

## Republika e Kosovës Republika Kosova-Republic of Kosovo Qeveria - Vlada – Government Ministria e Financave,Punes 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				
ompetencies and reducing				
skills mismatches				
ndicator 1: Vertical skills mismatch for	42.6%		38%	AFP
opulation aged 15-64				
ndicator 2: Percentage of adults (25-64)	2.7% (2019)		10 percent increase	ETF
ndicator 3: The percentage of young	40.4% (2020)		20%	AFP
eople (15-29) who are neither				
employed, nor in school or training is 20				
ercent.				
pecific objective 1.1: A better offer of le	arning opportunities for adults increases the competences of the workforce			
ndicator 1: Vertical skills mismatch for	42.6% (2020)		38%	AFP
opulation aged 15-64				
ndicator 2: Percentage of adults (25-64)	2.7% (2019)		10 percent increase	ETF
Objektivi specifik 1.2: Zgjerimi i mësimit				
ë bazuar në punë përmirëson				
ndicator 1: The percentage of young	40.4% (2020)		20%	AFP
eople (15-29) who are neither in				
mployment nor in education or training				
s 20 percent.				
Strategic objective 2: Increasing				
participation in the labor market				
of women, youth and other				
groups at risk of exclusion				
•				
ndicator 1: Gender gap in activity	34.6 pikë të përqindjes (2021)		Decrease with 5 points of	AFP
			percentage	
ndicator 2: The gender employment	29 pikë të përqindjes (2021)		Reduction of 15 percentage	AFP
ap			points	
ndicator 3: Long-term unemployed	70.8% (2021)		60%	AFP
pecific objective 2.1: The Employment			· · ·	
ndicator 1: National investment in	0.4% (2022)		25,800,000	MFLT
ndicator 2: The agency's staff-to-	1: 1,100 (2021)		0.42	APRK
inemployed ratio will be halved.				

1			
Indicator 3: Percentage of registered	7.8% (2021)	15%	APRK
unemployed participating in PATP			
Indicator 4: The Youth Guarantee will	N/A	30% of young people enrolled	APRK
provide an offer within four months to		in the Youth Guarantee	
at least 30 percent of registered youth.			
	ployment services by the Employment Agency of the Republic of Kosovo has been improved with the aim of		
Indicator 1: Employment services	3,000 (2021)	Increased with 30%	APRK
provided by the Employment Agency of			
the Republic of Kosovo			
Indicator 2: Number of unemployed	3,100 (2021)	Up 20% (3,720 assuming the	APRK
people attending adult training		number remains unchanged)	
programs			
Indicator 3: Employment rate of the	21% (2021)	45%	APRK
unemployed following the trainings			
		r 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 3: December	7 00/ (2024)	4.5%	APRK
Indicator 2: Percentage of registered	7.8% (2021)	15%	APKK
unemployed participating in MATPs			
Strategic objective 3: Improving	orking conditions and opportunities for decent work		
Indicator 1: Percentage of workers who	15.2% në 2017	10%	AFP
are poor	13.270 112 2017	10%	AFP
Indicator 2: Percentage of workers with	57.5%	45%	AFP
temporary contracts	51.576	-570	<u> </u>
Indicator 3: Number of workers who	0During the years 2018-2019, there was an increase in inactivity among men by nearly 11 percent, while in	5% discount every year	AFP
became inactive after losing their job	the two-year period 2019-2020, the increase was equal to 10 percent. On the other hand, women	Site alcount every year	60
became mactive arter losing their job	experienced a decrease (-2.4 percent) during 2018-2019 and an increase of 2.8 percent during 2019-2020		
	experienceu a decrease (-2.4 percent) during 2018-2019 and an increase of 2.8 percent during 2019-2020		
Indicator 4: Number of occupational	In the year 2021: 1,900 employees without protective equipment and nearly 1,400 companies had no	5% discount every year	MFLT
health and safety violations	employees trained in first aid		
Specific objective 3.1: The minimum wag	e level is reviewed through tripartite consultations and provides workers with dignified pay opportunities		
Indicator 1: Minimum wage as a share of	35% (2021)	50%	MFLT
the national average wage			
Indicator 2: Percentage of workers who	15.2% në 2017	10%	AFP
are poor			
Specific objective 3.2: Employment prote	ction legislation is revised through tripartite negotiations with the aim of creating a system to protect worke	rs from loss of income during unemployment and to guarantee job security	
Indicator 1: Percentage of workers with	57.5% (2020)	45%	AFP
temporary contracts			
	15.2% në 2017	10%	AFP
Indicator 2: Percentage of workers who			
became inactive after losing their job			
became inactive after losing their job	afety and health system is reformed to ensure that workers are protected from work-related accidents and c	liseases	
became inactive after losing their job Specific objective 3.3: The occupational s			MFLT
became inactive after losing their job Specific objective 3.3: The occupational s Indicator 1: Compulsory workers'	afety and health system is reformed to ensure that workers are protected from work-related accidents and o	liseases System set up	MFLT
became inactive after losing their job Specific objective 3.3: The occupational s	afety and health system is reformed to ensure that workers are protected from work-related accidents and o		MFLT
became inactive after losing their job Specific objective 3.3: The occupational s Indicator 1: Compulsory workers' insurance system has been established	afety and health system is reformed to ensure that workers are protected from work-related accidents and o	System set up	MFLT
became inactive after losing their job Specific objective 3.3: The occupational s Indicator 1: Compulsory workers' insurance system has been established	sfety and health system is reformed to ensure that workers are protected from work-related accidents and c N/a	System set up	MFLT
became inactive after losing their job Specific objective 3.3: The occupational s Indicator 1: Compulsory workers' insurance system has been established	sfety and health system is reformed to ensure that workers are protected from work-related accidents and c N/a	System set up	MFLT
became inactive after losing their job Specific objective 3.3: The occupational s Indicator 1: Compulsory workers' insurance system has been established 3.4: The capacity of the Labor Inspectors	afety and health system is reformed to ensure that workers are protected from work-related accidents and o N/a te to implement legislation for the protection of workers and equality in the labor market is increased and e	System set up ffectively contributes to the reduction of informal employment, inequality and decent work deficits.	

### TOTAL COST OF THE ACTION PLAN 2024-2026

TOTAL COST OF THE ACTION FLAN 2024-2020				
Total Budget (BKK, Donors, Additional	2024	2025	2026	Total
Costs)				
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

No;	Strategic and specific objectives, indicators and actions			Base	e value					Та	arget 2026				Source	
1	Strategic objective 1: Developing workforce skills and competencies and reducing skills mismatches															
<u> </u>	Indicator 1: Vertical skills mismatch for population aged 15-64 Indicator 2: Percentage of adults (25-64) participating in adult training programs			42	2.60% 6 (2019)					10.00	38% ercent increase				AFP ETF	
	Indicator 2: Percentage of adults (25-64) participating in adult training programs Indicator 3: The percentage of young people (15-29) who are neither employed, nor in school or training is 20 percent.			40.45	% (2020)					10 pe	20%				AFP	
1.2	Specific objective 1.1: A better offer of learning opportunities for adults increases the competences of the workforce													•		
	Indicator: Vertical skills mismatch for population aged 15-64				2.60%						38%				AFP	
	Indicator: Percentage of adults (25-64) participating in adult training programs			42	2.60%						38%				AFP	
1																
2 Nr	Action	Period of		2.79	6 (2019)			Buxhet	4	10 pe	ercent increase				ETF	
( I		implementation														
			2024	2025	2026	Total	Wages and salaries	Goods and Services	Capital Expenses	Subsidies and I transfers	Financing	Budget of Kosovo	Donors	Managing and supporting institution	Product/Results	Reference document
1.1.3	Review of the legal framework governing VET and Adult Education (AER)	3.1.2: TM2/2024	20,920					20,920		1	There are no additional costs, it is foreseen in the Education Strategy 2022-			MEST	Revised Laws. Drafted laws. Number of by-laws	Education Strategy 2022-2026
<u> </u>	Capacity building for teachers and trainers of VET and Adult Education, through continuous training	3.1.3: 2024-2026	80,317	97,994	109,382	287,693	287,693				2026 There are no additional			MASHTI	adopted in The number of	Education Strategy
				97,994	109,382		261,093				coats, it is foreseen in the Education Strategy 2022- 2026			Autoritetti Kombetar i Kualifikineve Aglenda për Arsim Profesional Me Trajnim dhe Arsimi për të Rriturit	new staff employed in MESTI- Department of Education and Vocational Training. Number of new staff employed in the National Qualifications Authority. The number of new staff employed in the Education and Vocational Training Agency	8
113	Initiation of procedures for the establishment of two Adult Education Centers (identification of the geographical location, drafting of technical specifications)	3.5.2 TM4/2024	50,000			50,000		50,000		1	There are no additional costs, it is foreseen in the Education Strategy 2022- 2026			MASHTI	Two functional adult education centers	Education Strategy 2022-2026
1.1.8	Guaranteeing incentives for service providers to provide ARR programs.	TM2/2024	6,000			6,000		6,000					6,00	0 MFPT; APRI	Number of incentives created	-
1.1.9	Continuous development of trainers for recognition of prior learning	TM42024								1	No additional cost			MFLT; APRI	<ul> <li>Indicators for recognition of prio developed learning</li> </ul>	e
1.1.10	Development of qualifications in modules and provision of informal ARR courses in educational institutions	3.5.7 2024-2025	19,670	19,470		39,140		39,140			There are no additional costs, it is foreseen in the Education Strategy 2022- 2026			Number of programs for modular and informal qualifications designed. Number of educationa institutions offering modular qualifications and non-formal course for adults. Number of modular qualifications and non formal courses accredited.	programs. The list of institutions recorded in the register of ARr providers. Decisions of AKK	Education Strategy 2022-2026
1.1.1:	Creating a concept – based on available evidence and good practice – for providing incentives to enterprises to train their workforce (employer- based training) and for training vouchers targeting the unemployed (*)	TM42024	5,000			5,000		5,000					5,00	0 MFPT; APRK; MIE	Analysis of good practices to encourage enterprises to train their workforce (employer-based training) and training vouchers targeting the unemployed	
					1											
	Total budge	et for objective 1.1	181,907	117,464	109,382	408,753	287,693	121,060	-	-		-	11,000	1		

r.	Objektivat strategjike dhe specifike, treguesit dhe veprimet			Vler	a bazë					\$	ynimi 2026				Burimi		
1.2	Objektivi specifik 1.2: Zgjerimi i mësimit të bazuar në punë përmirëson rezultatet e të nxënit, u siguron studentëve aftësitë e nevojshme për të hyrë në tregun e punës dhe redukton mospërputhjet e aftësive																
No	Treguesi: Përqindja e të rinjve (15-29) që nuk janë as të punësuar, as në shkollë apo duke u trajnuar është 20 për qind. Action	Period of		40.45	6 (2020)			Budge	et		20%			AFP			
		implementation	2024	2025	2026	Total	Wages and salaries	Goods and Services	Capital Expenses	Subsidies and transfers	Financing	Budget of Kosovo	Donors	Managing and supporting institution	Product/Results	Reference document	
1.2.3	Development and verification of labor standards	3.3.2: 2024-2026	46,600	46,600	24,800	118,000		118,000			There are no additional costs, it is foreseen in the Education Strategy 2022- 2026			MEST Council for Education and Professional Training Education Agency and Vocational Training and Adult Education National Qualifications Authority Social Partners	verifying and approving work standards. Professional standards for all qualifications that are expected to be	2	
1.2.3	Drafting of qualification packages for courses offered at VET institutions, including those offered through dual learning	3.3.3: 2024-2026	52,350	52,350	28,700	133,400		133,400			There are no additional costs, it is foreseen in the follocition strategy 2022- 2026			MEST Professional Council Education and training Education and training Education and training and Adult Education And Adult Education National Qualifications Authority	I the entire qualification package has been	Education Strategy 2022-2026	
1.2.4	Building the capacities of VET teachers and trainers, through continuous training	3.3.6: 2024-2026	84,600			84,600		84,600			Nik ka korto shkretë, donë paparakhkar në Strategjinë e Arsimit 2022-2026			MASHTI; MZHE	Guidelines for the professional development of teachers at school prepared plans for professional development of teachers based on individual needs o teachers. Number of APFs and teachers who have been trained in school-based professional development. Number of APFs that have at least	f	
1.2.5		3.4.1: 2024-2026	3,600,000	3,600,000	3,600,000	10,800,000		10,800,000			There are no additional costs, it is foreseen in the Education Strategy 2022- 2026			MASHTI; MZHE	Norms and standards for the infrastructure of objects of educational and wocational training institutions according to fields Plan for needs- based investment in the infrastructure of wocational education and training institutions.		
_		t for objective 1.2	3,783,550	3,698,950	3,653,500	11,136,000	-	11,136,000		-			0 11,000	0			
		From which capital From which actual			3,653,500	- 11,136,000					1		1	1			

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				

2024	2025	2026	Total 2024-2026
80,317	97,994	109,382	287,693
			-
80,317	97,994	109,382	287,693
	-		

11,544,753

 TOTAL COST FROM BICK

 2024
 2025
 2020
 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

		Indicator: Gender gap in activity				of percentage (20						points of percenta				AFP	
Section 2.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname taging of the Republic of Section Legisfication 1.1. The toroname tagency of the Republic of Section Legisfication 1.1. The toroname tagency of the Republic of Section Legisfication 1.1. The toroname tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tagency of the Republic of Section Legisfication 1.1. The toroame tag	2	Indicator: Gender employment gap					21)						age				
<table-container>         Image base base base base base base base bas</table-container>	3	Indicator: Long-term unemployed			70	0.8% (2021)						60%				AFP	
			oloyment Agend	cy of the Repu	blic of Kosov	o is equipped v	vith human, finan	cial and technolo	gical means to exp	and the provision	of services and p	rograms, the ir	mplementation of effec	tive activation strat	egies		
Image: bin of and it is and it is an image: bin of	1	MATPs as a share of GDP			0	.4% (2022)					25,800,000	Euro in the year				MFPT	
<table-container>Marked registering and solution static with a line of the line of the</table-container>	2	unemployed ratio will be halved.			1: :	1,100 (2021)						0.42				APRK	
<table-container>          Image: space space</table-container>		registered unemployed				00( (0001)										1001	
		Indicator 4: The Youth Guarantee will provide an offer within four				.8% (2021)						1370				AFM	
<table-container>          Number line         Verticity         Verticity</table-container>	4 No:	registered youth.	Deviad of			N/A			Durde		6 of young people enr	rolled in the Youth	n Guarantee			APRK	
Note         Note <th< td=""><td>NO;</td><td>Action</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>	NO;	Action															
Note discartie         Note di				2024	2025	2026	Total	Salaries	Goods and Services	Capital expenses		Financing	Budget of Kosovo	Donors		Product/results	Reference document
scorediary particulation of procovering anticipational biogenerity in scorediary participation of the propose and a scorediary partenerity participation of the propose and a scorediar			Annual	25,800,000	25,800,000	25,800,000	77,400,000				77,400,000		77,400,000		MFPT/APRK	Additional budget	Annual fin reports of
gate for terror/intent of add/coal integration of add/c		secondary legislation for promoting employment and assistance during unemployment to facilitate the work of the Employment Agency of							10,000			expert and 4 seminars		10,000		employment promotion and unemployment assistance legislation amended and approved	
Offices       Offices       Image: Second and with testing of a paper depictive of the second and with testing of a paper depictive of the second and with testing of a paper depictive of the second and with testing of a paper depictive of the second and with testing of a paper depictive of the second and with testing of a paper depictive of the second and with testing of a paper depictive of the second and with testing of the second and with t		plan for the recruitment of additional human resources to be assigned to local employment offices and additional employment (62 planned)			·	455,598		1,139,495				A workshop				additional human resources; the number of newly recruited personnel in local employment offices. 52 new	
statistical profiling method to be applied during enrollment applied e		Offices in accordance with the new model of service provision by	2024-2026	130,000	70,000		200,000			200,000		Fixed amount.	200,000		MFPT/APRK		
facilitate the registration of jobsekers and job vacancies, as well as the provision of basic employment services (labor market information, basic employment services (labor market information, basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Image all provision of basic employment advice, career guidance)       Imag		statistical profiling method to be	TM4/2024	2,000			2,000		2,000				2,000		MFPT/APRK	the method with statistical profile for registration	
7 Development of a study on technical specifications for the deployment of a new (IT system to nanage all processes of the Kosovo Employment Agency and to allow performance monitoring.       1,000 <td></td> <td>facilitate the registration of jobseekers and job vacancies, as well as the provision of basic employment services (labor market information, basic employment</td> <td>TM4/2024</td> <td></td> <td>MFPT/APRK</td> <td>for registering jobseekers and job vacancies, as well as providing basic employment services (labor market information, basic employment advice, career</td> <td></td>		facilitate the registration of jobseekers and job vacancies, as well as the provision of basic employment services (labor market information, basic employment	TM4/2024												MFPT/APRK	for registering jobseekers and job vacancies, as well as providing basic employment services (labor market information, basic employment advice, career	
training program for the staff of the TM4/2024 Employment Agency of Kosovo and the total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 TR,742,495 13,000 Intervalue and the total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 TR,742,495 13,000 Intervalue and the total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,299 26,325,598 78,755,495 1,139,495 16,000 200,000 77,400,000 Intervalue and total per objektivin 2.1 26,174,174 14,174		technical specifications for the establishment of a new ICT system to manage all processes of the Kosovo Employment Agency and to	TM4/2024	1,000			1,000		1,000				1,000		MFPT/APRK	The technical specifications for the adoption of a new ICT system to manage all the processes of APRK have been developed and are	
Buxheti total për objektivin 2.1 26,174,299 26,325,598 26,255,598 78,755,495 1,139,495 16,000 200,000 77,400,000 78,742,495 13,000		Drafting and implementation of a training program for the staff of the		3,000			3,000		3,000			in-service training program development		3,000	MFPT/APRK	for APRK staff has been developed and is operational; the number of staff trained	
	-	Buxheti total	për objektivin 2.1	26,174,299	26,325,598	26,255,598	78,755,495	1,139.495	16.000	200,000	77,400.000		78,742.495	13.000			<u> </u>
Kapitale 130,000 70,000 - 200,000	1		Kapitale	130,000	70,000		200,000	,,	.,,		,		.,/	.,			1
Rrjedněse 26,044,299 26,255,598 26,255,598 78,555,495																	

	Specific objective 2.2: The pro	vision of omploy	umont sorvice	s by the Emp	loumont Agor	or of the Republic	of Kosovo bas b	oon improved with	the sim of increas	ing the matching	of skills with is	be					
2.2	Indicator 1: Employment services		yment service	es by the chip	ioyment Ager	icy of the Republic	OI KOSOVO IIAS D	een improved with	the ann of increas	ing the matching	OF SKIIIS WITH JU						
	provided by the Employment																
1	Agency of the Republic of Kosovo Indicator 2: Number of unemployed			3,	,000 (2021)					30%	6 increase				APRK		
	people attending adult training																
2	programs			3,	,100 (2021)				Increase	to 20% (3,720 assumi	ng the number rea	mains unchanged)			APRK		
	Indicator 3: Employment rate of the unemployed following the trainings																
3	unemployed following the trainings			2	21% (2021)						45%			APRK			
	Action	Period of	2024	2025	2026	Totali	Salaries	Goods and Services	Capital expenses	Subsidies and	Financing	Budget of Kosovo	Donors	Leading and	Product/results	Reference	
		implementation								transfers				support institutions		document	
2.2.1	Review of the content and ways of	TM4/2024	7,500			7,500		7,500			30 days for an	1,500	6,000		The content and methods of		
	providing employment services										expert and 3				providing employment		
	(individualized assessment,										seminars				services (individualized		
	individual employment planning,														assessment, individual		
	employment counseling and career														employment planning,		
2.2.2	Puidancei	TM4/2024	500			500		500			1 workshop for	500			The mid-term plan for the		
											plan				introduction of the new		
											preparation				service delivery model and		
													<u> </u>		related ICT applications has		
2.2.3	Strengthening individualized	TM4/2024									There are no				Strengthening individualized		
	employment counseling services										additional costs				employment counseling	1	
	and introducing career guidance										1				services and introducing	1	
	offers (direct and online).										1				career guidance offers (direct and online)	1	
224	Drafting a concept for the adoption	TM4/2024	3,000			3,000		3,000			10 days for an	1.000	2,000		and online) A concept has been developed	-	
2.2.4	of a dedicated service line for		5,000			5,000		5,000			expert and 2	1,000	2,000		for the introduction of a	1	
	employers (required staff,										seminars				dedicated service line for		
	competencies, training program,														employers (required staff,		
	specific information tools for the														competencies, training		
	labor market)														program, specific labor market	t	
															information tools)		
225	Preparing a concept to develop	TM4/2024	5,000			5,000		5,000			20 days for an	1,000	4,000		The concept has been	-	
2.2.5	reliable intelligence on the labor	11114/2024	5,000			5,000		5,000			expert and 2	2,000	4,000		prepared to develop reliable		
	market (skills forecasting, sectoral										seminars				intelligence on the labor		
	committees, employer surveys,														market (skills forecasting,		
	occupational outlook)														sectoral committees,		
															employer surveys,		
226	Pilot testing - an annual survey of	TM4/2024	3,000			3,000		3,000			5 days for an	2,000	1,000		occupational outlook). Pilot testing of an annual		
2.2.0	employers and the use of collected	11014/2024	3,000			3,000		5,000			expert and 2000	2,000	1,000		employer survey has been		
	evidence for career guidance										for the survey				developed and the findings		
	services										(if conducted				are used for career guidance		
											online, costs				services.		
	Total budge	t for objective 2.2 Capital	19,000		-	19,000		19,000	-			6,000	13,000				
		Current	19,000		-	19,000											
2.3	Specific objective 2.3: The imp	plementation of	dedicated em	nployment sei	rvices and pro	grams contribute	to the social inclu	usion of groups at ri	isk in the labor ma	rket (youth, wom	nen, long-term	unemployed, aid recipie	ents				
	Indicator 1: The gender					-									AFP		
1	employment gap Indicator 2: Percentage of			29 points o	of percentage (2	UZ1)		1		Reduction of	5 percentage point	15			APP		
	registered unemployed																
2	participating in MATPs				.8% (2021)						15%				APRK		
;	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	
		mplementation								ti ansier s						aocument	
2.3.1	Research into the causes of the low	TM4/2024	5,000			5,000		5,000			25 days for an			MFPT/APRK	Research has been completed		
	impact of social assistance on										expert, in				on the causes of the low	1	
	poverty and the potential effect of				1						support of				impact of social assistance on		
	in-work benefits to reduce										MFLT				poverty and the potential	1	
	disincentives to work										1				effect of in-work benefits to reduce disincentives to work.	1	
2.20	Research evidence and good	TM4/2024	5,000			5,000		5,000			25 days for an		5,000	MFPT/APRK; Social		+	
2.3.2	practice on the workflow of services		5,000		1	5,000		5,000			expert, in			partners	good practice on service		
	that can be applied to long-term				1						support of the				workflow that can be applied	1	
					1						event initiated				to long-term unemployed		
	unemployed clients (EU Council	1			l I			1			by MFLT for the				clients has been completed.		
	Recommendation on the															1	
	Recommendation on the integration of the long-term										presentation of				Recommendations for services	s	
	Recommendation on the										presentation of findings				Recommendations for services provided.	s	
222	Recommendation on the integration of the long-term	TM4/2024	5,000			5,000		5,000				5,000				S	

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	2,000	6,000		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	
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		5,000	partners	Developed activation strategy targeting low-skilled individuals, long-term unemployed, welfare recipients and other individuals at risk of social exclusion.	
Total budget	t 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		E	ludget	
(BLANK))	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						

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

78,802,495

No;	Strategic and specific objectives				Base v	alue				т	arget 2026				2	Source
1	Strategic objective 3: Improving	working condit	ions and opp	ortunities for	decent work			1								
	Indicator: Percentage of workers who 1 are poor				15.2% ir	2017					10%					AFP
	Indicator: Percentage of workers with temporary contracts				57.5						45.0%					AFP
	Indicator: Number of workers who									Drop v	with 5% every year					AIT
	became inactive after losing their job 3	During the years 2 the	018-2019, there e increase was ec	was an increase i qual to 10 percen	n inactivity amon t. On the other hi	g men by nearly 11 perc and, women have suffe	ent, while in the two-year period 2019-2020, red a decrease (-2.4 percent)									AFP
	Indicator: Number of safety and health violations at work									Drop v	with 5% every year					
	violations at work	1- 2021.	1.000				had no workers trained in first aid									MEPT
3.	• Specific objective 3.1:The minin						workers with dignified pay opportu	nities								WIFT I
	Indicator: Minimum wage as a share of the national average wage				35% (2		• • • • •				50%					MFPT
	Indicator: Percentage of workers who															
No	2 are poor ; Action	Period of			15.2% n	ë 2017	Bud	get			10%					AFP
		implementation	2024	2025	2026	Total		- Goods and		Subsidies and	at 1		-		Product/results	
			2024	2025	2026	Iotai	Wages and salaries	Services	Capital expenses	transfers	Financing	Budget of Kosova	Donors	Leading and supporting	Product/results	Reference document
3.1.		TM4/2024				-					There are no			MFPT, Social	Established and functional working	
	(amount, wage component to be considered, as well as periodic review).										additional costs			partners	group.	
3.1		TM/2024									There are no			MFPT. Social	Revision of the minimum wage	
5.1	revision of the minimum wage amount	111/2024									additional costs			partners	nevision of the minimum webe	
	to maximize benefits (improving living standards, lower inequality).															
	Total budge	t for objective 3.1 Capital	-	-		-										
		Current				-								L		
3.	Indicator: Percentage of workers with	ent protection	legislation is	revised throu			he aim of creating a system to prote	ect workers fr	om loss of inco	me during une	employment and	to guarantee job :	security			
	1 temporary contracts Indicator: Percentage of workers who				57.5%	2020)					45%					AFP
	became inactive after losing their job				15.2% i						10%					AFP
No	; Action	Period of	2024	2025	2026	Total	Wages and salaries	Goods and	Capital expenses	Subsidies and		Budget of Kosova	Donors	Leading and	Product/results	Reference document
		implementation TM4/2024						Services		transfers	Nuk ka kosto shtesë			MFLT. Social	Working group established with	
3.2.	1 Review of the legislation governing temporary employment contracts.	11/14/2024				-					NUK KA KOSTO SNTESE			partners	terms of reference completed and	
3.2.	2 Establishing an income replacement	TM4/2024									Nuk ka kosto shtesë			MFLT, Social	approved Creation of a tripartite working	
	scheme during unemployment (eligibility, duration, amount).										për krijimin e grupit			partners	group, with the role of creating an income replacement scheme during	
	(englority, duration, amount).														unemployment (suitability,	
3.2.	3 Carrying out a cost-benefit analysis of	TM4/2024	8,000			8,000		8,000					8,000	MFLT, Social	duration, amount). Completing the cost-benefit	
	different types of income replacement schemes (contributory, non-													partners	analysis of different types of income replacement schemes as well as the	
	contributory, mixed) as well as the														possible impact of the scheme on:	
	potential impact of the scheme on: (i) reducing the permeability between														<ul> <li>reducing the permeability</li> <li>between unemployment and</li> </ul>	
	unemployment and inactivity and														inactivity and reducing the	
	reducing incentives to workers to engage in the informal economy.														incentives of workers to engage in the informal economy.	
			0.000			0.000							8,000			
		t for objective 3.2 From which capital	8,000	-	-	8,000		8,000	-	-			8,000			
-		rom which current	8,000			8,000						-				
3.	Specific objective 3.3: The occup Treguesi: Eshtë ngritur sistemi i	ational health	and safety sys	stem has been	n reformed to	ensure that emplo	oyees are protected from work-relat	ed accidents	and illnesses					1		
	sigurimit të punëtorëve të															
No	1 detyrueshëm . Action	Period of	2024	2025	2026	A Total	Wages and salaries	Goods and	Capital expenses	Subsidies and	istemi I ngritur Financing	Budget of Kosova	Donors	Leading and	Product/results	MFPT Reference document
		implementation						Services		transfers				supporting		
3.3.	1 Conducting a comparative review of compulsory insurance systems in force	TM4/2024	6,000			6,000		6,000				6,00	0	MFLT, Social partners	Completion of the comparative review of compulsory insurance	
	in neighboring countries and in the EU														systems in force in neighboring countries and in the EU and	
															recommendations are provided	
3.3.	2 Conducting a cost-benefit study of different delivery modalities (private	TM4/2024	8,000			8,000		8,000					8,000	MFLT, Labor Inspectorate; Social	Complete cost-benefit analysis of different delivery modalities and	
1	providers vs national insurance institute), as well as a scenario exercise													partners	entitlements and outline recommendations	
1	institute), as well as a scenario exercise for contributions (amount, main														recommendations.	
	contributors) and entitlements (paid															
1	medical report days, occupational diseases).															
	Total budge	t for objective 3.3	14,000	-	-	14,000	-	14,000	-	-		6,000	8,000			
<u> </u>		Capital Current	14.000	-	-	14.000		14.000								

	ndicator 1: Percentage of informally ngaged workers				35% in 20					Dara hi	10 percentage points					AFP
	ngaged workers ndicator 2: Number of inspections				35% III 20	17				Drop by	to percentage points					AFP
2	lucator 2. Number of hispections				10,162 (20	(21)				In	rease with 30%					MFLT
No. A		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
or	ealization of a functional and rganizational evaluation of the Labor Ispectorate, including its relations with ther public authorities	TM4/2024	5,000			5,000		5,000			Seminare dhe ekspert për vlerësim		5,00	0 MFLT, Labor Inspectorate; Socia partners	Drafting and implementation of the functional and organizational assessment of the State Labor Inspectorate, including its relations with other public authorities.	
ar in th ar ch	ased on the findings of the evaluation 1 dn the policy actions already included 1 the Strategy for the formalization of the informal economy, the drafting of n action plan to deal with the main hallenges identified (legal framework, handate, tools, resources)	scheduled to end									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.	
co	evelopment and implementation of a omprehensive capacity building rogram for occupational health and afety for labor inspectors.	Continuous	20,000	20,000	20,000	60,000		60,000				20,000	40,00	0 MFPT	At least two trainings per year for al labor inspectors.	
	Total budget	for objective 3.4	25,000	20,000	20,000	65,000	-	65,000	-	-		20,000	45,00	0		
		Capital														
		Current	25,000	20,000	20,000	65,000										

TAL COST (BKK, DONORS, ADDITIONAL COSTS (BLANK))		В	udget	
	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		B	uxheti	
	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				

	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