



Republika e Kosovës
 Republika Kosova-Republic of Kosovo
 Qeveria - Vlada – Government

Ministria e Financave, Punës dhe Transfereve – Ministarstvo za Finansije, Rad i Transfere – Ministry of Finance, Labour and Transfers

EMPLOYMENT AGENCY 2024 - 2028

Action Plan 2024 - 2025

Specific and strategic objectives	Base	Target 2024	Target 2026	Source
Strategic objective 1: Developing workforce skills and competencies and reducing skills mismatches				
Indicator 1: Vertical skills mismatch for population aged 15-64	42.6%		38%	AFP
Indicator 2: Percentage of adults (25-64)	2.7% (2019)		10 percent increase	ETF
Indicator 3: The percentage of young people (15-29) who are neither employed, nor in school or training is 20 percent.	40.4% (2020)		20%	AFP
Specific objective 1.1: A better offer of learning opportunities for adults increases the competences of the workforce				
Indicator 1: Vertical skills mismatch for population aged 15-64	42.6% (2020)		38%	AFP
Indicator 2: Percentage of adults (25-64)	2.7% (2019)		10 percent increase	ETF
Objektiv i specifik 1.2: Zgjerimi i mësimit të bazuar në punë përmirëson rezultatet e të rinjve të punësues				
Indicator 1: The percentage of young people (15-29) who are neither in employment nor in education or training is 20 percent.	40.4% (2020)		20%	AFP
Strategic objective 2: Increasing participation in the labor market of women, youth and other groups at risk of exclusion				
Indicator 1: Gender gap in activity	34.6 pikë të përqindjes (2021)		Decrease with 5 points of percentage	AFP
Indicator 2: The gender employment gap	29 pikë të përqindjes (2021)		Reduction of 15 percentage points	AFP
Indicator 3: Long-term unemployed	70.8% (2021)		60%	AFP
Specific objective 2.1: The Employment				
Indicator 1: National investment in	0.4% (2022)		25,800,000	MFLT
Indicator 2: The agency's staff-to-unemployed ratio will be halved.	1: 1,100 (2021)		0.42	APRK

Indicator 3: Percentage of registered unemployed participating in PATP	7.8% (2021)		15%	APRK
Indicator 4: The Youth Guarantee will provide an offer within four months to at least 30 percent of registered youth.	N/A		30% of young people enrolled in the Youth Guarantee	APRK
Specific objective 2.2: The provision of employment services by the Employment Agency of the Republic of Kosovo has been improved with the aim of increasing the matching of skills with jobs.				
Indicator 1: Employment services provided by the Employment Agency of the Republic of Kosovo	3,000 (2021)		Increased with 30%	APRK
Indicator 2: Number of unemployed people attending adult training programs	3,100 (2021)		Up 20% (3,720 assuming the number remains unchanged)	APRK
Indicator 3: Employment rate of the unemployed following the trainings	21% (2021)		45%	APRK
Specific objective 2.3: Implementation of dedicated employment services and programs contribute to the social inclusion of groups at risk in the labor market (youth, women, long-term unemployed, beneficiaries of social assistance, individuals with low skills).				
Indicator 1: The gender employment gap	29 percentage points (2021)		Less than 20 percentage points	AFP
Indicator 2: Percentage of registered unemployed participating in MATPs	7.8% (2021)		15%	APRK
Strategic objective 3: Improving working conditions and opportunities for decent work				
Indicator 1: Percentage of workers who are poor	15.2% nē 2017		10%	AFP
Indicator 2: Percentage of workers with temporary contracts	57.5%		45%	AFP
Indicator 3: Number of workers who became inactive after losing their job	0During the years 2018-2019, there was an increase in inactivity among men by nearly 11 percent, while in the two-year period 2019-2020, the increase was equal to 10 percent. On the other hand, women experienced a decrease (-2.4 percent) during 2018-2019 and an increase of 2.8 percent during 2019-2020		5% discount every year	AFP
Indicator 4: Number of occupational health and safety violations	In the year 2021: 1,900 employees without protective equipment and nearly 1,400 companies had no employees trained in first aid		5% discount every year	MFLT
Specific objective 3.1: The minimum wage level is reviewed through tripartite consultations and provides workers with dignified pay opportunities				
Indicator 1: Minimum wage as a share of the national average wage	35% (2021)		50%	MFLT
Indicator 2: Percentage of workers who are poor	15.2% nē 2017		10%	AFP
Specific objective 3.2: Employment protection legislation is revised through tripartite negotiations with the aim of creating a system to protect workers from loss of income during unemployment and to guarantee job security				
Indicator 1: Percentage of workers with temporary contracts	57.5% (2020)		45%	AFP
Indicator 2: Percentage of workers who became inactive after losing their job	15.2% nē 2017		10%	AFP
Specific objective 3.3: The occupational safety and health system is reformed to ensure that workers are protected from work-related accidents and diseases				
Indicator 1: Compulsory workers' insurance system has been established	N/a		System set up	MFLT
3.4: The capacity of the Labor Inspectorate to implement legislation for the protection of workers and equality in the labor market is increased and effectively contributes to the reduction of informal employment, inequality and decent work deficits.				
Indicator 1: Percentage of informally engaged workers	35% nē 2017		Decrease of 10 percentage points	AFP
Indicator 2: Number of inspections	10,162 (2021)		30% increase	MFLT

TOTAL COST OF THE ACTION PLAN 2024-2026

Total Budget (BKK, Donors, Additional Costs)	2024	2025	2026	Total
Strategic objective 1	3,965,457	3,816,414	3,762,882	11,544,753
Strategic Objective 2	26,221,299	26,325,598	26,255,598	78,802,495
Strategic Objective 3	47,000	20,000	20,000	87,000
Total	30,233,756	30,162,012	30,038,480	90,434,248

CAPITAL	130,000	70,000	-	200,000
Current	30,103,756	30,092,012	30,038,480	90,234,248

COST FROM BKK	Budget			
	2024	2025	2026	Total
Strategic objective 1	3,874,140	3,718,420	3,653,500	11,246,060
Strategic Objective 2	26,179,299	26,325,598	26,255,598	78,760,495
Strategic Objective 3	26,000	-	-	26,000
Total	30,079,439	30,044,018	29,909,098	90,032,555
CAPITAL	130,000	70,000	-	200,000
Current	29,949,439	29,974,018	29,909,098	89,832,555

COST FROM DONORS	Budget			
	2024	2025	2026	Total
Strategic objective 1	11,000	-	-	11,000
Strategic Objective 2	42,000	-	-	42,000
Strategic Objective 3	21,000	20,000	20,000	61,000
Total	74,000	20,000	20,000	114,000
CAPITAL	-	-	-	-
Current	74,000	20,000	20,000	114,000

ADDITIONAL COSTS	Budget			
	2024	2025	2026	Total
Strategic objective 1	80,317	97,994	109,382	287,693
Strategic Objective 2	-	-	-	-
Strategic Objective 3	-	-	-	-
Total	80,317	97,994	109,382	287,693
CAPITAL	-	-	-	-
Current	80,317	97,994	109,382	287,693

TOTAL COST (BKK, DONORS, ADDITIONAL COSTS (BLANK))	Budget			
	2024	2025	2026	Total 2024-
Strategic objective 1	3,965,457	3,816,414	3,762,882	11,544,753
Capital	-	-	-	-
Current	3,965,457	3,816,414	3,762,882	11,544,753

DONORS costs	Budget			
	2024	2025	2026	Total 2024-2026
Strategic objective 1	11,000	-	-	11,000
Capital	-	-	-	-
Current	11,000	-	-	11,000

ADDITIONAL COST	Budget			
	2024	2025	2026	Total 2024-2026
Strategic objective 1	80,317	97,994	109,382	287,693
Capital	-	-	-	-
Current	80,317	97,994	109,382	287,693

TOTAL COST FROM BKK				
	2024	2025	2026	Total 2024-2026
Strategic objective 1	3,874,140	3,718,420	3,653,500	11,246,060
Capital	-	-	-	-
Current	3,874,140	3,718,420	3,653,500	11,246,060

11,544,753

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2.2 Specific objective 2.2: The provision of employment services by the Employment Agency of the Republic of Kosovo has been improved with the aim of increasing the matching of skills with jobs.																	
Indicator 1: Employment services provided by the Employment Agency of the Republic of Kosovo		3,000 (2021)						30% increase						APRK			
Indicator 2: Number of unemployed people attending adult training programs		3,100 (2021)						Increase to 20% (3,720 assuming the number remains unchanged)						APRK			
Indicator 3: Employment rate of the unemployed following the trainings		21% (2021)						45%						APRK			
Nr.	Action	Period of implementation	2024	2025	2026	Total	Salaries	Goods and Services	Capital expenses	Subsidies and transfers	Financing	Budget of Kosovo	Donors	Leading and support institutions	Product/results	Reference document	
2.2.1	Review of the content and ways of providing employment services (individualized assessment, individual employment planning, employment counseling and career guidance)	TM4/2024	7,500			7,500		7,500			30 days for an expert and 3 seminars	1,500	6,000		The content and methods of providing employment services (individualized assessment, individual employment planning, employment counseling and		
2.2.2		TM4/2024	500			500		500			1 workshop for plan preparation	500			The mid-term plan for the introduction of the new service delivery model and related ICT applications has		
2.2.3	Strengthening individualized employment counseling services and introducing career guidance offers (direct and online).	TM4/2024									There are no additional costs				Strengthening individualized employment counseling services and introducing career guidance offers (direct and online)		
2.2.4	Drafting a concept for the adoption of a dedicated service line for employers (required staff, competencies, training program, specific information tools for the labor market)	TM4/2024	3,000			3,000		3,000			10 days for an expert and 2 seminars	1,000	2,000		A concept has been developed for the introduction of a dedicated service line for employers (required staff, competencies, training program, specific labor market information tools)		
2.2.5	Preparing a concept to develop reliable intelligence on the labor market (skills forecasting, sectoral committees, employer surveys, occupational outlook)	TM4/2024	5,000			5,000		5,000			20 days for an expert and 2 seminars	1,000	4,000		The concept has been prepared to develop reliable intelligence on the labor market (skills forecasting, sectoral committees, employer surveys, occupational outlook).		
2.2.6	Pilot testing - an annual survey of employers and the use of collected evidence for career guidance services	TM4/2024	3,000			3,000		3,000			5 days for an expert and 2000 for the survey (if conducted online, costs	2,000	1,000		Pilot testing of an annual employer survey has been developed and the findings are used for career guidance services.		
Total budget for objective 2.2			19,000	-	-	19,000	-	19,000	-	-	-	6,000	13,000				
Capital																	
Current			19,000	-	-	19,000											
2.3 Specific objective 2.3: The implementation of dedicated employment services and programs contribute to the social inclusion of groups at risk in the labor market (youth, women, long-term unemployed, aid recipients)																	
Indicator 1: The gender employment gap		29 points of percentage (2021)						Reduction of 5 percentage points						AFP			
Indicator 2: Percentage of registered unemployed participating in MATPs		7.8% (2021)						15%						APRK			
No;	Action	Period of implementation	2024	2025	2026	Total	Salaries	Goods and Services	Capital expenses	Subsidies and transfers	Financing	Budget of Kosovo	Donors	Leading and support institutions	Product/results	Reference document	
2.3.1	Research into the causes of the low impact of social assistance on poverty and the potential effect of in-work benefits to reduce disincentives to work	TM4/2024	5,000			5,000		5,000			25 days for an expert, in support of MFLT		5,000	MFPT/APRK	Research has been completed on the causes of the low impact of social assistance on poverty and the potential effect of in-work benefits to reduce disincentives to work.		
2.3.2	Research evidence and good practice on the workflow of services that can be applied to long-term unemployed clients (EU Council Recommendation on the integration of the long-term unemployed into the labor market)	TM4/2024	5,000			5,000		5,000			25 days for an expert, in support of the event initiated by MFLT for the presentation of findings	5,000		MFPT/APRK; Social partners	Research on evidence and good practice on service workflow that can be applied to long-term unemployed clients has been completed. Recommendations for services provided.		
2.3.3	Adapting the provision of training programs to large numbers of	TM4/2024	5,000			5,000		5,000			There are no additional costs	5000			Customized training programs.		

2.3.4	Carrying out a cost-benefit analysis for the approval of monetary allowances (for childcare, transport, food) to facilitate the transition to work of groups at risk of exclusion (women, young people, welfare recipients)	TM4/2024	8,000		8,000			8,000		35 days for an expert, in support of MFLT+ 2 seminars for discussions				MFPT/APRK	Finalization of the cost-benefit analysis for the introduction of monetary allowances (for child care, transport, food) to facilitate the transition to work of groups at risk of exclusion (women, young people, beneficiaries of social
2.3.5	Formulating an activation strategy targeting low-skilled individuals, the long-term unemployed, welfare recipients and other individuals at risk of social exclusion	TM4/2024	5,000		5,000			5,000		25 days for an expert, in support of MFLT+1 seminar for verification and discussions	2,000	6,000		MFPT/APRK; Social partners	Developed activation strategy targeting low-skilled individuals, long-term unemployed, welfare recipients and other individuals at risk of social exclusion.
Total budget for objective 2.3			28,000	-	-	28,000					12,000	16,000			
Capital															
Current			28,000	-	-	28,000									
TOTAL											78,760,495	42,000	78,802,495		

TOTAL COST (BKK, DONORS, ADDITIONAL COSTS (BLANK))	Budget			
	2024	2025	2026	Total
Strategic objective 2	26,221,299	26,325,598	26,255,598	78,802,495
Capital	130,000	70,000	-	200,000
Current	26,091,299	26,255,598	26,255,598	78,602,495

Added in April 2024, information from APRK			
	2024	2025	2026
Salary	227,799	455,598	455,598
Capital	130,000	130,000	
Transfers and subsidies	25,800,000	25,800,000	25,800,000

DONOR costs	Budget			
	2024	2025	2026	Total 2024-2026
Strategic objective 2	42,000	-	-	42,000
Capital				-
Current	42,000			42,000

ADDITIONAL COST	Budget			
	2024	2025	2026	Total 2024-2026
Strategic objective 2	-	-	-	-
Capital				-
Current				-

TOTAL COST FROM BKK				
	2024	2025	2026	Total 2024-2026
Strategic objective 2	26,179,299	26,325,598	26,255,598	78,760,495
Capital	130,000	70,000	-	200,000
Current	26,049,299	26,255,598	26,255,598	78,560,495

78,802,495

26,221,299 26,325,598 26,255,598 78,802,495

3.4 Specific Objective 3.4: The capacity of the Labor Inspectorate to implement legislation on worker protection and equality in the labor market has been increased and effectively contributes to the reduction of informal employment, inequality and decent work deficits.																		
Indicator 1: Percentage of informally engaged workers		35% in 2017					Drop by 10 percentage points					AFP						
Indicator 2: Number of Inspections		10,162 (2021)					Increase with 30%					MFLT						
No.	Action	Period of implementation	2024	2025	2026	Total	Wages and salaries	Goods and Services	Capital expenses	Subsidies and transfers	Financing	Budget of Kosova	Donors	Leading and supporting	Product/results	Reference document		
3.4.1	Realization of a functional and organizational evaluation of the Labor Inspectorate, including its relations with other public authorities	TM4/2024	5,000			5,000		5,000			Seminare dhe ekspert për vlerësim		5,000	MFLT, Labor Inspectorate; Social partners	Drafting and implementation of the functional and organizational assessment of the State Labor Inspectorate, including its relations with other public authorities.			
3.4.2	Based on the findings of the evaluation and the policy actions already included in the Strategy for the formalization of the informal economy, the drafting of an action plan to deal with the main challenges identified (legal framework, mandate, tools, resources)	In process; scheduled to end TM1 2024									Nuk ka kosto shtesë			MFPT	Finalization of the action plan for dealing with the main challenges identified (legal framework, mandate, tools, resources) to formalize informal work. No additional cost for 2024. Developed in 2023.			
3.4.3	Development and implementation of a comprehensive capacity building program for occupational health and safety for labor inspectors.	Continuous	20,000	20,000	20,000	60,000		60,000				20,000	40,000	MFPT	At least two trainings per year for all labor inspectors.			
Total budget for objective 3.4			25,000	20,000	20,000	65,000		65,000				20,000	45,000					
Capital																		
Current			25,000	20,000	20,000	65,000												
TOTAL												25,000	61,000					

TOTAL COST (BKK, DONORS, ADDITIONAL COSTS (BLANK))	Budget			
	2024	2025	2026	Total
Strategic objective 3	47,000	20,000	20,000	87,000
Capital	-	-	-	-
Current	47,000	20,000	20,000	87,000

KOSTO Donatoret	Buxheti			
	2024	2025	2026	Total 2024-2026
Strategic objective 3	21,000	20,000	20,000	61,000
Capital	-	-	-	-
Current	21,000	20,000	20,000	61,000

ADDITIONAL COST	Budget			
	2024	2025	2026	Total 2024-2026
Strategic objective 3	-	-	-	-
Capital				
Current				

KOSTOJA TOTALE NGA BKK	Total 2024-2026			
	2024	2025	2026	Total 2024-2026
Objektivi strategjik 3	26,000	-	-	26,000
Kapitale	-	-	-	-
Rrjedhëse	26,000	-	-	26,000
	47,000	20,000	20,000	87,000