (above the age of 15), H_N , in the respective household, as follows:

$$P_W = H_W \times H_N$$

In addition, person weights were adjusted for extended interview non-response among males (which caused our sample to have a higher proportion of females compared to males). To achieve equal weights for any given male or female extended interview, P_{WG} , the respective weight of the male or female respondent was adjusted based on the response rate such that P_R was the realized proportion and P_E was the expected proportion of males or females, respectively:

$$P_{WG} = P_W \times \frac{P_R}{P_E}$$

Annex 3: Regression Analysis

3.1 Determinants of Aggregate, Youth and Female Employment

	(1)	(2)	(3)	(4)	(5)	(6)
Independent Variables	Employment	Employment	Youth Employment	Youth Employment	Female Employment	Female Employment
Male	4.43**	4.41**	3.76**	4.32**		
15-24	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
25-34	2.17**	1.34			2.00**	1.74**
35-44	3.05**	2.04**			4.02**	3.17**
45-54	3.02**	1.95**			4.33**	4.74**
55-64	1.91**	1.51*			3.03**	3.31**
65-74	0.42**	0.22**			1.10	1.51
Single	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
Married or factual relationship	1.29**	1.14	1.19**	1.12	0.72**	0.81
Widowed	1.06	1.16			0.57**	0.57
Divorced or legally separated	1.84	0.86	4.43**	2.80	1.07	0.66
No primary education	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
Primary education	1.81**	1.82*	1.84	2.37	1.56**	1.47
Lower secondary education	1.91**	1.66	2.24	2.97*	1.63**	1.76*
Upper secondary - general	3.18**	1.84*	4.67**	6.38**	2.44**	2.67**
Upper secondary - vocational	3.91**	2.18**	5.23**	5.96**	2.88**	2.42**
Post secondary - vocational	2.75**	2.00*	1.48	1.04	3.70**	2.25
Tertiary	7.02**	5.60**	8.92**	11.04**	8.74**	8.49**
Post graduate	12.87**	6.46**	9.83**	25.06**	22.09**	35.15**
Doctorate	14.67**	0.26			28.62**	36.93*
Rural	1.14	1.16	1.18	1.22	1.07	1.00
Summer	0.85**	0.95	0.75**	0.75**	0.85	0.95
Pristina	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
Ferizaj	1.02	1.15	1.06	0.96	0.77**	1.11
Gjakova	2.35**	2.52**	2.13**	1.37	2.72**	2.95**
Gjilan	1.49**	2.05**	1.55**	1.45	1.50**	2.53**
Mitrovica	1.45**	1.84**	1.26**	1.01	2.05**	2.29**
Peja	1.23**	1.89**	1.18**	0.99	1.27**	1.58*
Prizren	1.62**	1.81**	1.70**	1.62**	1.51**	2.64**
Minors (below 15 years)	1.02	1.03	1.05*	1.04	1.01	1.04
Income (Bottom 40 percent)		0.58**		0.81*		0.91
Remittance Receiving household		0.82*		1.01		1.29*
Plan to work outside of Kosovo		1.07				
Male Gender Norms Index						0.99*
Female Gender Norms Index						1.01**
Constant	0.04**	0.08**	0.03**	0.03**	0.05**	0.04**
Observations	31,182	6,533	8,096	4,536	15,755	4,282
** p<0.01, * p<0.05						

3.2 Determinants of Aggregate, Youth and Female Activity/Labor Force Participation

	(1)	(2)	(3)	(4)	(5)	(6)
Independent Variables	Activity	Activity	Youth Activity	Youth Activity	Female Activity	Female Activity
Male	4.64**	5.02**	2.99**	3.32**		
15-24	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
25-34	2.46**	1.14			1.96**	2.29**
35-44	3.10**	1.70**			3.38**	3.68**
45-54	2.57**	1.47			3.14**	4.85**
55-64	1.42**	0.97			2.01**	3.01**
65-74	0.26**	0.11**			0.74	1.47
Single	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
Married or factual relationship	1.01	0.80	0.89*	0.84	0.55**	0.46**
Widowed	0.87	0.89			0.47**	0.36**
Divorced or legally separated	3.11*	0.66	17.99*	15.34	1.75*	0.31
No primary education	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
Primary education	1.86**	1.97*	1.79	3.85*	1.51**	1.57
Lower secondary education	1.89**	1.77*	2.43**	4.41**	1.59**	1.82**
Upper secondary - general	3.24**	1.99*	5.38**	12.31**	2.49**	3.06**
Upper secondary - vocational	4.71**	2.65**	7.82**	15.19**	3.73**	3.81**
Post secondary - vocational	4.77**	3.41**	3.63**	4.71	5.26**	4.03**
Tertiary	11.25**	9.33**	17.66**	42.62**	15.23**	21.68**
Post graduate	33.20**	16.76**	68.62**	123.00**	40.17**	74.62**
Doctorate	23.53**	3.32			27.01**	19.65*
rural	1.07	1.08	1.07	0.96	1.01	0.92
summer	0.83**	0.89	0.73**	0.69**	0.83*	0.90
Pristina	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)	(omitted)
Ferizaj	0.77**	0.99	0.81**	0.79	0.69**	0.91
Gjakova	1.80**	2.17**	1.44**	0.95	2.07**	1.96**
Gjilan	1.32**	1.76**	1.14**	0.97	1.44**	2.12**
Mitrovica	1.20**	1.65**	1.01	0.75	1.64**	1.68**
Peja	0.98	1.76**	0.84**	0.76	1.02	1.12
Prizren	1.39**	1.70**	1.43**	1.42*	1.31**	1.93**
Minors (below 15 years)	1.02	1.04	1.04	1.01	0.99	1.03
Income (Bottom 40 percent)		0.69**		1.13		1.05
Remittance Receiving household		0.81*		1.19		1.28*
Plan to work outside of Kosovo		1.78**				
Male Gender Norms Index						0.99
Female Gender Norms Index						1.01**
Constant	0.08**	0.18**	0.08**	0.05**	0.13**	0.08**
Observations	30,921	6,472	8,021	4,486	15,627	4,235
** p<0.01, * p<0.05						

Annex 4: Disaggregated Indicators

Employment status

Occupation by Age

Occupation	15-24 (%)	25-34 (%)	35-44 (%)	45-54 (%)	55-64 (%)	65-74 (%)	Total (%)
Managers	2.0	6.2	6.0	7.1	5.8	2.6	5.5
Professionals	5.9	14.3	10.2	11.6	16.4	4.7	11.5
Technicians and Associate Professionals	1.2	1.6	1.1	1.9	2.3	0.0	1.6
Clerical Support Workers	3.5	4.5	3.4	4.6	4.4	0.0	4.0
Services and Sales Workers	27.7	20.9	12.6	9.7	9.4	6.5	16.3
Skilled Agricultural, Forestry and Fishery Workers	6.7	3.8	8.8	9.7	12.5	19.7	8.0
Craft and Related Trades Workers	16.9	18.5	17.9	14.4	12.0	5.0	16.1
Plant and Machine Operators and Assemblers	2.8	4.8	5.8	6.5	4.7	2.3	4.9
Elementary Occupations	32.5	23.5	31.5	32.0	31.0	59.3	30.2
Armed Forces Occupations	0.7	2.0	2.8	2.5	1.7	0.0	2.0

Occupation by Education Level

Occupation	No Primary School (%)	Primary Education (%)	Lower Secondary Education (%)	Upper Secondary – General (%)	Upper Secondary –Vocational (%)	Post Secondary –Vocational (%)	Tertiary (%)	Post Graduate (%)	Doctorate (%)	Total (%)
Managers	0.7	0.9	1.4	5.7	5.0	8.4	13.3	19.3	2.7	5.5
Professionals	0.4	0.4	0.3	4.0	5.8	29.1	52.1	58.8	97.3	11.5
Technicians and Associate Professionals	0.0	0.0	0.1	0.9	1.9	6.9	3.7	2.3	0.0	1.6
Clerical Support Workers	0.0	0.6	0.5	5.6	5.0	6.3	6.8	6.0	0.0	4.0
Services and Sales Workers	7.3	4.1	10.2	23.7	21.4	10.3	11.3	4.7	0.0	16.3
Skilled Agricultural, Forestry and Fishery Workers	17.7	22.1	14.0	6.5	6.0	5.3	1.4	0.0	0.0	8.0
Craft and Related Trades Workers	13.8	10.0	18.2	15.7	20.7	11.8	3.9	3.7	0.0	16.1
Plant and Machine Operators and Assemblers	0.0	2.1	4.3	5.6	7.2	3.2	0.7	1.2	0.0	4.9
Elementary Occupations	60.2	59.7	51.1	29.5	24.5	12.8	4.0	1.1	0.0	30.2
Armed Forces Occupations	0.0	0.0	0.1	2.9	2.4	6.1	2.9	3.0	0.0	2.0
Total	1.0	3.0	26.2	15.7	36.6	2.7	12.2	2.5	0.2	100.0

Type of Employer by Region

Type of Employer	Ferizaj (%)	Gjakova (%)	Gjilan (%)	Mitrovica (%)	Peja (%)	Pristina (%)	Prizren (%)	Total (%)
Government, Public Sector or Security Forces	7.0	12.3	10.5	13.0	8.7	30.9	17.7	25.1
State-Owned Enterprise	2.0	2.3	6.7	30.1	17.0	40.9	1.1	6.1
Private Company or Enterprise	12.1	10.3	10.5	8.8	10.2	27.3	21.0	60.5
International organization	30.4	2.1	11.7	10.0	2.9	31.5	11.5	1.0
Ngo, Non-Profit or Humanitarian organization	10.0	10.8	7.8	9.7	16.9	33.6	11.3	0.7
Self-Employed	15.9	6.0	8.6	12.4	6.1	35.3	15.7	1.0
Other Private Individual	9.9	22.1	11.1	5.8	1.1	21.6	28.4	5.7
Other	38.5	0.0	44.4	17.2	0.0	0.0	0.0	0.0

Type of Employment (Job Characteristics) by Region

Type of Employment	Ferizaj (%)	Gjakova (%)	Gjilan (%)	Mitrovica (%)	Peja (%)	Pristina (%)	Prizren (%)	Total (%)
Employee	10.3	10.8	10.3	11.0	9.6	28.9	19.1	60.8
Self-Employed With Employees	15.0	15.5	17.5	8.6	12.2	16.3	14.9	4.5
Self-Employed Without Employees	11.2	18.3	8.4	9.3	8.4	19.7	24.9	11.6
Unpaid Family Worker	5.0	32.3	11.8	8.9	13.6	8.6	19.9	23.0

Type of Employment (Contractual/Non-contractual) by Region

Region	Non-Contractual Job (%)	Contractual Job (%)
Ferizaj	38.2	61.8
Gjakova	44.1	55.9
Gjilan	42.6	57.4
Mitrovica	36.4	63.6
Peja	34.5	65.6
Pristina	31.2	68.8
Prizren	59.6	40.4
Total	40.8	59.2

Type of Employer by Education Level

Type of Employer	No Primary School (%)	Primary Education (%)	Lower Secondary Education (%)	Upper Secondary – General (%)	Upper Secondary –Vocational (%)	Post Secondary –Vocational (%)	Tertiary (%)	Post Graduate (%)	Doctorate (%)	Total (%)
Government, Public Sector or Security Forces	6.0	5.2	7.7	15.8	18.4	59.2	54.2	62.1	57.3	25.1
State-Owned Enterprise	1.1	0.0	2.8	3.5	7.4	13.4	7.3	8.6	13.4	6.1
Private Company or Enterprise	76.4	74.0	76.4	71.1	66.7	22.6	33.3	28.1	29.4	60.5
International organization	0.0	0.0	0.5	1.2	1.0	0.0	1.6	0.7	0.0	1.0
Ngo, Non-Profit or Humanitarian organization	0.0	0.0	0.4	1.1	0.4	0.5	1.2	0.5	0.0	0.7
Self-Employed	1.9	3.3	1.5	1.0	1.1	0.8	0.1	0.0	0.0	1.0
Other Private Individual	14.8	17.5	10.7	6.3	5.0	3.5	2.2	0.1	0.0	5.6
Other	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0

Type of Employment (Job Characteristics) by Education Level

Type of Employment	No Primary School (%)	Primary Education (%)	Lower Secondary Education (%)	Upper Secondary – General (%)	Upper Secondary –Vocational (%)	Post Secondary-Vocational (%)	Tertiary (%)	Post Graduate (%)	Doctorate (%)	Total (%)
Employee	18.0	16.8	41.9	59.5	68.3	76.3	84.8	92.8	96.9	60.8
Self-Employed with Employees	0.3	1.9	2.6	6.2	5.3	5.3	5.4	2.4	1.5	4.5
Self-Employed Without Employees	14.2	14.7	13.8	12.9	12.4	7.3	4.4	2.9	1.6	11.6
Unpaid Family Worker	67.5	66.6	41.8	21.4	14.0	11.1	5.4	1.9	0.0	23.1
Total Sample	3.3	6.3	36.6	15.2	27.4	2.3	7.6	1.3	0.1	100.0

Type of Employment (Contractual/Non-contractual) by Education Level

Highest Level of Education	Non-contractual Job (%)	Contractual Job (%)
Did Not Finish Primary School	60.3	39.7
Primary Education	90.3	9.7
Lower Secondary Education	68.2	31.8
Upper Secondary – General	45.8	54.2
Upper Secondary – Vocational	43.5	56.5
Post Secondary – Vocational	12.7	87.3
Tertiary	11.9	88.1
Post Graduate	4.2	95.8
Doctorate	0.0	100.0
Total	40.7	59.3

Type of Employment (Type of Employer) by Field of Study

Field of Study	Government, Public Sector or Security Forces (%)	State-Owned Enterprise (%)	Private Company or Enterprise (%)	International Organization (%)	Ngo, Non-Profit or Humanitarian Organization (%)	Self-Employed (%)	Other Private Individual (%)	Other (%)
General Programs	19.3	3.1	68.1	0.5	0.8	1.5	6.7	0.0
Teacher Training and Education Science	76.0	7.4	15.7	0.0	0.1	0.0	0.9	0.0
Humanities, Languages and Arts	48.9	4.2	41.7	1.8	0.8	0.1	2.5	0.0
Social Sciences	21.4	6.7	63.4	1.5	1.0	0.9	5.0	0.1
Business	28.6	2.7	60.9	1.2	5.2	0.0	1.4	0.0
Law	47.3	6.1	38.7	1.6	1.3	0.3	4.7	0.1
Life Science (Including Biology and Environmental Science)	67.2	6.3	22.7	0.3	0.3	0.0	2.0	1.1
Physical Science (Including Physics, Chemistry, and Earth Science)	27.3	4.4	60.8	0.5	1.2	0.8	4.8	0.3
Mathematics and Statistics	23.3	3.2	67.3	1.0	0.7	0.0	4.5	0.0
Computer Science	25.9	8.0	60.5	1.2	0.1	0.0	4.3	0.0
Engineering	21.3	12.1	59.4	1.5	0.5	1.8	3.3	0.0
Manufacturing and Construction	19.4	2.9	65.3	2.0	0.0	1.8	8.7	0.0
Agriculture and Veterinary	21.6	4.4	62.6	3.1	0.8	0.7	6.7	0.0
Health and Welfare	48.6	13.5	33.8	0.7	0.2	1.1	2.0	0.0
Crafts and Trades	17.7	7.0	68.3	0.5	0.4	0.8	5.4	0.0
Administrative and Clerical	37.6	7.6	54.2	0.5	0.0	0.0	0.0	0.0
Services	21.0	6.3	68.8	0.0	1.1	0.0	2.8	0.0
Total	29.4	7.0	56.6	1.1	0.7	0.8	4.3	0.1

Type of Employment (Job Characteristics) by Field of Study

Field of Study	Employee (%)	Self-Employed with Employees (%)	Self-Employed Without Employees (%)	Unpaid Family Worker (%)
General Programs	55.1	5.5	14.7	24.7
Teacher Training and Education Science	88.7	0.6	5.3	5.4
Humanities, Languages and Arts	84.9	3.0	6.2	6.0
Social Sciences	71.6	5.8	10.6	12.1
Business	77.0	5.3	4.6	13.2
Law	79.2	2.5	6.1	12.2
Life Science (Including Biology and Environmental Science)	83.4	1.1	9.7	5.8
Physical Science (Including Physics, Chemistry, and Earth Science)	68.2	5.2	7.1	19.4
Mathematics and Statistics	71.4	5.1	11.5	12.2
Computer Science	76.6	4.6	10.0	8.9
Engineering	68.1	6.6	12.8	12.5
Manufacturing and Construction	65.6	11.4	10.4	12.7
Agriculture and Veterinary	59.3	12.5	14.8	13.5
Health and Welfare	87.6	2.3	2.5	7.7
Crafts and Trades	67.3	5.8	11.6	15.3
Administrative and Clerical	71.1	0.7	16.1	12.2
Services	67.4	1.0	15.2	16.4
Total	70.5	5.3	10.5	13.7

Type of Employment (Contractual/Non-contractual) by Field of Study

Field of Study	Non- Contractual Job (%)	Contractual Job (%)
General Programs	47.2	52.9
Teacher Training and Education Science	6.5	93.5
Humanities, Languages and Arts	20.7	79.3
Social Sciences	36.4	63.6
Business	18.6	81.4
Law	24.3	75.7
Life Science (Including Biology and Environmental Science)	10.7	89.3
Physical Science (Including Physics, Chemistry, and Earth Science)	39.9	60.1
Mathematics and Statistics	34.7	65.3
Computer Science	31.1	68.9
Engineering	32.2	67.8
Manufacturing and Construction	42.4	57.6
Agriculture and Veterinary	44.0	56.0
Health and Welfare	14.3	85.7
Crafts and Trades	47.0	53.0
Administrative and Clerical	41.9	58.1
Services	51.7	48.3
Total	33.7	66.3

Vulnerable Employment by Age

Age Group	Vulnerable Employment (%)
15-24	31.45
25-34	23.65
35-44	37.08
45-54	39.41
55-64	41.86
65-74	85.48

Vulnerable Employment by Education Level

Highest Level Of Education	Vulnerable Employment (%)
Did Not Finish Primary School	81.73
Primary Education	81.27
Lower Secondary Education	55.53
Upper Secondary - General	34.31
Upper Secondary - Vocational	26.39
Post Secondary - Vocational	18.37
Tertiary	9.83
Post Graduate	4.78
Doctorate	1.56

Entrepreneurship

Level of Entrepreneurship by Age

Age Group	Already started a business (%)	Starting a business (%)
15-24	3.6	2.1
25-34	6.1	3.2
35-44	9.0	2.3
45-54	6.0	3.3
55-64	4.9	1.5
65-74	3.6	2.0

Level of Entrepreneurship by Region

Region	Already started a business (%)	Starting a business (%)
Ferizaj	7.8	1.1
Gjakova	6.0	1.0
Gjilan	8.3	3.6
Mitrovica	3.9	2.1
Peja	7.1	1.7
Pristina	4.5	1.5
Prizren	7.3	6.4

Share of Registered Businesses by Sex

Sex	Registered Business (%)
Male	52.5
Female	51.8
Total	52.3

Share of Registered Businesses by Region

Region	Registered Business (%)
Ferizaj	60.7
Gjakova	55.8
Gjilan	41.8
Mitrovica	40.2
Peja	52.1
Pristina	57.0
Prizren	51.5
Total	52.3

Sources of Start-up Capital by Sex

Sex	Own Resources/Savings (%)	Formal Loan (%)	Informal Loan (%)	Remittances (%)	Other (%)
Male	61.1	18.7	3.2	9.7	7.3
Female	55.8	27.7	3.3	6.3	6.9
Total	60.1	20.4	3.2	9.1	7.3

Sources of Start-up Capital by Ethnicity

Ethnicity	Own Resources/Savings (%)	Formal Loan (%)	Informal Loan (%)	Remittances (%)	Other (%)
Albanian	60.4	20.6	2.6	9.8	6.6
Serbian	100.0	0.0	0.0	0.0	0.0
Montenegrin	0.0	0.0	0.0	0.0	0.0
Croat	0.0	0.0	0.0	0.0	0.0
Turkish	42.0	58.0	0.0	0.0	0.0
Bosnian	48.9	13.4	24.2	0.0	13.6
Roma	23.5	76.5	0.0	0.0	0.0
Gorani	57.7	0.0	0.0	0.0	42.3
Ashkali	87.2	0.0	12.8	0.0	0.0
Egyptian	48.9	0.0	0.0	51.1	0.0
Other	0.0	0.0	0.0	0.0	0.0
Total	60.1	20.4	3.2	9.1	7.3

Main Obstacles in Growing Business by Sex

Main Obstacle in Growing Business	Male (%)	Female (%)	Total (%)
Lack of Financial Means	65.4	63.2	65.0
Lack of Market and Clients	13.4	13.5	13.4
High Competition	10.0	9.4	9.9
Lack of Suitable Workplace	2.2	3.9	2.4
Institutional Barriers and Lack of Institutional Support	3.5	3.5	3.5
Lack of Working Tools and Professionalism	3.1	3.5	3.2
High Interest Rates	1.3	1.3	1.3
Unfavorable Climate Conditions	0.3	1.7	0.5
Personal Reasons	1.0	0.1	0.9
Total Sample	56.4	43.6	100.0

Main Obstacles in growing Business by Region

Main Obstacle in Growing Business	Ferizaj (%)	Gjakova (%)	Gjilan (%)	Mitrovica (%)	Peja (%)	Pristina (%)	Prizren (%)	Total (%)
Lack of Financial Means	76.0	61.6	57.5	57.2	58.6	67.1	69.0	65.0
Lack of Market and Clients	11.3	12.9	11.3	20.0	9.3	3.3	17.1	13.4
High Competition	3.0	12.3	14.0	16.6	14.4	10.0	6.2	9.9
Lack of Suitable Workplace	1.3	1.5	4.6	2.4	1.8	4.8	1.8	2.4
Institutional Barriers and Lack of Institutional Support	3.1	7.2	10.7	2.4	3.7	5.1	0.0	3.5
Lack of Working Tools and Professionalism	1.7	0.0	0.0	1.4	6.8	4.0	4.8	3.2
High Interest Rates	3.6	3.5	0.0	0.0	0.0	1.2	1.1	1.3
Unfavorable Climate Conditions	0.0	0.5	2.0	0.0	3.0	0.0	0.0	0.5
Personal Reasons	0.0	0.6	0.0	0.0	2.5	4.5	0.0	0.9

Entrepreneurship as a Desirable Career Choice by Sex

Sex	Is Entrepreneurship Considered a Desirable Choice in Kosovo? (% that responded "Yes")
Male	96.5
Female	98.7
Total	97.6

If Entrepreneurship is Not Considered a Desirable Career Choice, Why Not by Sex

Reason entrepreneurship is not considered a desirable choice	Male (%)	Female (%)	Total (%)
Corruption and Unsafe Environment	33.3	8.4	27.2
Unfavorable Conditions for Doing Business	15.0	9.5	13.6
Lack of Financial Means	4.3	8.2	5.3
High Competition	4.4	7.8	5.3
No Profit, Lack of Market	12.9	15.2	13.5
High Taxes	1.1	1.0	1.1
Weak Economy and Lack of Institutional Support	14.1	31.2	18.2
Fear of Failure	5.0	4.2	4.8
Lack of Perspective	8.2	14.7	9.8
Lack of Qualification and Professionalism	1.7	0.0	1.3

Entrepreneurship as a Desirable Career Choice by Ethnicity

Ethnicity	Is Entrepreneurship Considered a Desirable Choice? (% that responded "Yes")
Albanian	97.8
Serbian	89.1
Montenegrin	100.0
Croat	100.0
Turkish	91.7
Bosnian	97.8
Roma	92.9
Gorani	91.0
Ashkali	99.2
Egyptian	98.5
Other	100.0
Total	97.6

If Entrepreneurship is Not Considered a Desirable Career Choice, Why Not by Ethnicity

	Albanian (%)	Serbian (%)	Montenegrin (%)	Croat (%)	Turkish (%)	Bosnian (%)	Roma (%)	Gorani (%)	Ashkali (%)	Egyptian (%)	Other (%)	Total (%)
Corruption and Unsafe Environment	27.7	27.1	0.0	0.0	0.0	75.7	17.5	0.0	100.0	37.8	0.0	27.2
Unfavorable Conditions for Doing Business	11.5	0.0	0.0	0.0	30.3	0.0	0.0	100.0	0.0	0.0	0.0	13.6
Lack of Financial Means	4.2	27.2	0.0	0.0	0.0	9.7	30.2	0.0	0.0	0.0	0.0	5.3
High Competition	5.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	62.2	0.0	5.3
No Profit, Lack of Market	14.3	23.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.5
High Taxes	1.0	0.0	0.0	0.0	11.1	0.0	0.0	0.0	0.0	0.0	0.0	1.1
Weak Economy and Lack of Institutional Support	18.0	10.6	0.0	0.0	58.6	14.6	52.4	0.0	0.0	0.0	0.0	18.2
Fear of Failure	5.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.8
Lack of Perspective	10.6	11.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.8
Lack of Qualification and Professionalism	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3

Time Use

Time Use, Previous day: Detailed Activities

Activity (Detailed)	Time Spent on Activities (Hours)								
	Sex		Geographic Classification		Unemployment		Labor force Participation		Total
	Male	Female	Urban	Rural	Employed	Unemployed	Inactive	Active	
Sleep	8.1	8.3	8.2	8.2	7.8	8.6	8.5	7.9	8.2
Sick in Bed	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Eating	1.9	2.2	1.9	2.1	1.8	2.2	2.2	1.8	2.0
Washing and Dressing	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Other or Unspecified Personal Care	0.2	0.2	0.1	0.2	0.2	0.1	0.1	0.2	0.2
Working Time (including Coffee Breaks and Travel at Work)	3.4	0.7	2.2	1.7	4.5	0.0	0.0	3.8	1.9
Activities Related to Employment - Lunch Break	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.1	0.1
Activities Related to Employment - Job Search	0.1	0.0	0.0	0.0	0.0	0.3	0.0	0.1	0.0
Activities Related to Employment - Other or Unspecified	0.1	0.0	0.1	0.1	0.1	0.0	0.0	0.1	0.1
Unspecified Study	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
School or University - Classes and Lectures	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
School or University - Homework	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Free Time Study	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Food Preparation, Baking and Preserving	0.0	2.2	1.1	1.3	0.8	0.9	1.7	0.8	1.3
Dish Washing	0.0	0.6	0.3	0.4	0.2	0.3	0.5	0.2	0.4
Childcare - Physical Care and Supervision	0.1	0.6	0.4	0.4	0.2	0.4	0.5	0.2	0.4
Childcare - Teaching the Child	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Childcare - Reading, Playing and Talking with Child	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.0	0.0
Childcare - Accompanying Child	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Childcare - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Help to Adult Family Member - Physical Care of Dependent Adult HH Member	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Activity (Detailed)	Time Spent on Activities (Hours)								
	Sex		Geographic Classification		Unemployment		Labor force Participation		Total
	Male	Female	Urban	Rural	Employed	Unemployed	Inactive	Active	
Help to Adult Family Member - Other Help of Dependent Adult HH Member	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Help to Adult Family Member - Help to Non-Dependent Adult HH Member	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Household Upkeep - Cleaning Dwelling	0.1	2.2	1.2	1.3	0.7	1.2	1.7	0.8	1.3
Household Upkeep - Cleaning Garden	0.5	0.3	0.2	0.4	0.3	0.4	0.4	0.3	0.4
Household Upkeep - Heating and Water	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Household Upkeep - Arranging Household Goods and Materials	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Household Upkeep - Other or Unspecified	0.1	0.0	0.0	0.1	0.0	0.2	0.1	0.1	0.1
Making and Care for Textiles - Laundry	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.0	0.1
Making and Care for Textiles - Ironing	0.0	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Making and Care for Textiles - Handicraft and Producing Textiles	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.0	0.1
Making and Care for Textiles - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Gardening and Pet Care - Gardening	0.8	0.4	0.3	0.7	0.5	0.5	0.6	0.5	0.6
Gardening and Pet Care - Tending Domestic Animals	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Gardening and Pet Care - Caring for Pets	0.3	0.1	0.0	0.3	0.3	0.1	0.2	0.3	0.2
Gardening and Pet Care - Walking the Dog	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Gardening and Pet Care - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Construction and Repairs - House Construction and Renovation	0.1	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0
Construction and Repairs - Repairs to Dwelling	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Construction and Repairs - Making, Repairing and Maintaining Equipment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Construction and Repairs - Vehicle Maintenance	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Construction and Repairs - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Shopping and Services - Shopping	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1

Activity (Detailed)	Time Spent on Activities (Hours)								
	Sex		Geographic Classification		Unemployment		Labor force Participation		Total
	Male	Female	Urban	Rural	Employed	Unemployed	Inactive	Active	
Shopping and Services - Commercial and Administrative Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Shopping and Services - Personal Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Shopping and Services - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Household Management	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unspecified Household and Family Care	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
organizational Work (Work for or Through An organization)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
informal Help to Other Households - Construction and Repairs As Help	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
informal Help to Other Households - Help in Employment and Farming	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
informal Help to Other Households - Care of Own Children Living in Another Hh	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
informal Help to Other Households - Other Childcare As Help to Another Hh	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
informal Help to Other Households - Help to An Adult of Another Hh	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
informal Help to Other Households - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participatory Activities - Meetings	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Participatory Activities - Religious Activities	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1
Participatory Activities - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Social Life - Socializing with Family	0.3	0.3	0.3	0.3	0.2	0.4	0.3	0.3	0.3
Social Life - Visiting and Receiving Visitors	0.7	0.8	0.8	0.7	0.6	1.0	0.9	0.6	0.8
Social Life - Celebrations	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Social Life - Telephone Conversation	0.2	0.1	0.2	0.1	0.1	0.3	0.2	0.1	0.2
Social Life - Other or Unspecified	0.1	0.0	0.1	0.0	0.0	0.1	0.1	0.0	0.1
Entertainment and Culture - Cinema	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Entertainment and Culture - theater and Concerts	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Activity (Detailed)	Time Spent on Activities (Hours)								
	Sex		Geographic Classification		Unemployment		Labor force Participation		Total
	Male	Female	Urban	Rural	Employed	Unemployed	Inactive	Active	
Entertainment and Culture - Art Exhibitions and Museums	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Entertainment and Culture - Library	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Entertainment and Culture - Sports Events	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Entertainment and Culture - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Resting - Time Out	2.1	1.7	1.8	1.9	1.7	2.0	2.0	1.7	1.9
Physical Exercise - Walking and Hiking	0.5	0.2	0.4	0.2	0.2	0.4	0.4	0.3	0.3
Physical Exercise - Jogging and Running	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physical Exercise - Cycling, Skiing and Skating	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physical Exercise - Ball Games	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physical Exercise - Gymnastics and Fitness	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physical Exercise - Water Sports	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Physical Exercise - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Productive Exercise (Hunting, Fishing, Picking Berries, Mushrooms, Herbs)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sports Related Activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Arts and Hobbies - Arts (Visual, Performing, Literary)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Arts and Hobbies - Collecting	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Arts and Hobbies - Correspondence	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Arts and Hobbies - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Computing - Programming	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Computing - information By Computing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Computing - Communication by Computing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Computing - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Games - Solo Games and Playing, Gambling	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Games - Parlor Games and Play	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Games - Computer Games	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Activity (Detailed)	Time Spent on Activities (Hours)								
	Sex		Geographic Classification		Unemployment		Labor force Participation		Total
	Male	Female	Urban	Rural	Employed	Unemployed	Inactive	Active	
Games - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Reading - Periodicals	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Reading - Books	0.1	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.1
Reading - Other or Unspecified	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Watching Tv, Video or Dvd	1.9	1.1	1.6	1.4	1.3	1.7	1.6	1.4	1.5
Listening to Radio or Recordings	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel - to/From Work	0.2	0.1	0.2	0.1	0.3	0.0	0.0	0.3	0.1
Travel - Related to Study	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel - Related to Shopping and Services	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Travel - Related to Childcare	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel - Related to Other Household Care	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel - Related to Voluntary Work and Meetings	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel - Related to Social Life	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1
Travel - Related to Other Leisure	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Travel - Related to Changing Locality	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Travel - Other or Unspecified	0.1	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.1
Auxiliary Codes - Unspecified Leisure Time	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
(mean) Auxiliary Codes - Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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