



Research Article

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Received: 14 July 2022 / Accepted: 18 August 2022 / Published: 2 September 2022

Employment According to Sectors and Socioeconomic Activities, with a Focus on Gender Equality, Brings an Increase in the Social and Economic Well-Being of Kosovo

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DOI: <https://doi.org/10.36941/jesr-2022-0125>

Abstract

This paper aims to show how employment growth based on gender equality in the Republic of Kosovo according to different sectors and socio-economic activities bring economic growth and social well-being. The methodology used in our paper is the descriptive method, based on secondary data, which we have provided from the Kosovo Agency of Statistics "KAS" based on social statistics, related to labor force surveys by trimester data of 2020. From where, we have derived relevant statistical comparative analyzes expressed in percentages regarding the number of employees by gender, sectors and various socio-economic activities as well as by the relevant quarters for 2020, including only the age group (15 years and older). Our study aims to highlight the importance of some problems related to the aspect of employment by gender for each sector or different socio-economic activities, according to the relevant quarters of 2020. We aim to show through this paper the connection between employment growth according to sectors and various socio-economic activities, based on gender equality and economic growth and social well-being for a country with a developing economy such as Kosovo. This study is also focused on recommending some important government policies to increase employment according to different sectors and socio-economic activities, based on gender equality.

Keywords: employment, socio-economic activities, gender equality

1. Introduction

Our paper focuses on employment, based on an analysis of the employment rate according to sectors and different socio-economic activities in Kosovo, based on the gender inequality between women and men, by trimesters of 2020 including only age groups (15 years and older). Based on comparative statistical analyzes expressed in (%) we determine in which types of sectors and according to

different socio- economic activities, we have more employees, from which we highlight the differences in gender inequality between men and women. In addition, based on these comparative analyses, we determine how the employment rate has changed by trimesters of 2020, based on different sectors and socio-economic activities. From these analyses, we aim to highlight how the employment rate in Kosovo has changed by trimesters and annual change of 2020, linking it to the differences in gender equality. Through these analyses, we aim to determine the problems related to employment according to sectors and socio-economic activities. In addition, through these analyses, we aim to determine the differences in gender equality, suggesting an employment growth by sectors and socio-economic activities.

Another important focus in our paper is the suggestion of some government support policies regarding the employment growth by sectors and socio-economic activities, based on gender equality for the purpose of economic growth and social well-being in Kosovo.

2. Literature Review

Regarding the literature review, we notice that there are many authors having addressed similar topics to our paper, namely Lili Wali Sudrajat (Sudrajat, 2008), with his study on the topic: Economic Growth and Employment. Analysis The Relationship between Economic Growth and Employment in Indonesia Period 1993-2003.

In his paper, he describes an analysis between economic growth and employment by regions, and different socio-economic sectors, in Indonesia. The focus of this paper is the determination of economic growth according to different economic sectors at the district and regional level during the period 1993-2003 in Indonesia. This paper emphasizes the importance of employment in the economic growth of Indonesia, based on the fact that Indonesia is a country with a very high population, from where according to the Economic Sector of the United Nations and the Division of Social Affairs, Indonesia has a very high population accounting for 3.47% of the world's population. Employment growth serves as a conduit between economic growth and poverty alleviation for the Indonesian population. This paper also deals with the importance of employment growth as a key factor for economic growth and poverty reduction for the Indonesian population according to regions, districts and different economic sectors. Another important focus in his paper is the reflection of the connection between economic growth and employment, this connection is shown through analyzes of how economic growth brings employment opportunities, and real wage growth, as well as growth of the gross domestic product. This paper is based on comparative analysis expressed in percentage, reflecting the change in the employment rate throughout the studied period and how it affected the change in percentage (%) of the gross domestic product. Another technique used in this paper to analyze the relationship between employment and economic growth is the double log linear equation technique which measures the percentage (%) change in employment if GDP (Gross Domestic Product) changes, indicating the direct relationship between employment and GDP (Gross Domestic Product). His paper is based on data provided by the national socio-economic survey produced by the Central Bureau of Statistics Indonesia BPS (Central Bureau of Statistics, Indonesia). The methodology used in their paper is based on quantitative analysis using the model for estimating the economic growth - employment elasticity from the Stata program. The purpose of the analysis used in his paper is to show the relationship between economic growth and employment, and to determine in which regions, and which sectors and different social and economic activities, hold the highest number of employees and how the employment growth affects the growth of GDP (Gross Domestic Product).

In addition, the authors Eriona Deda, Behxhet Brajshori, Drita Krasniqi (Deda, E; Brajshori, B; Krasniqi, D, 2020), in their paper on the topic: Economic Indicator of Labor Market and Governmental policies to be taken for Their Improvement: The case of Albania. This paper is focused on the analysis of the main economic indicators of the labor market such as: employment, unemployment and labor force participation according to the quarterly data of 2018 and 2019. The

focus of their study is to show the labor market situation according to years, respective quarters, age groups and genders.

Their study on labor market analysis is based on data provided by INSTAT (Institute of Statistics, Albania) regarding the employment rate, unemployment of the population and labor force participation by age group and gender. The methodology used in their paper is the descriptive method, based on comparative statistical analysis expressed in percentage (%) reflecting how the main economic indicators of the labor market have changed by years, quarters, by age groups and genders. The main purpose of their paper is to show the quarterly and annual changes related to the main indicators of the labor market taken in the study, which are the employment rate, unemployment, and participation in the labor force by age group and gender. In addition, through this paper, they define and suggest some important government policies that should be undertaken to improve the main economic indicators of the labor market, for the case of Albania.

Regarding the use of any other similar topic to our paper, we refer to the International Labor Organization "ILO" (ILO, 2019), in their report on the topic: World Employment Social Outlook.

In this report of the International Labor Organization "ILO", the global employment markets are analyzed as an essential element for the principles of gender equality, democracy, sustainability and social cohesion. The focus of this report is on broad human skills, issues of gender equality, and the potential of labor market institutions, emphasizing the urgency of investments in countries neglected by the economy mainly, in poor countries and in countries with developing economies, but also in countries with developed economies. Global data are collected by the International Labor Organization "ILO" for 2018, analyzing the global employment market through statistical analyzes expressed in percentage (%) regarding labor force participation by gender, different age groups, different global economies, including low-income countries or poor countries, middle-income countries, countries with developing economies, as well as countries with developed economies according to types of formal or informal employment, according to the structural transformation and the quality of working conditions for all socio-economic sectors. The focus of their study included several countries and regions from these main continents of the world: Africa, America, North America, South America, Asia, and Europe. Which, in addition to showing some progress in 2018, also emphasize the continuation of deficits in the labor market, as the gender gap in labor force participation according to age groups remains huge. This gender gap shows a low participation of women in the labor force compared to men, where in 2018 the dominant labor force globally was male. Given the deficits in the labor market in 2018 related to gender equality, this report recommends a series of important policies aimed at improving gender equality in global labor markets and maximizing human capabilities. Another important problem that emerges from the analysis of the global employment market in this report is the poor quality of working conditions according to different socio-economic sectors, which is manifested in 2018 as more than ¼ of workers in low-income countries and middle-income countries lived in extreme poverty. This report shows that with the employment growth rate in middle-income countries, the poverty rate has decreased in the last three decades, whereas in low-income countries, the rate of poverty is not expected to decrease with the employment growth rate. According to the results of the International Labor Organization "ILO", about 172 million people worldwide were unemployed in 2018, which corresponds to an unemployment rate of 5.0 (%) percent.

According to this report, labor market challenges differ between countries and regions of different continents, with different economies. These labor market challenges are specifically related to unemployment and gender inequality. In low-income countries, the employment growth doesn't enable the rate of poverty to decrease. While in middle-income countries and countries with developing economies, the pace of poverty decreased with the employment growth rate. This report also suggests some important policies for increasing the employment rate that can be applied by countries with different economies.

Other authors who have addressed similar topic related to our paper are Alexandr Almosov, Yulia Brekhova, Elena Malysheva, Viktor Molokanov, Ekaterina Chumakova (Almosov, A; Brekhova,

Y; Malysheva , E; Molokanov , V; Chumakova, E, 2021) .

In their paper titled, *Employment Structure Transformation through Economic Activity Types Perspective*, they have mainly focused on highlighting the reasons why the development of information technology has caused structural changes in the labor market of the Russian economy, focusing mainly on structural changes in the real sector and the service sector of the economy.

Through their study, they aim to show how scientific technological transformations have brought about structural changes in the labor market, and mainly in the real sector and in the service sector of the economy. Their research is based on comparative statistical data of the employed population by regions and by type of economic activity, including the real sector and the service sector of the economy.

Special emphasis in their paper is placed on the use of the coefficient of the employment structure with the aim of measuring the structural changes of employment in the real sector and in the service sector that come as a result of the digitization of the economy, as well as the management of the employment of the population in social and economic terms.

In addition, the authors Nerimane Bajraktari, Eriona Deda, Sokol Pacukaj (Bajraktari , N; Deda, E; Pacukaj, S, 2022), have addressed similar topic to our paper. In their paper entitled, *The Role of Key Economic and Social Indicators in the Development of a Country as a Primary Ways of Government Policies for the Economic Growth*, through their study they aim to show that improving the labor market, increasing the quality of higher education as well as increasing gender equality bring economic growth to the country. Showing the connection between these important social and economic indicators.

The focus of the study in their paper is related to gender equality in terms of the labor market, according to gender and relevant age groups, based on the quarterly data for 2020, for the case of Albania. Another focus in their paper is; increasing the quality of education, which brings economic growth, as well as employment growth. The methodology of their paper is based on comparative statistical analyzes expressed in percentage for both genders. Of particular importance in their paper is the reflection of some main problems related to the labor market according to age groups, education level, employment decision-making positions, as well as in relation to human rights related to women and girls. Another important goal in their paper is the suggestion of the development of some favorable policies regarding the improvement of the labor market, for both genders, the increase of the quality of education, the increase in gender equality in decision-making employment positions as an important aspect for economic growth and the improvement of social life in the country.

3. Research Methods

The methodology used in our paper is the descriptive method, from which we've processed the tables and drew graphs based on the quantitative data provided by Kosovo Agency of Statistics, KAS. We are also based on comparative statistical analysis expressed in percentage (%) regarding the number of employees according to different sectors and socio-economic activities, according to gender, and the relevant quarters for the year 2020, including (age group of 15 years and older).

3.1 The purpose of the paper

The main purpose of our paper is to reflect some problems related to gender differences in employment, according to sectors and different socio-economic activities in Kosovo, based on quarterly data for 2020, including age groups (15 years and older).

Another goal in our paper is to suggest some important government policies in increasing employment according to different economic sectors and activities based on gender equality.

An important goal in our paper is to show the connection between employment growth by sectors and socio-economic activities according to gender equality and economic growth, social well-

being, for a country with a developing economy such as Kosovo.

3.2 Data collection

We have provided the data from KAS (Kosovo Agency of Statistics), based on social statistics related to labor force surveys by quarters for 2020, including quantitative data according to the corresponding four quarters of 2020, regarding the number of employees by sector, socio-economic activities and gender.

4. Analysis of the Results

From the processing of the data provided by KAS (Kosovo Agency of Statistics), through the descriptive method we have processed tables and drawn graphs, as well as through statistical comparative analyzes expressed in percentage (%) related to the employment rate according to different economic sectors and activities, gender and the relevant quarters of 2020 (including age groups of 15 years and older), we have derived these relevant arguments and interpretations.

Table 1: Change in employment according to the corresponding quarter of 2020, based on sectors and socio-economic activities, and gender differences in employment according to the annual change.

| Employment according to trimestral change for the period 2020, by activities, age and gender in (Thousands) | Q1:2020 | | Q2:2020 | | Q3:2020 | | Q4:2020 | |
|---|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| Kosovo , (age 15 years and above) | | | | | | | | |
| Agriculture, forestry and fisheries | 12,500 | 1,600 | 12,800 | 700 | 16,400 | 3,900 | 15,100 | 4,500 |
| Mining and ores | 3,400 | 100 | 3,300 | 200 | 3,700 | 200 | 3,600 | 400 |
| Output | 36,200 | 6,800 | 27,400 | 4,800 | 35,300 | 6,800 | 40,600 | 8,100 |
| Electricity, gas, steam and air conditioning supply | 6,400 | 800 | 5,100 | 500 | 7,400 | 600 | 9,700 | 700 |
| Water supply, sewerage, waste management | 3,400 | 300 | 3,800 | 500 | 3,800 | 400 | 3,700 | 300 |
| Construction | 37,400 | 700 | 25,500 | 500 | 48,700 | 600 | 41,000 | 700 |
| Wholesale and retail trade, repairs of vehicles and motorcycles | 44,400 | 17,000 | 41,600 | 14,100 | 47,100 | 16,700 | 39,600 | 17,800 |
| Transportation and storage | 11,400 | 700 | 8,700 | 100 | 12,100 | 1,200 | 12,700 | 800 |
| Accommodation and food service activities | 20,800 | 4,300 | 10,600 | 2,700 | 19,600 | 4,500 | 20,100 | 4,400 |
| Information and communication | 12,200 | 3,300 | 9,800 | 3,800 | 9,500 | 4,000 | 10,100 | 2,700 |
| Financial and insurance activities | 5,300 | 1,400 | 4,100 | 1,700 | 3,500 | 1,900 | 5,100 | 1,900 |
| Real estate activity | 500 | 100 | 400 | 100 | 400 | 0 | 4,000 | 0 |
| Professional, scientific and technical activities | 7,200 | 2,700 | 6,800 | 2,600 | 7,400 | 3,800 | 800 | 4,400 |
| Administrative and support service activities | 10,800 | 3,200 | 9,800 | 400 | 11,400 | 5,200 | 10,100 | 5,300 |
| Public administration and defence, compulsory social security industry | 18,700 | 4,700 | 15,900 | 4,300 | 18,300 | 4,600 | 20,400 | 7,100 |
| Education | 20,300 | 18,200 | 17,300 | 15,300 | 17,200 | 16,500 | 17,300 | 19,900 |
| Human health and social work activities | 10,600 | 12,600 | 10,400 | 11,100 | 8,200 | 11,400 | 7,900 | 12,900 |
| Arts, entertainment and recreation | 3,100 | 700 | 2,700 | 800 | 2,500 | 1,500 | 2,800 | 1,400 |
| Other service activities | 5,900 | 5,000 | 4,800 | 3,200 | 5,600 | 3,800 | 5,800 | 400 |
| Home employment activities | 700 | 1,200 | 900 | 1,400 | 1,700 | 1,600 | 1,300 | 900 |
| Activities of extraterritorial organisations and bodies | 1,700 | 800 | 1,600 | 800 | 2,000 | 600 | 1,300 | 200 |
| Total | 272,900 | 86,200 | 223,300 | 69,600 | 281,800 | 89,800 | 273,000 | 94,800 |

Source: (ASK, 2020)

From table 1, we can see how the employment rate has changed in Kosovo, according to quarterly changes for 2020, sectors and socio-economic activities, based on gender, including the age group of 15 years and older.

According to the quarters of 2020, the sectors and various socio-economic activities with the most employees are in wholesale and retail trade, vehicle and motorcycle repairs, the construction sector, the production sector, the education sector, human health and social work activities. These are precisely the activities and the various socioeconomic sectors with the most employees. From the table we clearly see that in all the relevant quarters of 2020, in almost all sectors and socio-economic activities, men dominate, occupying a much higher rate of employment compared to women.

Regarding the activity, wholesale and retail trade, repairs of vehicles and motorcycles, in all quarters men have a higher employment rate compared to women.

Based on the number of employees according to the quarters of 2020 in this type of activity, men occupy the highest number of employees in the third quarter, compared to all other quarters of 2020.

In the third quarter, there are 47,100 employed men, accounting for 19.77% of the total number of employees for 2020 in the activities, wholesale and retail trade, vehicle and motorcycle repairs.

As for the women employed in this type of activity according to the quarters of 2020. From the table we see that in the fourth quarter we have a higher number of female employees compared to all other quarters of 2020.

In the fourth quarter, there are 17,800 women employed in activities, wholesale and retail trade, vehicle and motorcycle repairs, accounting for 7.47% of the total number of employees for 2020 in this type of activity.

Regarding the gender differences in the total employment rate including all quarters and both genders together for the year 2020 in relation to the activities, wholesale and retail trade, vehicle and motorcycle repairs. In total, men account for 72.47% of the total number of employees in the activity of wholesale and retail trade, vehicle and motorcycle repairs. While women occupy 27.53% of the total number of employees including both genders and all quarters in this type of activity for 2020. Men in total occupy a much higher employment rate than women, and specifically 44.94% more jobs compared to women in the activities, wholesale and retail trade, vehicle and motorcycle repairs for 2020.

Referring to the construction sector, men dominate, occupying the highest number of employees in all quarters of 2020. While employed women are very few in number compared to men in this sector. In the third quarter, there are 48,700 employed men, accounting for 31.40% of the total employed in this sector.

In total, in the construction sector in 2020, including all quarters and both genders, men account for 98.39% of the total number of employees. While women in total occupy only 2% of the total number of employees for the year 2020, including all quarters and both genders only in this sector. Men occupy 96.78% more jobs in total in 2020 compared to women in the construction sector.

Another economic sector with a higher number of employees compared to other activities is the production sector, from which in all quarters of 2020 men occupy a much higher number of employees compared to women. Men occupied the highest number of employees in this sector in the fourth quarter. In the fourth quarter of 2020, there are 40,600 employed men, accounting for 24.45% of the total number of employed men in this sector in the fourth quarter. While we have 8,100 women employed in the production sector in the fourth quarter, accounting for 4.87% of the total number of women employed in the production sector in the fourth quarter. In total, men account for 84.04% of the total number of employees in the production sector, including all quarters of 2020 and both genders. While women occupy 15.96% of employment positions in total for the year 2020 in the production sector. Men occupy exactly 68.04% more jobs in total in the production sector compared to women in 2020.

Regarding the education sector, in all quarters of 2020, we have a high number of employees for both genders. There is also a clear increase in the number of female employees in this sector.

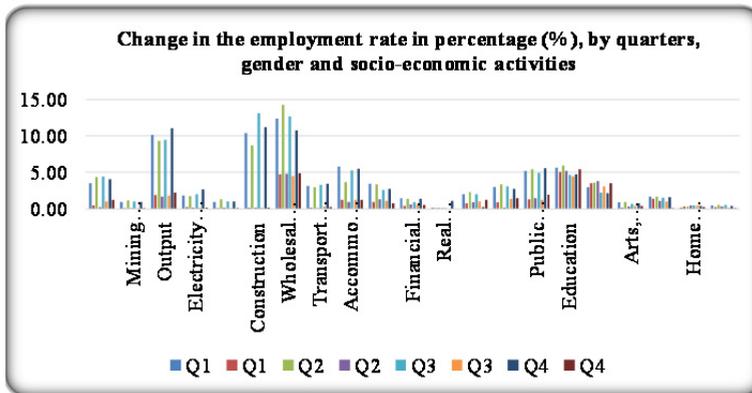
However, we have a greater number of male employees in almost all quarters except the fourth quarter, where in this quarter we have a higher number of employed women, compared to men.

Men have secured the highest number of employees in the education sector in the first quarter.

From where in the first quarter we have 20,300 men employed in the education sector, accounting for 14.30% of the total number of employees for the first quarter. As for women, the highest number of employees in the education sector was provided in the fourth quarter, where we have 19,900 women employees in the education sector, accounting for 14.01% of the total number of employees in 2020, including all quarters and both genders in this sector. Referring to the education sector in relation to total employment including all quarters and both genders for the year 2020. Men account for 50.77% and women account for 49.23% of the total number of employees in this sector. In this sector, men occupy 1.55% more jobs in total for 2020.

Regarding the activities of human health and social work, in these types of activities there is a clear increase in the participation of women in employment in all quarters, where the number of women employed in these types of activities is higher than the number of employed men.

In the fourth quarter, women provided the highest number of employees, where we have 12,900 employed women, accounting for 15.16% of the total number of employees in the fourth quarter. In total for 2020, men occupy 43.60% of the total number of employment positions in human health and social work activities, and women occupy 56.40% of the total number of employment positions in 2020 in this type of activity. Women occupy 12.81% more jobs than men in human health and social work activities for 2020.



Graph 1: Change in the employment rate in percentage (%), by quarters, gender and based on all sectors and socio-economic activities.

Source: Authors

From graph 1, we see how the rate and level of employment has changed in percentage (including age groups of 15 years and older), for the year 2020, according to quarters, and gender, based on different economic sectors and activities.

Regarding the chart in general, we can say that in almost all sectors and various economic activities, men occupy a higher percentage of employees according to the quarters for 2020, compared to women. The only exceptions are human health and social work activities where women occupy a higher percentage (%) of employees for each quarter compared to men. In addition, in the field of education, women have a rate of employment expressed as a percentage (%) comparable to the rate of employment of men for this sector.

The types of sectors and socio-economic activities, where men occupy the highest employment rate in Kosovo, according to quarters and gender, are wholesale trade, repairs of vehicles and motorcycles, the construction sector and the production sector.

Regarding the activities of wholesale trade, repairs of vehicles and motorcycles, men have the highest employment rate according to quarters and gender compared to all other activities. In all the

relevant quarters of 2020, men occupy a high percentage of employment and clearly dominate compared to women. In the second quarter and the third quarter, men occupy the highest employment rate according to quarters and gender, occupying respectively 14.20% in the second quarter, 12.67% in the third quarter of the total number of employees by quarter and by all sectors and socio-economic activities for the year 2020. In the second quarter of 2020, in these types of activities, men occupy the highest percentage of the total number of employees by quarter, compared to all other quarters, and all socio-economic sectors.

While the employment rate of women in percentage (%) in these types of activities in all quarters of 2020 is approximately 5%, with the exception of the third quarter where the employment rate of women is 4%. Very low in all quarters of 2020 compared to the employment rate expressed as (percentage) of men.

In the construction sector in Kosovo, men occupy a high rate of employment expressed in (percentage) compared to other activities. In all quarters of 2020, men occupy a high employment rate in percentage (%). In the third quarter, men have the highest employment rate compared to all other quarters, accounting for 13.11% of the total number of employed in the third quarter. While the employment rate expressed as a percentage for women is almost non-existent in the construction sector, in all quarters of 2020, not even reaching the level of 1% of the total number of employees for each quarter in this sector according to sectors and socio-economic activities.

Referring to the production sector in Kosovo, from the graph, we see that in this sector too we've a high rate of male employment expressed as a percentage (%). In all quarters, men occupy a much higher rate of employment, compared to women. From the graph, we see that in the fourth quarter men have the highest rate of employment expressed in percentage (%) compared to all other quarters according to sectors and socio-economic activities, occupying 11.04% of the total number of employees in the fourth quarter. While the employment rate in percentage (%) for women is very low compared to men in the production sector. In all quarters, women account for approximately 2% of the total number of employees for each respective quarter according to sectors and socio-economic activities.

According to gender, from the chart we see that we have an obvious dominance of the employment rate expressed in percentage (%) of men compared to women, the only exceptions are the activities of human health and social work. In the activities of human health and social work, women have a higher rate of employment expressed in (%) compared to men, where in every quarter of 2020 women occupy a higher rate of employment. Precisely, in the second quarter, women occupy the highest employment rate expressed in (%), compared to other quarters, occupying 3.79% of the total number of employees in the second quarter.

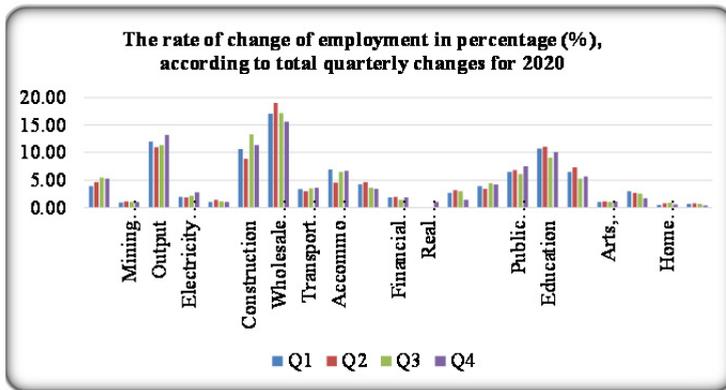
While men in all relevant quarters occupy a slightly lower rate of employment expressed in (%), in relation to human health and social work activities compared to women. Precisely in the first quarter and the second quarter, men occupy respectively 2.95% and 3.55% of the total number of employees according to the respective quarters, sectors and socio-economic activities.

While in the third quarter and in the fourth quarter, men occupy approximately 2% of the total number of employees for each respective quarter.

Regarding the field of Education, the employment rate for both genders is comparable; both genders provide an employment rate in (%), in approximate values.

In the first quarter and in the second quarter, men account for approximately 6% of the total number of employees for each respective quarter. While in the third and fourth quarters, men account for approximately 5% of the total number of employees for each respective quarter according to sectors and socio-economic activities.

As for the employment rate expressed in percentage (%) regarding women in the education area, we notice that in the first quarter, the second quarter, and the fourth quarter, women account for approximately 5% of the total number of employees for each respective quarter. While in the third quarter, the female employment rate expressed in (percentage) is approximately 4% of the total number of employees in the third quarter.



Graph 2: The rate of change of employment in percentage (%), according to total quarterly changes for 2020, and according to sectors, socio-economic activities.

Source: Authors

From chart 2, we see how the employment rate has changed in percentage (%) according to quarterly changes for 2020, and according to sectors, socio-economic activities, referring to the total number of employees for the corresponding quarter including both genders.

The various economic activities and sectors with the highest employment rate in Kosovo according to quarters are wholesale and retail trade activities, vehicle and motorcycle repairs, the manufacturing sector, the construction sector, and the education sector.

The activities of wholesale and retail trade, repairs of vehicles and motorcycles, have the highest employment rate in percentage (%) according to the total number of employees in each respective quarter, compared to all other activities. In the second quarter and the third quarter, wholesale and retail trade activities have the highest employment rate, exactly 19.02% and 17.17% of the total number of employees for the corresponding quarter according to sectors and socio-economic activities.

In addition, the production sector occupies a high level of employees expressed in (%) in all quarters of 2020 compared to other activities. In the fourth quarter, the production sector has the highest employment rate compared to all other quarters, exactly 13.24% of the total number of employees in the fourth quarter.

Regarding the construction sector, from the chart we see that this sector is also a sector with a high employment rate compared to other activities by quarter. In the third quarter, the construction sector has the highest employment rate compared to all other quarters, 13.27% of the total number of employees in the third quarter according to sectors and socio-economic activities.

In addition, the education sector has a high level of employment compared to other activities. In all relevant quarters, the education sector has a high level of employment, compared to other activities, but in the second quarter, it has the highest level of employment, precisely 11.13% of the total number of employees in the second quarter.

Regarding the other socio-economic sectors and activities, we can say that the employment rate in percentage in 2020 according to sectors and socio-economic activities, quarters, is relatively low, according to the total number of employees for each relevant activity.

5. Conclusions and Recommendations

Regarding the conclusions related to the employment rate according to quarterly changes, gender, sectors and different social-economic activities for 2020, including only the age group (15 years and

older).

Based on the analysis, we drew the following conclusions: Regarding employment according to socio-economic activities, gender, quarters of 2020, as well as according to the annual change in employment. In almost all sectors and socio-economic activities, men dominate employment compared to women. The number of employed men was much higher than the number of employed women.

The only exceptions were the activities related to human health and social work, where women occupied a higher percentage of employees for each quarter compared to men. In addition, in the field of education, women had a level of employment expressed in percentage (%) comparable to the level of employment of men for this sector.

The types of activities and sectors where men had the highest employment rate in Kosovo, according to quarters, gender, sectors and socio-economic activities, as well as according to the annual change in employment, were in wholesale trade, vehicle and motorcycle repairs, the construction sector and the production.

Regarding the activities of wholesale trade, repairs of vehicles and motorcycles, men had the highest employment rate according to quarters and gender compared to all other activities, clearly dominating compared to women.

In the construction sector in Kosovo, men had a high rate of employment expressed as a percentage (%) compared to other activities. In all quarters of 2020, men occupy a high employment rate in percentage (%). While the employment rate expressed as a percentage for women is almost non-existent in the construction sector in all quarters of 2020.

Referring to the manufacturing sector in Kosovo, we noticed that in this sector we also have a high rate of male employment expressed as a percentage (%). In all quarters, men had a much higher rate of employment compared to women.

According to gender equality, we have a clear dominance of the employment rate expressed as a percentage (%), of men compared to women. The only exceptions are human health and social work activities. Women had a slightly higher rate of employment expressed in (%) compared to men, in each quarter of 2020 in human health and social work activities.

Regarding the education sector, the employment rate for both genders was comparable, both genders providing an employment rate in (percentage), in approximate values.

In addition, based on the analyzes related to the employment rate according to quarterly changes, related to the sectors and socio-economic activities for 2020. The sectors and socio-economic activities with the highest employment in Kosovo according to the quarters of 2020 were in the wholesale trade of vehicle and motorcycle repairs, the construction sector, the production sector, and the education sector. In addition, other socio-economic sectors and activities had a very low rate of employment in Kosovo, according to quarters, gender, sectors and socio-economic activities for 2020.

The high levels of socio-economic inequality, also appears to be related to the Covid-19 pandemic. The Covid-19 pandemic dominated the global economy, preventing a full and balanced recovery of labour markets (ILO, 2022).

Employment growth according to sectors and economic activities is prerequisite for economic growth and the well-being of the population, because there is a close relationship between employment growth and economic growth according to sectors and different socio-economic activities. The employment growth according to different sectors and socio-economic activities would bring an increase in labor productivity, an increase in real wages, as well as an increase in social well-being (ILO, 2019).

In addition, the employment growth leads to the reduction of poverty for countries with developing economies (Kniivilä).

Taking into account the fact that Kosovo is part of countries with a developing economy, the employment growth according to gender equality, increases incomes, thereby helping to reduce poverty and mitigate social conflicts. In addition, employment growth according to gender equality

offers opportunities for integration in society, leading to economic development and social well-being.

In our paper, we recommend some important government policies that would enable the employment growth according to sectors and economic activities based on gender equality.

An important policy would be the increase of investments according to different economic sectors and activities, including the allocation of investment growth mainly in sectors and activities with a low rate of employment in the country, also investment growth in sectors with a high rate of employment in the country.

The investments growth in sectors and activities with low employment rates should be done based on gender equality, depending on the type of sector or economic activity, in this way more jobs would be created and labor productivity would increase (Kniivilä).

In addition, investments in sectors with a higher employment rate are necessary, because more investments are needed to increase jobs, especially for the females. They should take into consideration the fact that some sectors and socio-economic activities offer more opportunities for increasing employment for the males, namely the mining and ores and construction sectors.

Government policies regarding the investments growth in sectors and various socio-economic activities, with a low level of employment on the basis of gender equality, should be realized by increasing employment opportunities females, precisely only in those types of sectors and socio-economic activities where women have the same skills to work as the males, in this way equal employment opportunities would be created.

Another important policy for employment growth according to gender equality is:

Recording and certification of information for each sector and socio-economic activity is important to see in which sectors there are more problems on gender equality (Pacukaj, S; Brajshori, B; Deda, E, 2021).

Therefore, the government should take measures by cooperating and providing reliable data and documented information about the employment statistics of women and men according to different sectors and socio-economic activities. (Pacukaj, S; Brajshori, B; Deda, E, 2021).

Another important government policy would be the investments growth in improving employment conditions according to different sectors and socio-economic activities. (ILO, 2019). The improvement of working conditions according to sectors would increase the motivation for work, and would bring about an increase in social well-being.

In addition, in our study we included only the age group (15 years and older), from this fact it is naturally understood that the greatest participation rate in the labor force is made up of young people.

Therefore, a problem faced by young graduates is related to the problem of unemployment and the problem of inequality regarding the employment of young graduates.

An important government policy in this regard is the creation of equal employment opportunities for newly graduates, since the evaluations of candidates who are subject to different competitions according to criteria, are not fair or the selection of candidates for different employment positions according to sectors and socio-economic activities is not carried out according to merit. Therefore, the government must definitely take measures by intervening through effective government policies to improve the effect of inequality in employment, based on gender equality. This can be achieved by building partnerships with foreign experts from developed countries to share their good practices, and specific experiences related to this issue (Deda, E; Pacukaj, S; Vardari, L, 2021).

In addition, focusing on the fact that the unfavorable economic opportunities, the lack of the labor market force young people to emigrate outside Albania, either to study or to find better employment opportunities.

Therefore, an important policy would be to increase the quality of education in the country, investing more in knowledge, innovation and education and creating opportunities for young people to have a concrete approach to the labor market (Bajraktari, N; Deda, E; Pacukaj, S, 2022).

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