



2024

# AGRIBUSINESS SECTOR OVERVIEW

Workforce demand and supply



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USAID Private Sector-Led Workforce Development Activity

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## ACRONYMS

- **PSWD** - Private Sector-Led Workforce Development
- **IREX** - International Research & Exchanges Board
- **ODK** - Open Data Kosovo
- **Crimson** - Capital Corp. (Crimson)
- **DG** - Development Gateway
- **TAK** - Tax Administration of Kosovo
- **KC** - Kosovo Customs
- **KAS** - Kosovo Agency of Statistics
- **MESTI** - Ministry of Education, Science, Technology Innovation
- **PePeKo** - Association of Fruits and Vegetable Processors of Kosovo

## 1. Background

The Private Sector-Led Workforce Development Activity in Kosovo (PSWD) is a five-year activity that supports the Kosovan private sector to develop and strengthen the workforce with more market-driven skills. PSWD harnesses collaboration between the private sector, technical and vocational education and training providers, government, youth and civil society organizations to prepare young people with skills to meet the needs of Kosovo's growth industries and help them move into jobs in these sectors. PSWD will address system constraints and leverage opportunities in three interrelated areas: skills demand, skills supply, and the enabling environment with the following goals:

- Advance private sector leadership in collaboratively determining needs, designing, and financing tailored workforce solutions (Demand).
- Strengthen private sector and key workforce ecosystem actors' capabilities to co-implement and co-assess workforce solutions (Supply).
- Strengthen workforce ecosystem relationships for sustained collaboration on inclusive employment solutions (Enabling Environment).

These goals will be achieved through the following core activities:

- Establish Sector Workforce Councils in the Information and Communications Technology, wood processing, and agri-business growth sectors to unite employers, educators, the diaspora, civil society, policy makers, and donors to define workforce development needs, and support workforce development solutions. The activity will work with Council leads to advance their ability to strategically manage the Councils, use data to develop responsive vocational and technical education, connect with the diaspora to catalyze support, and promote workforce solutions that are inclusive.
- Provide Workforce Innovation Grants to strengthen the supply of flexible, demand-led, workforce development solutions. Through careful control of grant eligibility and selection criteria, PSWD will incentivize the behavior it wants to promote and identify committed and capable recipients who are well positioned to take ownership, deliver with increasing autonomy, and sustain activities after PSWD closes.
- Support data informed decision-making to ensure that workforce solutions are demand-driven and evidence-based, and to demonstrate value to incentivize sustainable investments in workforce development. PSWD will support each Sector Workforce Council to improve its use of data through the improvement of, or development of new, digital tools that provide labor market information and measure the performance and impact of new and improved training programs.
- Support positive youth development, gender equality, and social inclusion to support diverse youth to influence and benefit from workforce solutions, ensuring that their voice is front and center throughout: as members of Sector Workforce Councils, as participants on Workforce Innovation Grant selection panels, and as central actors in annual learning exchanges.

This activity is funded by USAID and implemented by IREX in collaboration with partners Crimson Capital Corp. (Crimson)<sup>1</sup>, Development Gateway (DG)<sup>2</sup>, Germin<sup>3</sup>, and Open Data Kosovo (ODK)<sup>4</sup>.

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<sup>1</sup> Crimson Capital Corp. (Crimson), <https://www.crimsoncapital.org/>

<sup>2</sup> Development Gateway, <https://developmentgateway.org/>

<sup>3</sup> Germin, <https://germin.org/>

<sup>4</sup> Open Data Kosovo, <https://opendatakosovo.org/>

## 2. Introduction and Methodology

Kosovo's agricultural landscape spans a total of 416,831 hectares. Over half of this land (53%) is dedicated to meadows and pastures, while the remainder is divided between arable land for fruits and vegetables (4%) and other agricultural products (43%). The fruit and vegetable sub-sector, which includes fruit trees, vegetables, gardens, vineyards, and seedlings, makes up 4% of the entire agriculture sector in terms of land use.<sup>5</sup>

Data for this report analysis was sourced from credible organizations, including public institutions in Kosovo, serving as data collection points. To offer a more detailed view, secondary source data has also been analyzed and included. Additionally, data from the job portal Kosova Job provides further insights into current market conditions. The report explores the challenges faced by the sector, including skill mismatches in the workforce market, and identifies opportunities for further growth and development. By leveraging both government sourced data and secondary data sources, this report aims to provide a comprehensive understanding of the Agribusiness sector's trajectory and its critical role in Kosovo's economic development.

The data is sourced from credible organizations, including the Kosovo Tax Administration (ATK), the Kosovo Customs, the Kosovo Agency of Statistics (ASK), the Ministry of Education, Science, and Technology Innovation (MESTI), and KosovaJob.

We have examined various publications containing both secondary and government-sourced data pertaining to the agribusiness sector. Noteworthy among these are publications from organizations such as Pepeko, Mjedra, and Organika. These publications provide valuable insights and context for understanding the current trends and future directions of the agribusiness sector in Kosovo. The data is sourced from credible organizations, including the Kosovo Tax Administration (ATK), Kosovo Customs, the Kosovo Agency of Statistics (ASK), the Ministry of Education, Science, and Technology Innovation (MESTI), and KosovaJob.

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<sup>5</sup> PePeKo Publications, <https://pepeko.org/en/publications/>, Accessed July, 2024



### **3. Workforce Demand Data**

Workforce demand data is an essential aspect of understanding the employment landscape and economic vitality of any region. In Kosovo, this data provides critical insights into the needs of employers across various sectors, highlighting the types of skills, qualifications, and competencies that are in demand. This information is invaluable for policymakers, educational institutions, and job seekers, as it helps align workforce development efforts with the actual needs of the market.

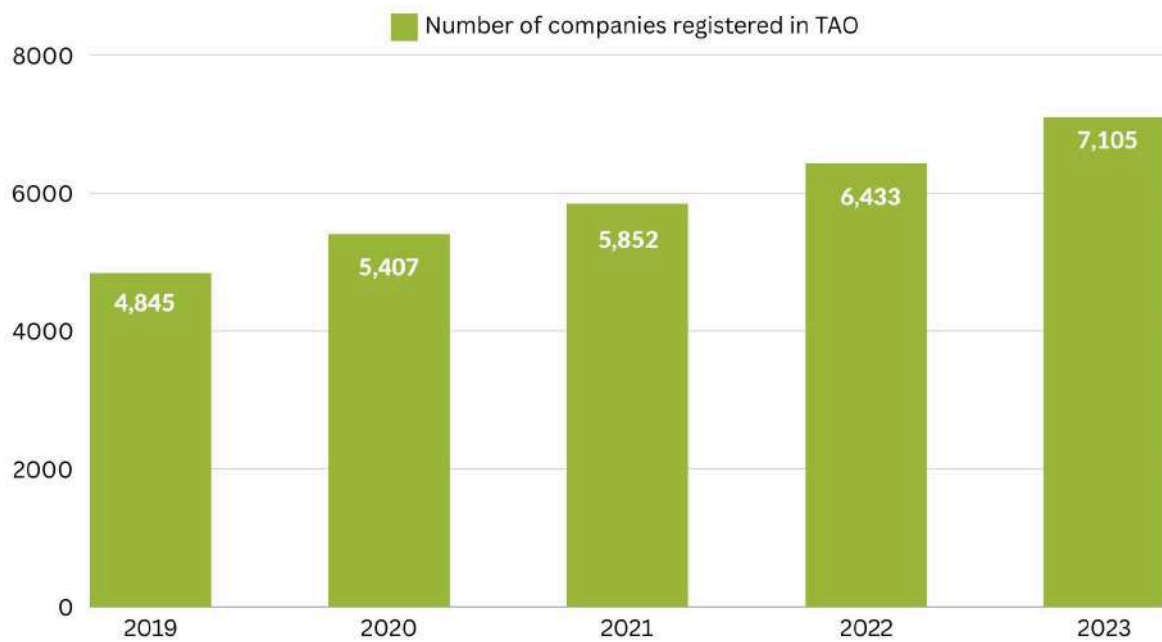
Kosovo's workforce market is dynamic, with certain sectors experiencing rapid growth and evolving demands.

The analysis of workforce demand data involves examining information from credible organizations, including the Kosovo Tax Administration (ATK), the Kosovo Customs (KC), the Kosovo Agency of Statistics (ASK), and job vacancy announcements from KosovaJob, to determine the current and projected needs for the workforce. This data includes information on the number of active companies, annual turnover, salary information, sector export/import, employment, and the skills and qualifications required for this sector. Such detailed insights enable targeted interventions to address skill mismatches and support job seekers in acquiring the qualifications that are most valued by employers. The data presented from sections 3.1 to 3.4 sourced from the Tax Administration and Customs, includes information for both the agriculture sector and the food processing sector. You can distinguish these sectors according to their respective NACE or TARIK codes.

By understanding workforce demand, educational institutions can tailor their curricula to better prepare students for the job market, and vocational training programs can be designed to equip individuals with the skills that are in high demand. Policymakers can also use this data to develop strategies that foster job creation, support business growth, and enhance economic resilience.

#### **3.1. Active Agribusiness Companies in the Tax Administration of Kosovo**

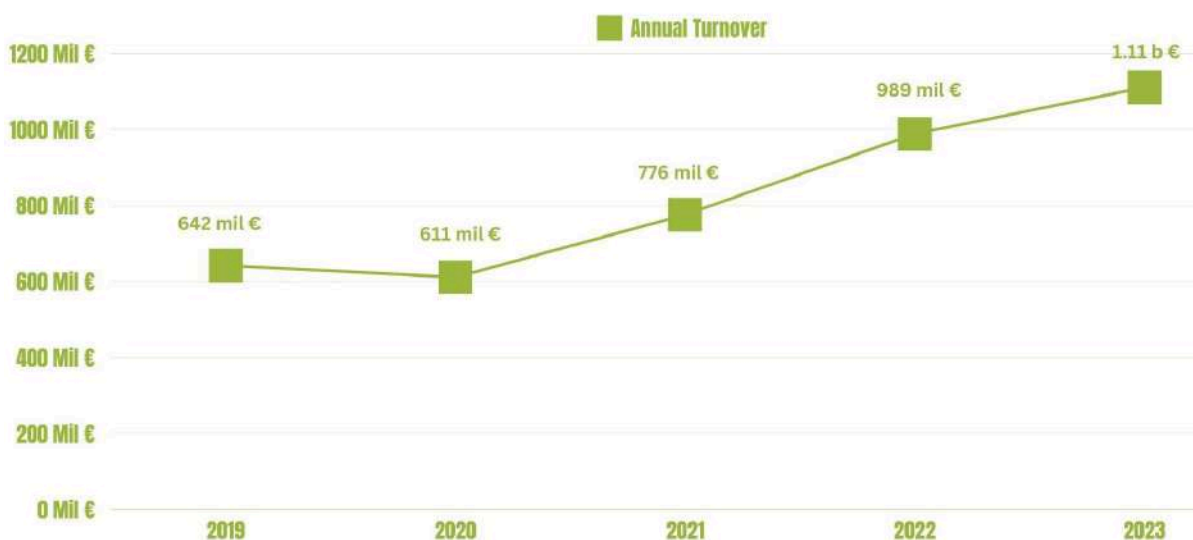
Over the five-year period, there is a consistent upward trend in the number of active companies registered in the TAK in Kosovo. The total increase from 2019 to 2023 is 2,260 companies, which is about a 46.63% rise in registrations over this period. Moreover, the percentage increase year-over-year highlights a stable business environment conducive to new company registrations. The highest number of active companies occurred in 2023 with 7,105 companies, showing a significant increase of 10.4% compared to 2022.



**Figure 1:** Number of companies active in TAK, **Data Source:** Tax Administration of Kosovo (TAK)

### 3.2. Annual Turnover and Leading Sub-sectors in the Agribusiness Industry

From 2019 to 2023, the annual turnover for companies registered in the TAK in Kosovo exhibited substantial growth. In 2019, the turnover was €642 million, which slightly decreased to €611 million in 2020. However, this trend reversed in 2021, with the turnover sharply rising to €776 million. The growth momentum continued into 2022, reaching €989 million, and peaked in 2023 at €1.11 billion. Overall, the annual turnover increased by €468 million, representing an approximate 72.84% rise over this period.

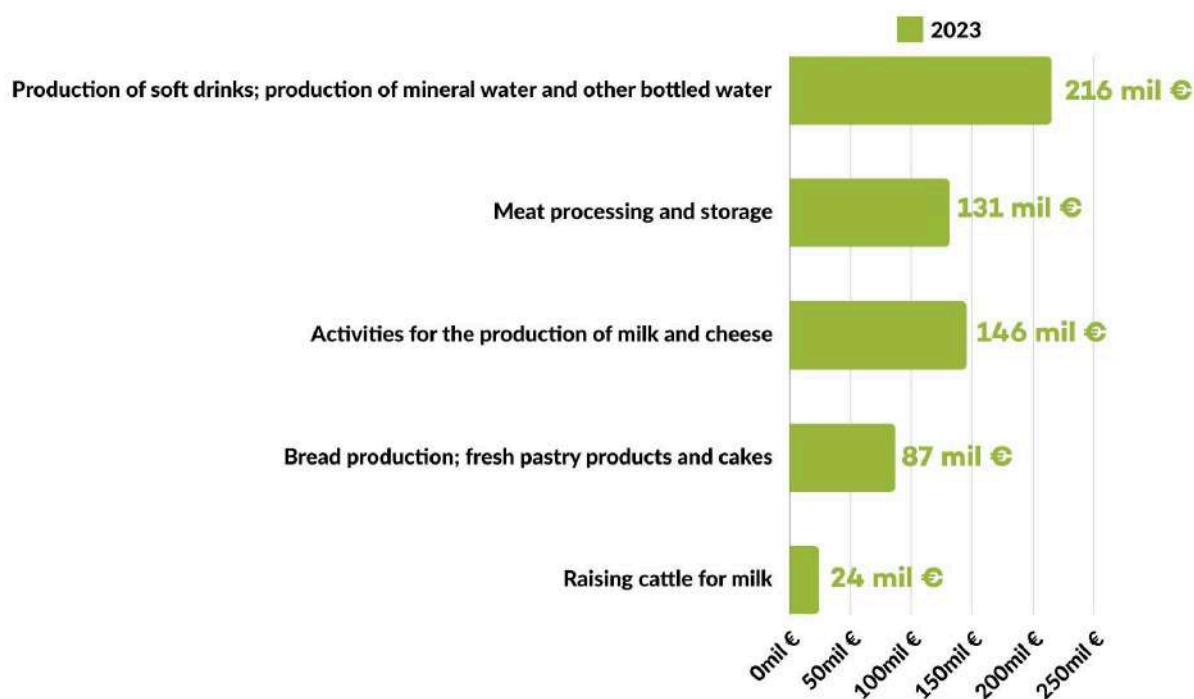


**Figure 2:** Annual turnover, **Data Source:** Tax Administration of Kosovo (TAK)

The provided data in Figure 3. presents the annual turnover for the five sub-sectors within the Agribusiness industry in Kosovo for the year 2023. During this period this sector saw varied trends across different sub-activities. The production of soft drinks, mineral water, and other bottled water

generated the highest turnover of €216 million. This was followed by activities for the production of milk and cheese, which saw a significant turnover of €146 million. Meat processing and storage contributed €131 million, indicating a robust meat industry. Bread production, including fresh pastry products and cakes, generated €87 million, reflecting steady demand for bakery products.

Lastly, raising cattle for milk contributed €24 million to the total turnover. These figures underscore the diverse economic activities within the TAK, with a strong emphasis on beverages, dairy, meat processing, and bakery products.



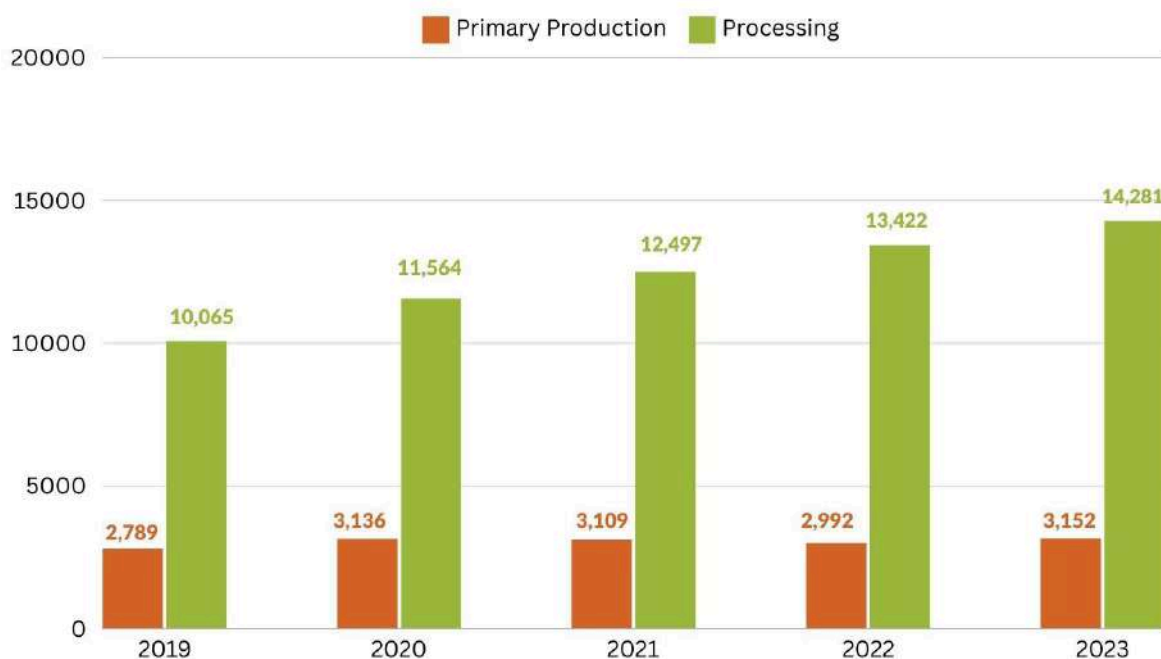
**Figure 3:** Annual turnover by top Agribusiness sub-activities **Data Source:** Tax Administration of Kosovo (TAK)

### 3.3. Detailed Employment Data in Agribusiness Sector

From 2019 to 2023, employment in the agribusiness sector within the TAK exhibited diverse trends across two main subcategories: Primary Production and Secondary Production/Food Processing (See Figure 6.), indicating shifts in labor demands and industry focus.

Employment in primary production increased overall, albeit with some fluctuations. Starting with 2,789 employees in 2019, the number rose to 3,136 in 2020. This was followed by a slight decrease to 3,109 in 2021 and 2,992 in 2022, before rising again to 3,152 in 2023. Over the five-year period, primary production experienced a modest increase of 363 employees, reflecting minimal growth in the sector.

In the food processing subcategory, employment displayed consistent and substantial growth. Beginning with 10,065 employees in 2019, the number steadily increased each year, reaching 11,564 in 2020, 12,497 in 2021, 13,422 in 2022, and 14,281 in 2023. This represents a significant total increase of 4,216 employees over the five-year period.

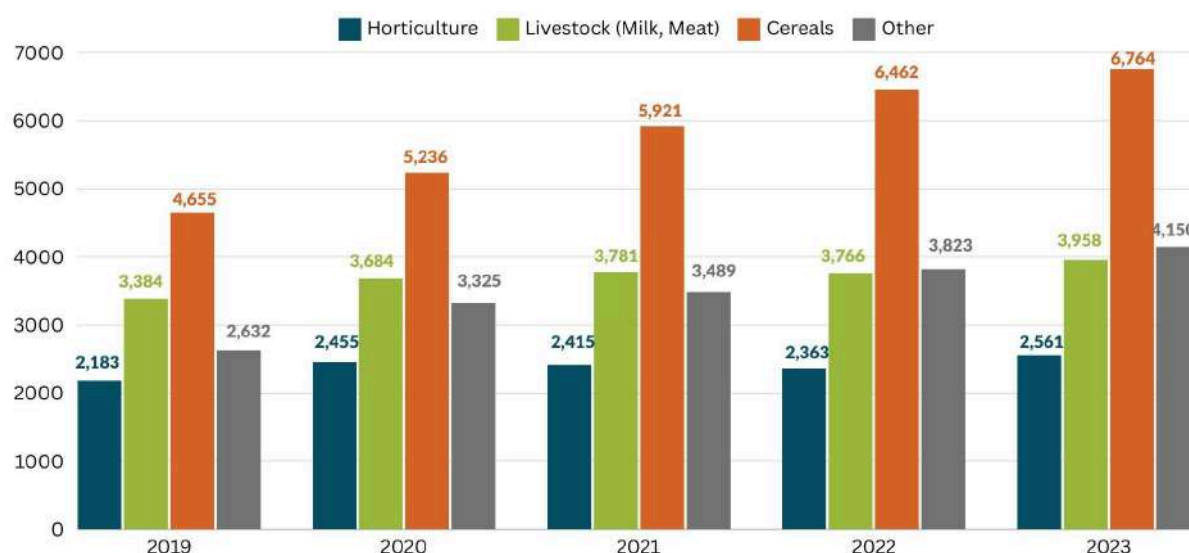


**Figure 4:** Number of Employees in Agribusiness Sector, **Data Source:** Tax Administration of Kosovo (TAK)

### 3.3.2. Number of employees in Agribusiness in Primary Production and Processing

Data presented in Figure 4. shows that employment experienced fluctuations over the years, with a slight decrease in 2021 and 2022, but overall, it grew by 378 employees from 2019 to 2023.

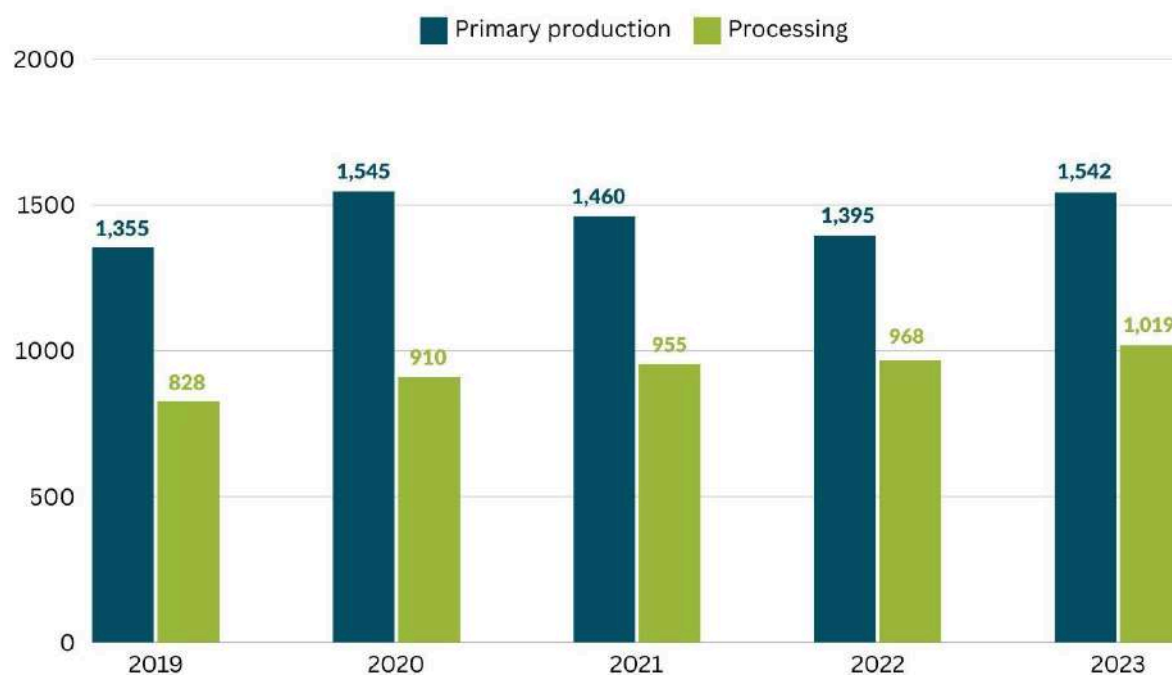
- Employment in the cereals subcategory demonstrated a steady and substantial increase, with a total rise of 2,109 employees over five years. This trend reflects the growing importance and expansion of the cereal sub-sector, mainly in processing. Specifically, the activity related to bread production, fresh pastry products, and cakes saw an increase of 1,827 employees over the same period (NACE code: 1071).
- Employment in livestock, encompassing milk and meat production, demonstrated consistent growth (mainly in processing sub-activities), except for a slight dip in 2022, with an overall increase of 574 employees from 2019 to 2023.
- Employment in various food processing agribusiness activities experienced significant growth, particularly between 2019 and 2020, with a total increase of 1,518 employees. Within this growth, the sub-activity 'Production of cocoa, chocolate, and sweets' (NACE: 1082) saw the largest increase, adding 390 employees.



**Figure 5:** Number of Employees in Agribusiness Sector, **Data Source:** Tax Administration of Kosovo (TAK)

### 3.3.3. Number of employers in Horticulture by subsectors

From 2019 to 2023, employment in the primary production and processing subcategories within the horticulture sector of TAK exhibited notable trends. Although employment in primary production rose from 1,355 employees in 2019 to 1,542 in 2023, the fluctuations, including decreases in 2021 and 2022, indicate that there was essentially no significant overall increase over the five years.



**Figure 6:** Number of Employees in Horticulture Sector, **Data Source:** Tax Administration of Kosovo (TAK)

In the processing subcategory, employment showed steady growth each year. Starting with 828 employees in 2019, the number rose consistently to 1,019 by 2023, marking a total increase of 191 employees. However, this increase is not substantial enough to significantly impact the sector. Despite

the importance of horticulture as a sub-sector of agribusiness, the increase in employment is unsatisfactory in both cultivation and processing segments.

### 3.3.4. Average Salaries in Agriculture, Forestry, and Fishing Sectors: An Analysis

The data presented in this report for the average salary is derived from open data provided by TAK. It specifically represents salaries within the sectors of Agriculture, Forestry, and Fishing. It is important to note that these figures do not encompass the entire agribusiness industry but are focused solely on these three sectors.

In 2023, based on data from the TAK the average gross salaries and the gender distribution of workers in the agriculture, forestry, and fishing sector in Kosovo were as follows:

- Men:
  - Average Gross Salary: €316
  - Percentage of Workforce: 60.05%
- Women:
  - Average Gross Salary: €224
  - Percentage of Workforce: 39.95%

Moreover, in overall employment, the average salary in the **Agriculture, Forestry and Fishing** sector in Kosovo has shown a consistent upward trend from 2019 to 2023. Here are the key insights:

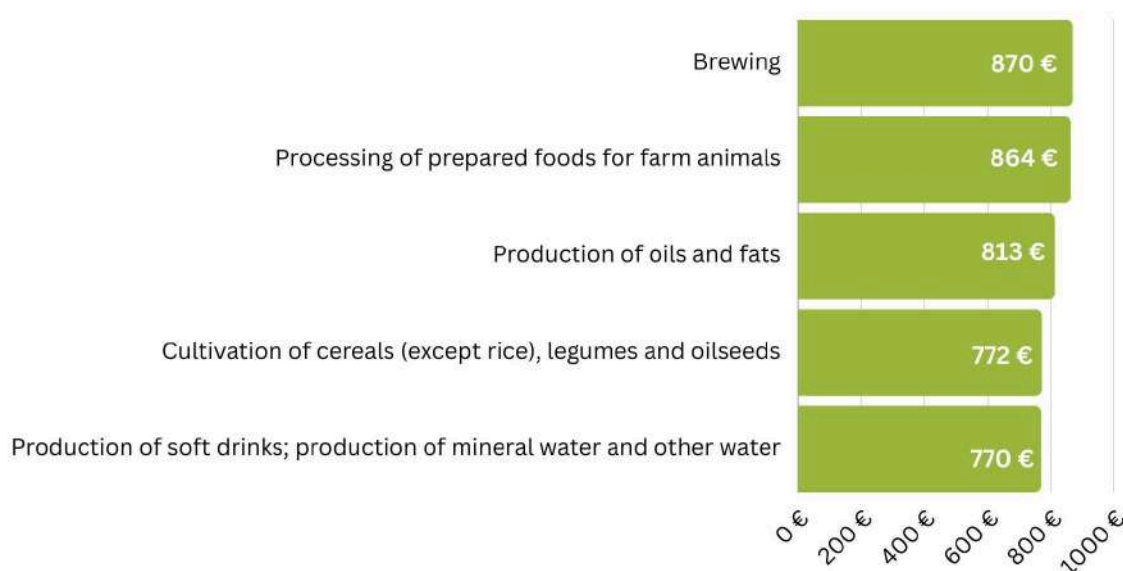
1. **2019:** The average gross salary was €335.
2. **2020:** The salary decreased slightly to €326.
3. **2021:** The average salary increased to €363, representing a rise of €37 from the previous year.
4. **2022:** The salary continued to grow, reaching €411, an increase of €48 or roughly 13.2%.
5. **2023:** The average gross salary peaked at €464, indicating a further increase of €53 or approximately 12.9%.



**Figure 7:** Average Gross Salary in Agriculture, Forestry and Fishing, **Data Source:** Tax Administration of Kosovo (TAK)

### 3.4.1 Average Salary and Top 5 Highest-Paying Activities in Agrobusiness Sector

The data presented in this report for the average salary is derived from information provided by TAK, encompassing all NACE codes pertaining to the agribusiness sector. The average figures presented below are a summary of NACE codes according to the annex 1, which include both processing and production. The bar chart in Figure 8. illustrates the average gross salaries for the top 5 sub activities within the Agrobusiness:



**Figure 8:** Top 5 activities with the highest average gross salary, **Data Source:** Tax Administration of Kosovo (TAK)

The highest salaries were observed in the following sub activities:

1. **Brewing:** In 2023, the average gross salary for employees in the brewing sub activity was €870. This represents the highest earning potential within the sector.
2. **Processing of Prepared Foods for Farm Animals:** The average salary in this sub activity was €864 in 2023, indicating strong compensation for employees involved in animal feed production.
3. **Production of Oils and Fats:** Employees in the production of oils and fats earned an average gross salary of €813 in 2023, reflecting the importance of this sub activity in the agribusiness sector.
4. **Cultivation of Cereals (Except Rice), Legumes, and Oilseeds:** The average gross salary in this subactivity was €772 in 2023, highlighting significant earnings in crop cultivation.
5. **Production of Soft Drinks; Production of Mineral Water and Other Bottled Water:** With an average gross salary of €770 in 2023, this subactivity showcases competitive compensation.

The average salaries in Agriculture, Forestry, and Fishing (primary production) are significantly lower compared to those in processing, as illustrated in Table 8. This disparity highlights a crucial point: the salaries in primary production are considerably smaller. This wage gap has several implications for employment trends in these sectors.

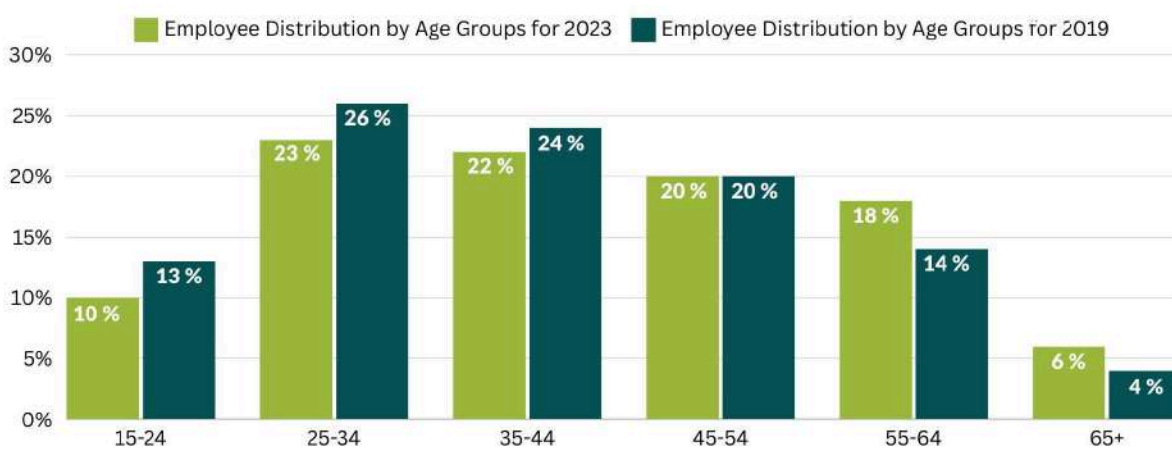
Firstly, the lower salaries in primary production make these jobs less attractive, which can contribute to a slower increase in employment. Workers may prefer sectors where the pay is higher, leading to a greater demand for jobs in processing rather than in primary production.

Secondly, the processing sector, which offers higher salaries, has seen a more substantial rise in employment. The increased wages in processing not only attract more workers but also suggest a higher value being placed on these roles.

In summary, the salary differences between primary production and processing play a significant role in shaping employment trends. While primary production continues to struggle with lower wages and slower employment growth, the processing sector benefits from higher salaries, resulting in a more significant rise in employment opportunities. This dynamic underscores the need for strategic interventions to address the wage gap and support balanced growth across both sectors.

### 3.5. Employee Distribution by Age Groups

The graph in Figure 11. provides a comparative analysis of employee percentages across different age categories for the years 2019 and 2023. The data reveals a noticeable shift in the age distribution of the workforce from 2019 to 2023, characterised by a decrease in the proportion of younger employees and an increase in the proportion of older employees.



**Figure 10:** Employee distribution by age groups for 2023 and 2019, **Data Source:** Tax Administration of Kosovo (TAK)

In 2023, the largest proportion of employees is within the 25-34 year age group, representing 23% of the workforce. This is followed closely by the 35-44 year age group, comprising 22%. The age groups 45-54 and 55-64 account for 20% and 18% of the workforce, respectively. The youngest age group, 15-24, makes up 10%, while the smallest proportion of employees are aged 65 and above, representing 6%.

In comparison, the data for 2019 shows a slightly different distribution. The 25-34 year age group also has the highest representation at 26%, followed by the 35-44 year age group at 24%. The 45-54 age group remains consistent at 20%. However, there is a higher proportion of younger employees in 2019, with 13% in the 15-24 age group, compared to 10% in 2023. The 55-64 age group makes up 14% of the workforce in 2019, lower than the 18% in 2023, and the 65+ age group accounts for 4%.

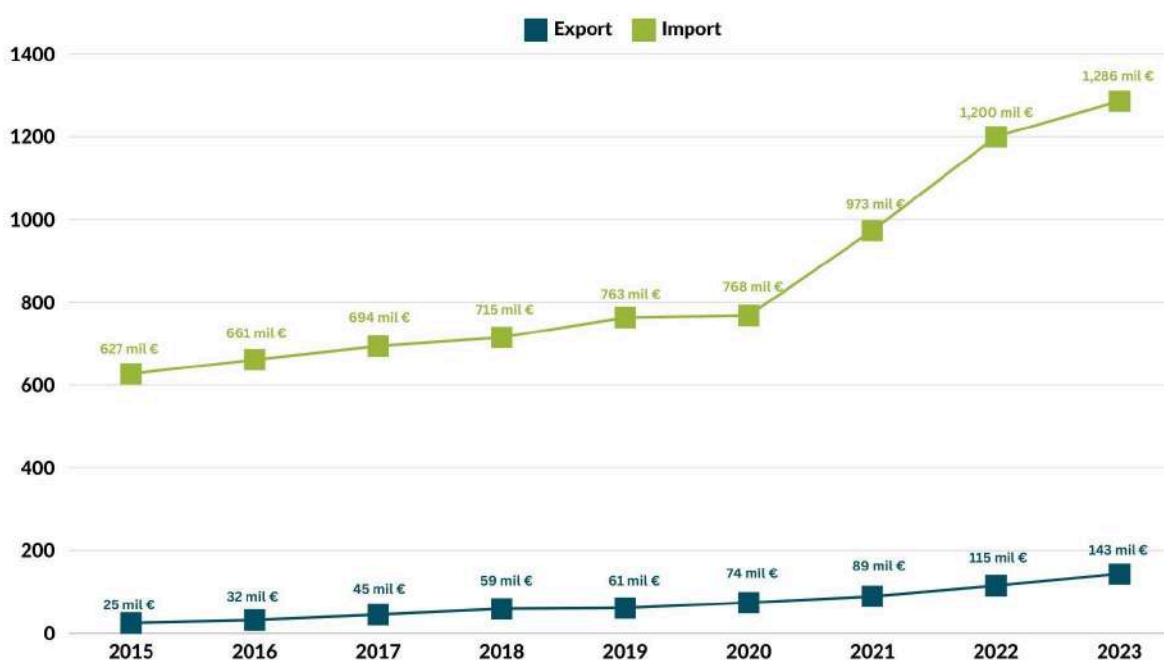


### 3.5. Nine-Year Analysis of Agribusiness Sector Exports and Imports

The Agribusiness Sector in Kosovo has undergone significant changes in its trade dynamics over the past nine years. The records of both the agricultural and food processing sectors are thoroughly analyzed, with data meticulously categorized according to Tarik codes obtained from the Kosovo Customs.

This comprehensive analysis provides valuable insights into the trends and patterns within these sectors, ensuring that the information is both accurate and relevant for further assessment and strategic planning. The graph in Figure 9 illustrates the trends in export and import values for the agribusiness sector in Kosovo from 2015 to 2023, showcasing significant growth in both areas. Over this period, exports have steadily increased from €25 million in 2015 to €143 million in 2023.

However, it is important to note the trade balance, which remains negative due to imports consistently surpassing exports. This negative trade balance indicates that the agribusiness sector is not yet at the desired level of development. There is considerable room for growth, particularly in import substitution, alongside efforts to develop export markets. Addressing this trade imbalance will be crucial for the sustainable growth and competitiveness of Kosovo's agribusiness sector.



**Figure 9:** Export and Import in the Agribusiness Sector, **Data Source:** Kosovo Customs

The most notable growth occurred between 2021 and 2023, with export values rising from €74 million in 2020 to €115 million in 2022, and further to €143 million in 2023. This upward trend signifies an expanding market for Kosovo's agribusiness products abroad, reflecting the sector's increasing international competitiveness and possibly enhanced production capacities.

On the import side, values have shown substantial growth as well, starting at €627 million in 2015 and reaching €1,286 million in 2023. The most significant increases were observed in the latter part of the period, with imports rising sharply from €768 million in 2020 to €1,200 million in 2022, and then to €1,286 million in 2023. This trend indicates a growing demand for agribusiness products within Kosovo, likely driven by increased consumption and diversification of imported goods.

This rising import trend also highlights the potential for local businesses to engage in import substitution. By developing local production capabilities, Kosovo can reduce its reliance on imports, fostering growth within the domestic agribusiness sector and creating new economic opportunities.

Overall, the data reflect a significant increase in both exports and imports in the agribusiness sector, with imports consistently outpacing exports, leading to a widening trade deficit. This trend underscores the importance of enhancing export capabilities to balance trade and support the local agribusiness economy. The growing import values highlight the need to boost domestic production and reduce dependency on foreign agribusiness products.

### **3.5.1. Export by Products for the years 2021, 2022 and 2023**

The chart in Figure 12. presents the export values by main product categories for the years 2021, 2022, and 2023, highlighting key trends in Kosovo's agribusiness exports.

- In the category of live animals and livestock products, exports showed a substantial increase over the three years. Starting at €2.2 million in 2021, the value rose significantly to €11 million in 2022 and further to €14 million in 2023. This trend indicates a growing demand for Kosovo's livestock products in international markets.
- Exports of vegetable products remained relatively stable, with a slight upward trend. In 2021, the export value was €30 million, increasing marginally to €31 million in 2022 and reaching €32 million in 2023. This steady growth reflects consistent performance and demand in this category.
- The export values for edible fats and oils from animals or vegetables also increased notably. Beginning at €1 million in 2021, the value quadrupled to €4 million in 2022 and doubled again to €8 million in 2023. This sharp rise suggests an expanding market for these products.
- The most significant growth was observed in the category of prepared food items, beverages, and tobacco. In 2021, the export value was €55 million, which increased to €67 million in 2022 and surged to €87 million in 2023. This category consistently showed the highest export values, indicating strong international demand and competitiveness of Kosovo's processed food and beverage products.

Overall, the data demonstrates positive trends in Kosovo's agribusiness exports across various product categories from 2021 to 2023, with significant increases, particularly in live animals, edible fats and oils, and prepared food items.

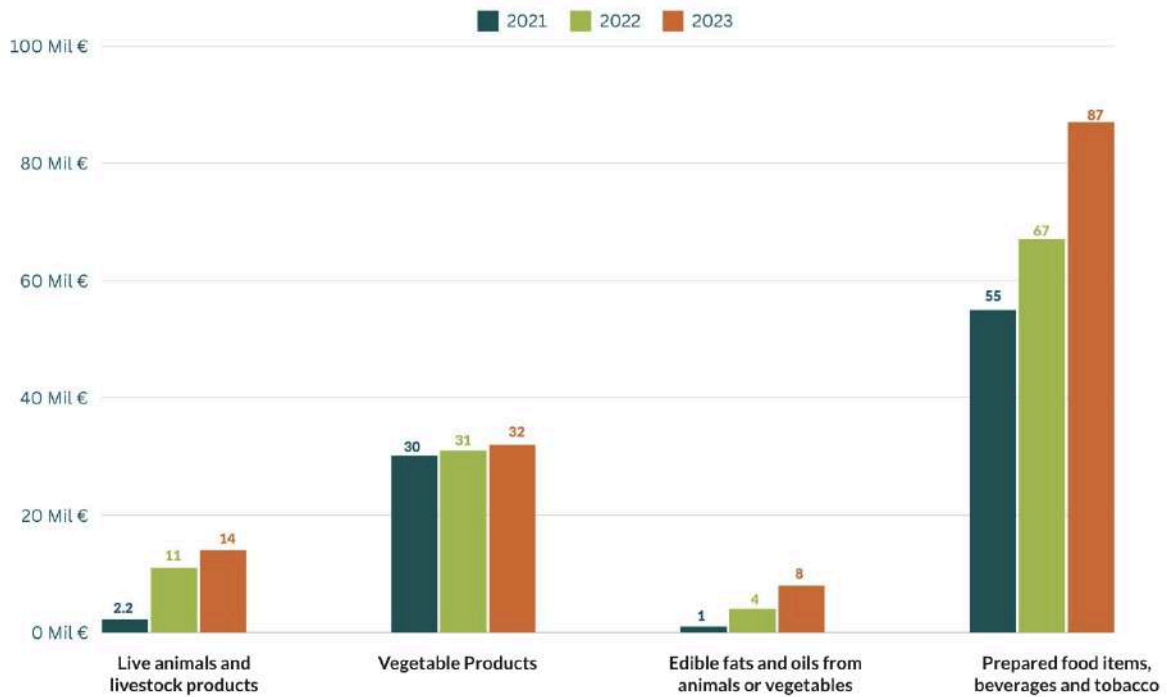


Figure 11: Export by product categories, Data Source: Kosovo Customs

### 3.5.4. Monthly Trade Analysis: Export and Import Trends Over the Past Year

The graphs in Figures 13. and 14. provide a detailed monthly breakdown of export and import values for Kosovo in 2023, highlighting variations and trends throughout the year. More specifically, the data highlights a steady growth in exports in Figure 13. with significant peaks in August and October, indicating strong market performance during these months.

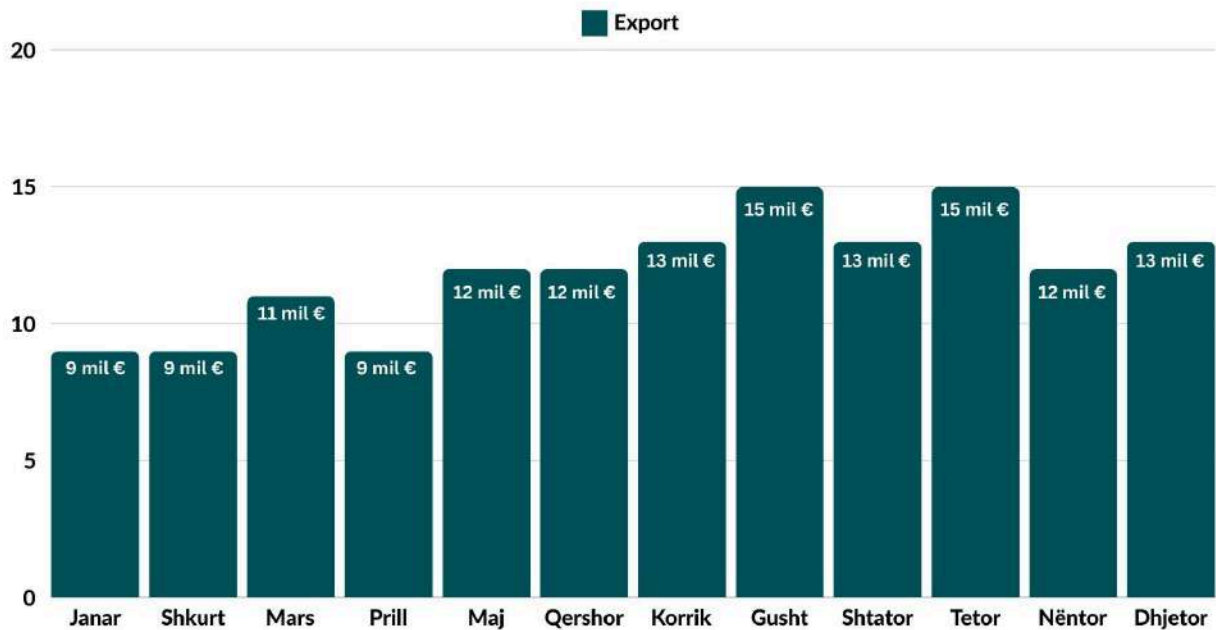


Figure 12: Export by month for 2023, Data Source: Kosovo Customs

In January and February, exports stood at €9 million each. There was a slight increase to €11 million in March. The following months, April through June, maintained steady export values at €9 million, €12

million, and €12 million respectively. The exports continued to grow, reaching €13 million in July and August, peaking at €15 million in September and October. The year ended with exports stabilising at €12 million in November and rising slightly to €13 million in December.

On the other hand, Imports showed more fluctuation but generally maintained higher values compared to exports, with the highest import activity in December (See Figure 14.). This disparity underscores the ongoing trade imbalance, emphasising the need for strategies to boost exports and manage imports effectively.

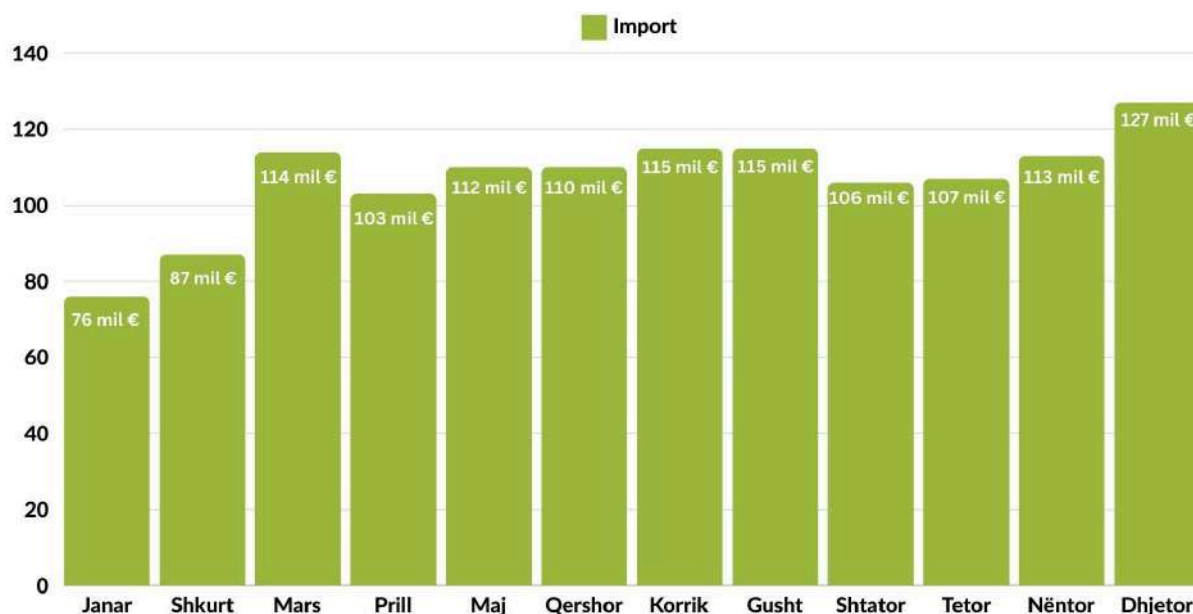


Figure 13: Import by month for 2023, Data Source: Kosovo Customs

Imports displayed more variation throughout the year. Starting at €76 million in January, imports increased to €87 million in February and saw a significant rise to €114 million in March. In April, imports dropped to €103 million but quickly rebounded to €112 million in May and €110 million in June. The highest import values were observed in July and August at €115 million each. There was a slight decrease to €106 million in September, followed by consistent import values of €107 million in October and €113 million in November. The year concluded with the highest import value of €127 million in December.

### 3.5.5. Top 5 Countries for Agribusiness Sector Exports and Imports in 2023 and 2024

The analysis of data from Kosovo Customs, the top 5 countries for Agribusiness sector exports and imports, reveals significant trade relationships that are crucial for Kosovo's Agribusiness industry. The balanced mix of major import sources and key export destinations underscores the sector's global integration and the potential for future growth and diversification.

In Figure 15, the top five importing countries by value (€) and percentage for Kosovo's agribusiness sector are presented, with data sourced from Kosovo Customs in 2024. Turkey emerges as the largest source of imports, accounting for 9.07% of the total import value, equivalent to €58.2 million. Germany follows closely with 8.02%, contributing €51.7 million. Poland ranks third, providing 7.89% or €50.91 million. North Macedonia comes next with 6.38% or €41.6 million. Italy rounds out the top five with

6.34%, amounting to €40.88 million of the total import value. This data highlights the significant role these countries play in supplying agribusiness products to Kosovo.

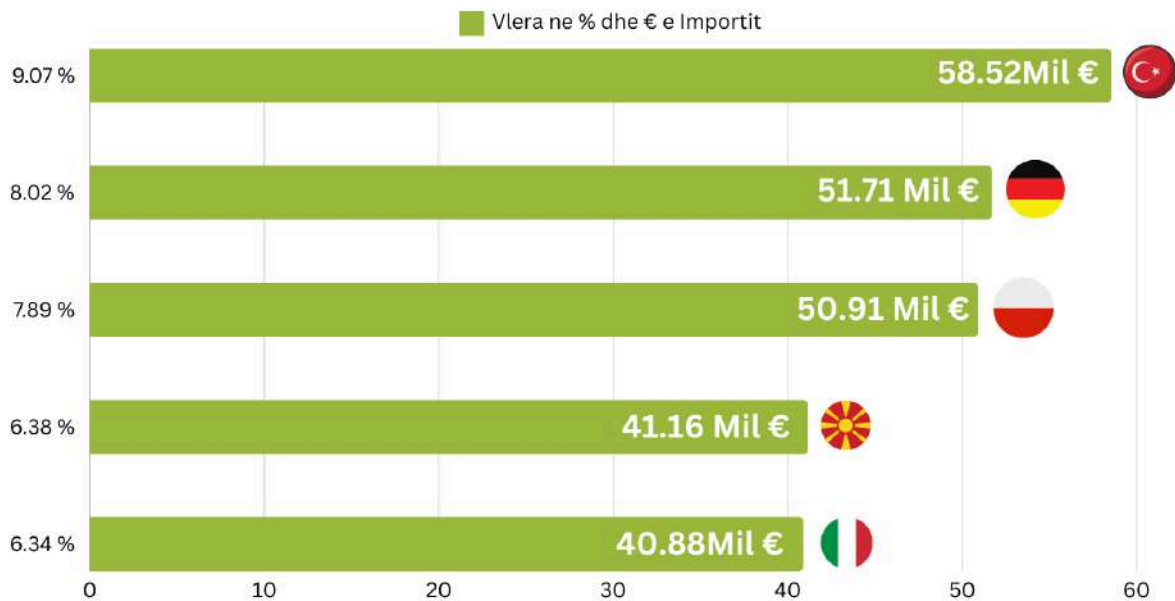


Figure 14: Top 5 importing countries by € value and % in 2023, Data Source: Kosovo Customs

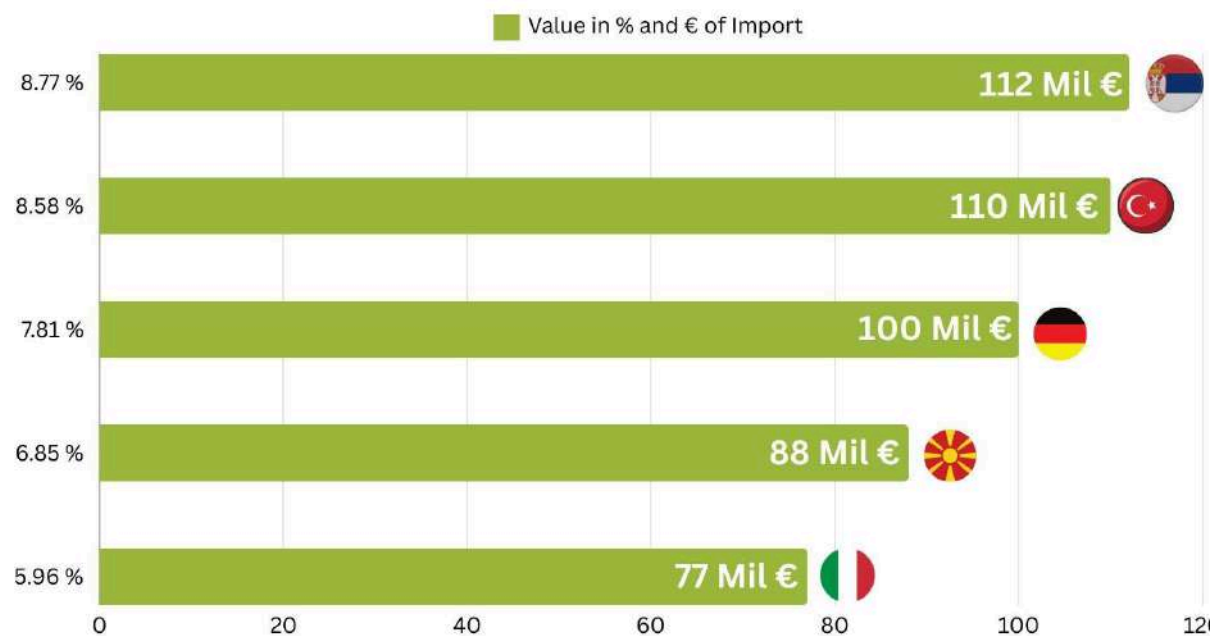
In Figure 16, the top five exporting countries by value (€) and percentage are presented with Kosovo Customs as the data source. Albania stands out as the largest destination for Kosovo's agribusiness exports, accounting for 31.76% of the total export value. North Macedonia is the second largest destination, representing 15.09% or €22 million of the total export value. The remaining top destinations are Germany with 10.67%, Serbia with 6.80%, and Montenegro with 5.74%. These figures highlight the key markets for Kosovo's agribusiness exports.



Figure 15: Top 5 exporting countries by € value and % in 2023, Data Source: Kosovo Customs

In Figure 17, the top five importing countries by value (€) and percentage for Kosovo's import agribusiness sector are presented with Kosovo Customs as the data source. Serbia emerges as the

largest source of imports, accounting for 8.77% of the total import value, equivalent to €112 million. Turkey follows closely with 8.58% and €110 million of the total import value. Germany is the third largest, contributing 7.81% or €100 million. North Macedonia is next with 6.85% or €88 million. Italy rounds out the top five with 5.96% or €77 million of the total import value. This data highlights the significant role these countries play in supplying agribusiness products to Kosovo.



**Figure 16:** Top 5 exporting countries by € value and % in 2023, **Data Source:** Kosovo Customs

### 3.6. Job announcements analysis from KosovaJob Portal

To gain a deeper understanding of the Agrobusiness sector's demands, we analyzed additional market data, including the KosovaJob job portal. We examined job postings over the past four years to determine the number of positions requested, along with the specific skills and titles sought by employers. However, it became evident that job portals are not a significant source of recruitment in this sector.

This analysis aimed to identify trends in the Agrobusiness job market, highlighting the most in-demand roles and the skill sets crucial for job seekers. By scrutinizing this data, we aimed to provide insights into the evolving requirements of the Agribusiness industry in Kosovo, helping educators, policymakers, and job seekers align their efforts with market needs.

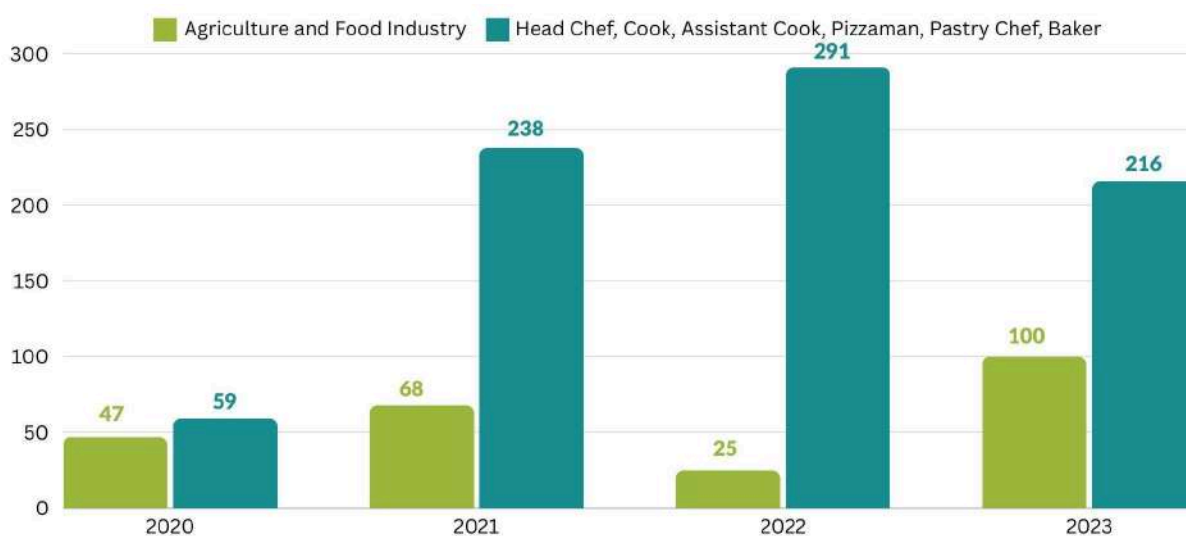
#### 3.6.1. How many positions have been announced in total in the Agribusiness and Gastronomy sectors?

The data analyzed for the Agriculture and Food Industry are categorized according to Kosova Jobs. Additionally, we have incorporated culinary jobs from the Gastronomy sector to provide a comprehensive overview. Within the Gastronomy sector, we specifically focused on positions directly related to food processing. These roles include head chef, pastry chef, baker, cook, and assistant cook.

By including these positions, we aim to highlight the intersections between the Agriculture,, and Gastronomy sectors, emphasizing the importance of food processing roles across these categories. This comprehensive approach allows for a more detailed and relevant analysis of the employment landscape in Kosovo's agribusiness and food processing sector.

The data from the KosovaJob portal shows fluctuating trends in job demand for the agriculture and culinary professions from 2020 to 2023.

In the agriculture sector, job positions increased from 47 in 2020 to 68 in 2021, dropped to 25 in 2022, and then surged to 100 in 2023, indicating renewed demand. For culinary roles, job positions rose from 59 in 2020 to 238 in 2021, peaked at 291 in 2022, and slightly decreased to 216 in 2023. Despite the dip in 2023, demand remains significantly higher than in 2020, reflecting sustained interest in culinary skills.

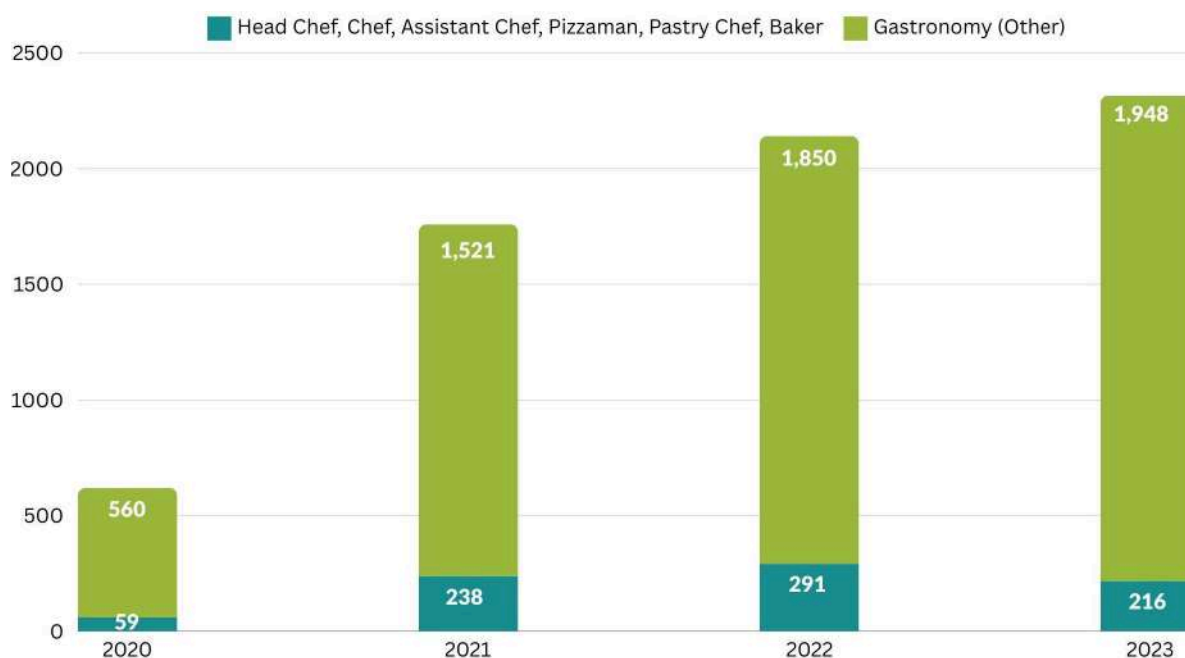


**Figure 17:** Number of job positions announced in total in the Agribusiness Sector, **Data Source:** KosovaJob

On the other hand, the data from the KosovaJob portal shows a significant rise in job opportunities in the gastronomy sector from 2020 to 2023 as well (See Figure 19.). Job positions in general gastronomy increased from 560 in 2020 to 1,948 in 2023, showing a robust growth trend.

For specific culinary roles such as head chefs, cooks, and bakers, the number of job positions also increased significantly, starting at 59 in 2020, peaking at 291 in 2022, and slightly decreasing to 216 in 2023.

Despite the slight decline in 2023, demand for culinary professionals remains high compared to 2020, reflecting sustained interest in this sub-activity. These trends underscore the growing opportunities in Kosovo's gastronomy job market.



**Figure 18:** Number of job positions announced in total in the Gastronomy Sector, **Data Source:** KosovaJob

### 3.6.2. Top 10 most wanted positions in KosovaJob for the year 2023

The table below provides a detailed breakdown of the top 10 most wanted job positions for 2023 according to the job portal KosovaJob. Additionally, the Salary column includes information from Rroga.com<sup>6</sup> which indicates the average salaries for these positions. The Sample column shows the number of people who anonymously provided salary information for each role. Please note that this analysis does not cover the most sought-after positions in Gastronomy; it focuses exclusively on positions directly related to Agriculture and food processing.

Position Title	Number	Salary	Sample
1. Kitchen assistant	91	370 €	138
2. Cook	83	477 €	452
3. Pastry chef	16	-	-
4. Pizzaman	13	433 €	103
5. Baker	8	-	-
6. Agronomist	8	-	-
7. Sales Agent	7	-	-

<sup>6</sup> Rroga <https://rroga.com/>, (Last Accessed June, 2024)



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8. Food technologist	6	499 €	185
9. Butcher/Assistant Butcher	6	-	-
10. Chef	5	-	-

**Table 1.** Top 10 most wanted positions in KosovaJob for the year 2023, **Data Source:** KosovaJob and Rroga.com

## 4. Workforce Supply Data

Workforce supply data is a crucial component in understanding the dynamics of the workforce in any region. In Kosovo, this data provides insights into the list of training providers (annex 2), educational background, and demographic characteristics. It serves as a foundational element for policymakers, educational institutions, and businesses to make informed decisions that affect economic growth, employment rates, and workforce development.

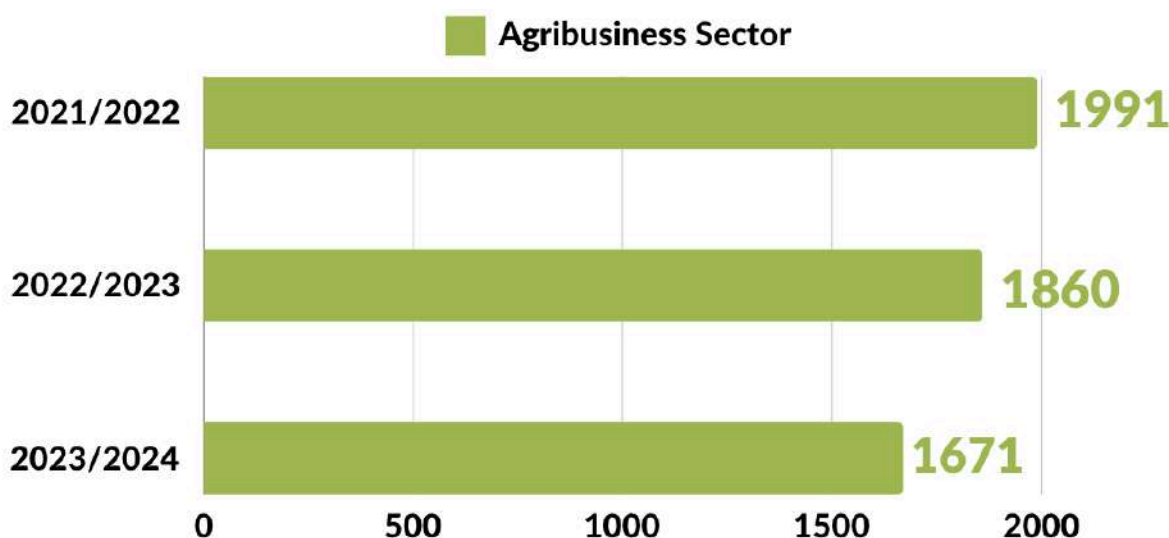
Kosovo's workforce market is characterized by a youthful population, with a significant portion of its citizens under the age of 30. This demographic trend presents both opportunities and challenges in terms of employment and skill development. Accurate and up-to-date workforce supply data helps in identifying gaps between the skills of the workforce force and the needs of the market, thereby enabling targeted interventions to enhance employability and productivity.

The workforce supply data encompasses various aspects, including the number of individuals entering the workforce, their educational qualifications, vocational training, and gender distribution.

By analyzing workforce supply data, stakeholders can better understand trends in workforce participation, unemployment rates, and the alignment of educational outcomes with workforce market demands. This analysis is essential for developing strategies to improve job creation, vocational training programs, and overall economic policy.

### 4.1. The number of students enrolled in Public vocational secondary schools

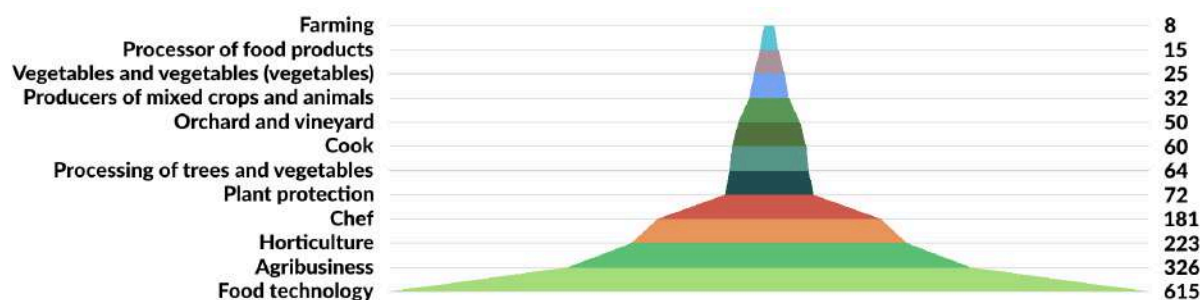
The data about the number of students enrolled in public vocational secondary schools in the Agribusiness sector is shown in Figure 20. indicates a notable decline in student enrollment in the sector over the past two years.



**Figure 20.** The number of students enrolled in Public vocational secondary schools, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA"

#### 4.1.2. The number of students enrolled in public vocational secondary schools in 2021/2022

The analysis of student enrollment in public vocational secondary schools for the 2021/2022 academic year highlights key trends in student preferences. "Food Technology" leads with 615 students, followed by "Agribusiness" with 326 students. "Horticulture" (223 students) and "Chef" (181 students) also show significant interest. Other fields with moderate enrollments include "Plant Protection" (72 students), "Processing of Trees and Vegetables" (64 students), and "Cook" (60 students). Lower enrollments are seen in "Orchard and Vineyard" (50 students), "Producers of Mixed Crops and Animals" (32 students), and "Vegetables and Vegetable Processing" (25 students). "Processor of Food Products" (15 students) and "Farming" (8 students) have the lowest enrollments. These trends indicate a strong interest in food technology and agribusiness while suggesting a need for increased awareness and resource allocation for less popular programs.



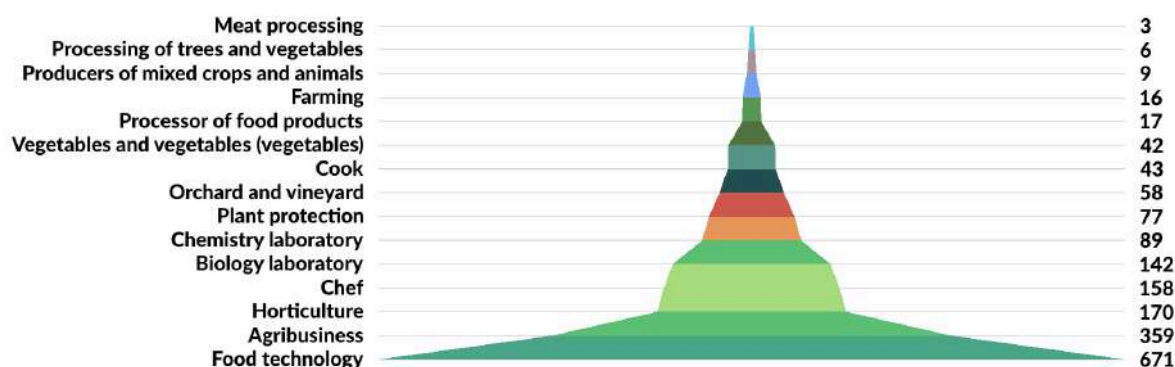
**Figure 21:** Number of students enrolled in public vocational secondary schools 2021/2022,

**Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA"

#### 4.1.3. The number of students enrolled in public vocational secondary schools in 2022/2023

In the 2022/2023 academic year, student enrollment in public vocational secondary schools shows strong interest in "Food Technology" (671 students) and "Agribusiness" (359 students). "Horticulture" (170 students) and "Chef" (158 students) also attract significant numbers.

Moderate enrollments are seen in "Biology Laboratory" (142 students) and "Chemistry Laboratory" (89 students). Lower interest is observed in "Plant Protection" (77 students), "Orchard and Vineyard" (58 students), and "Cook" (43 students). Less popular fields include "Vegetables and Vegetable Processing" (42 students), "Processor of Food Products" (17 students), and "Farming" (16 students), with the least enrollment in "Producers of Mixed Crops and Animals" (9 students), "Processing of Trees and Vegetables" (6 students), and "Meat Processing" (3 students). These trends highlight the need for better promotion and resources for less popular programs.



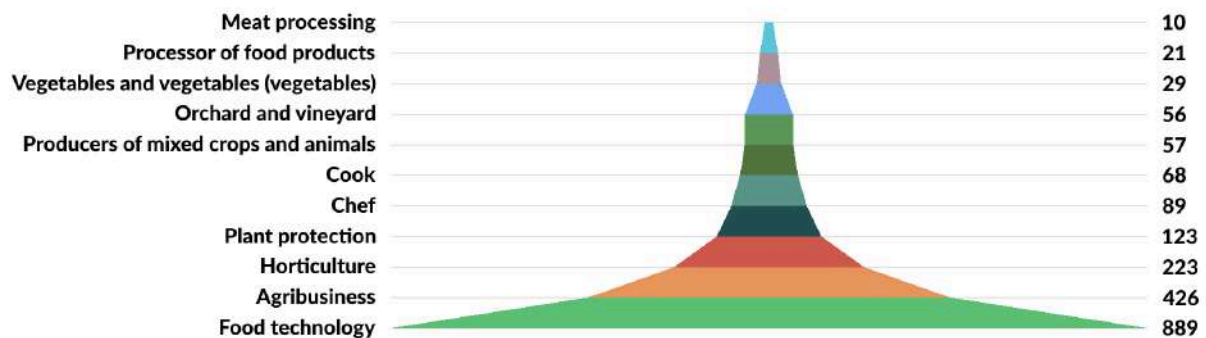
**Figure 22:** Number of students enrolled in public vocational secondary schools 2022/2023, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA"

#### 4.1.4. The number of students enrolled in public vocational secondary schools in 2023/2024

The analysis of job positions in agribusiness and culinary fields for 2023 reveals key trends. "Food Technology" leads with 889 positions, followed by "Agribusiness" with 426. "Horticulture" (223 positions) and "Plant Protection" (123 positions) also show strong demand. Culinary roles like "Chef" (89 positions) and "Cook" (68 positions) are in moderate demand.

Lesser demand is seen in "Orchard and Vineyard" (56 positions), "Vegetables and Vegetable Processing" (29 positions), and "Processor of Food Products" (21 positions). "Meat Processing" has the least demand with 10 positions.

These trends highlight the need for updated training programs, better resource allocation, and stronger industry partnerships to align vocational programs with market demands.



**Figure 23:** Number of students enrolled in public vocational secondary schools 2021/2022,  
**Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA"

## 4.2. Number of students in Registered and Graduated University Education Agriculture, forestry, fisheries, and veterinary medicine

The analysis below of the number of students enrolled and graduated in University Education, Agriculture, forestry, fisheries, and veterinary medicine reveals consistent enrollment trends and notable graduation outcomes.

### Bachelor's Degree Enrollments:

- **2021-2022:** 251 students.
- **2022-2023:** Decreased to 234 students.

### Master's Degree Enrollments:

- **2021-2022:** 43 students.
- **2022-2023:** Increased to 57 students.



**Figure 24.** Number of students in Registered University Education Agriculture, forestry, fisheries, and veterinary medicine(Bachelor & Master for the years 2021/2022 and 2022/2023), **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

**Bachelor's Degree Graduates:**

- **Female Students:** Increased from 156 in 2021-2022 to 230 in 2022-2023.
- **Male Students:** Remained consistent at 135 in both 2021-2022 and 2022-2023.

**Master's Degree Graduates:**

- **Female Students:**Increased from 38 in 2021-2022 to 43 in 2022-2023.
- **Male Students:**Increased from 19 in 2021-2022 to 44 in 2022-2023.



**Figure 25.** Number of students in Graduated University Education Agriculture, forestry, fisheries, and veterinary medicine(Bachelor & Master for the years 2021/2022 and 2022/2023), **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

This data shows a slight decline in bachelor's enrollments, while master's enrollments have increased, indicating a growing interest in advanced Agribusiness education. Graduation data highlights a significant increase in female bachelor's graduates and a rise in master's graduates for both genders, reflecting positive trends in Agribusiness education completion rates.

### 4.3. Number of training providers in the Agribusiness sector and their status

The table below provides an overview of the number and accreditation status of training providers in the Agribusiness sector in Kosovo. It is categorized into public and private training institutions. Overall, combining both public and private sectors, there are 43 training centers in the Agribusiness sector, with only 2 being accredited.

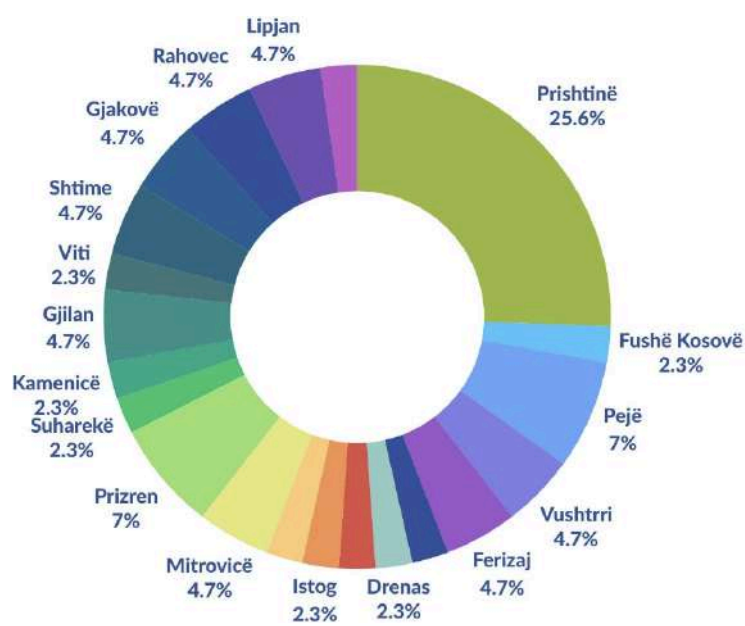
Institution	Number of Institution	Accredited
Institution for Vocational Education and Training (IVET)	21	n/a
Institution for Vocational Education and Training (IVET)	2	n/a
Resources Centre	7	n/a
Universities	1	Yes
<b>Total of Public Training Centres</b>	<b>31</b>	<b>0</b>
Institution for Vocational Training (IVT) - Private	8	Yes
Sectoral Associations	3	No
<b>Total of Public and Private Training Centres</b>	<b>43</b>	<b>2</b>

**Table 2.** Number of training providers in the Agribusiness sector and their status, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

### 4.4. Percentage and number of distribution of training providers by municipality

The distribution of 43 training providers across various municipalities in Kosovo is visually represented in the chart in Figure 19. The capital, Prishtina, has the highest number with 11 centers, accounting for 25.6% of the total. Peja and Prizren each follow with 3 centers. Vushtrri, Ferizaj, Mitrovicë, Gjilan, Shtime, Gjakovë, Rahovec and Lipjan each follow with 2 centres.

The remaining municipalities each have one center.



**Figure 19:** Percentage and number of training providers by the municipality, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

## 4.5. Occupational Standards and year of development

Occupational Standard	Year
Agribusiness technician	2011
Seller in agriculture	2011
Supplier in agriculture	2011
Livestock technician	2013
Producers of mixed crops and animals	2016
Assistant to the workers of agricultural crops	2016
Production worker assistant	2018
Vegetable grower	2018
Vintner	2019
Worker for collection, cultivation, and processing of mountain fruits	2019
Worker for collection, cultivation, and processing of medicinal-aromatic plants	2019
Assistant Crop Worker – Vegetable Production	2019

**Table 3.** Occupational Standards and year of development, Data: National Qualifications Authority (NQA)

## 5. Additional insights, secondary source data

To better understand the trends in Kosovo's employment and education sectors, it is important to consider additional insights and secondary data. In this part of the report, we analyzed reports from the three main associations in the sector. These reports are based on questionnaires conducted with the members of these associations. These resources enhance our understanding of current trends and future directions in Kosovo's agribusiness and vocational education sectors.

### 5.1. The number of employees according to the three associations.

The graphs in Figure 20. display the trends in full-time and seasonal employment for PePeKo, Organica, and Mjedra from 2019 to 2023.

**Full-time Employees:** PePeKo consistently maintained a high number of full-time employees, peaking at 1,211 in 2021. Organica's full-time employment varied slightly, reaching a high of 344 in 2019 but dropping to 315 in 2022. Mjedra also showed fluctuating numbers, with a peak of 333 in 2020, but no data is available for 2022 and 2023. It is important to highlight that over these years, there has been a decrease in the number of employees across all three associations: PePeKo, Organica, and Mjedra.

**Seasonal Employees:** Seasonal employment showed significant variation. PePeKo had a peak of 996 in 2019 but dropped to 425 in 2022. Organica saw the highest number of seasonal employees in 2019 at 1,070 and experienced fluctuations, with 938 in 2022. Mjedra had the highest seasonal employment in 2019 at 1,145, but also fluctuated, with 422 in 2023.

It is important to emphasize the rate of these changes and consider potential reasons behind them. The decline in seasonal employment could be the result of increased mechanization in primary production, which reduces the need for manual labor. Additionally, there may be a lack of interest among young people to work in these sectors. Specifically for Mjedra, there has also been a decrease in the number of hectares dedicated to growing raspberries, contributing to the reduced need for seasonal workers. These factors collectively highlight the challenges facing the agribusiness sector in maintaining a stable seasonal workforce.



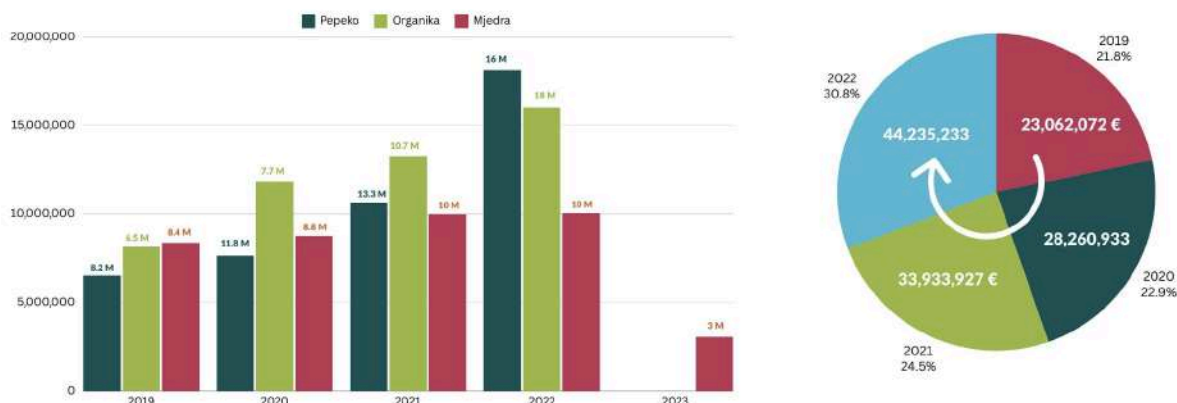
**Figure 20.** The number of employees according to the three associations - PePeKo, Organica, and Mjedra.



**Data sources:** Organika 2022, "Study of the Sector of non-wood forest products (NWFP) and medicinal and aromatic plants (MBA)", PePeKo 2022, "Analysis of the Tree and Vegetable Processing Sector", Mjedra 2021-2023, "Assessment of the current state of the small plants' sector in Kosovo".

## 5.2. Export information according to the three associations.

The analysis of export data in Figure 21. from the three associations—Organika, PePeKo, and Mjedra—provides valuable insights into their performance from 2019 to 2023.



**Figure 21.** Export information according to the three associations - PePeKo, Organika, and Mjedra.

**Data sources:** Organika 2022, "Study of the Sector of non-wood forest products (NWFP) and medicinal and aromatic plants (MBA)", PePeKo 2022, "Analysis of the Tree and Vegetable Processing Sector", Mjedra 2021-2023, "Assessment of the current state of the small plants' sector in Kosovo".

**Cumulative Export Share:** The cumulative export data over these years highlights the substantial contributions of each association:

- 2019: €23,062,072
- 2020: €28,260,933
- 2021: €33,933,927

These trends underscore the dynamic nature of the export market for these associations, with fluctuations indicating varying performance and market conditions each year. The data shows continuous growth for Pepeko and Organika.

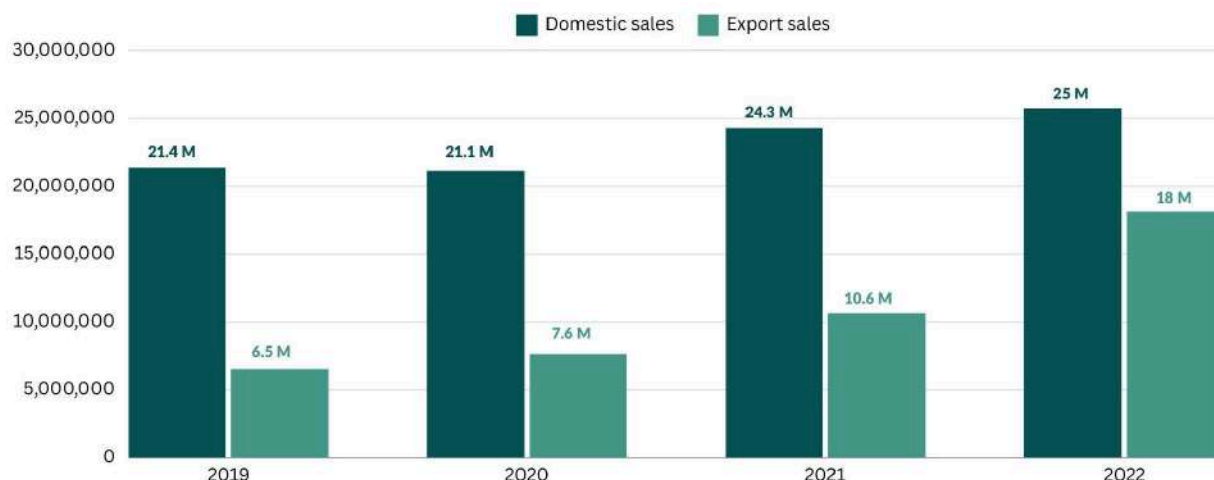
However, the challenges identified within the raspberry industry are critical factors contributing to its decline, particularly affecting export potential. Key issues such as the lack of processing and storage capacities, inadequate technology, insufficient marketing structures, labor force shortages, and financial constraints significantly hinder the industry's growth and competitiveness.

Together, these obstacles present significant hurdles to the raspberry industry's expansion and its ability to maximize its potential in the export market. Addressing these challenges is crucial for revitalizing the sector, improving its competitiveness, and capitalizing on international trade opportunities.

## 5.3. Domestic and export sales 2019-2022 according to the Pepeko Association

The graph in Figure 22. shows a comparison of domestic and export sales from 2019 to 2022 in a report published by PePeKo association in the year 2022. In 2019, domestic sales were €21.4 million and export sales were €6.5 million. In 2020, domestic sales slightly decreased to €21.1 million, while export sales increased to €7.6 million. Both markets saw notable growth in 2021, with domestic sales rising to

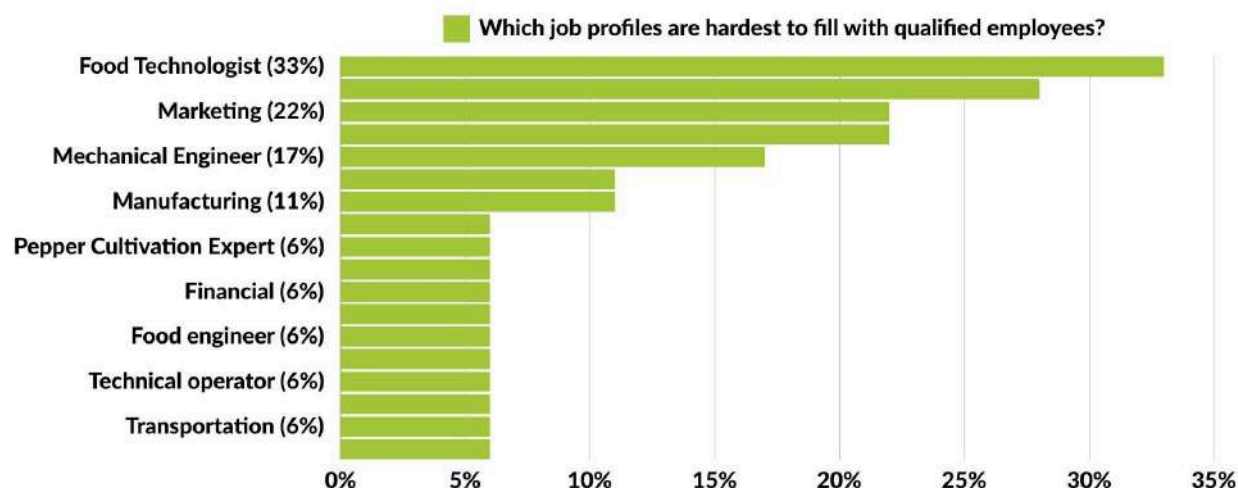
€24.3 million and export sales reaching €10.6 million. This upward trend continued in 2022, with domestic sales peaking at €25 million and export sales surging to €18 million. This data highlights expanding market reach and increasing demand, especially in export sales.



**Figure 22.** Domestic and export sales 2019-2022 according to the Pepeko Association, **Data Source:** PePeKo 2022, "Analysis of the Fruits and Vegetable Processing Sector"

#### 5.4. Which job profiles are the most challenging to fill with qualified employees?

The chart highlights the job profiles that are hardest to fill with qualified employees. The most challenging positions include Food Technologist (33%), Marketing (22%), and Mechanical Engineer (17%). Other difficult-to-fill roles are in Manufacturing (11%), Pepper Cultivation Expert (6%), Financial (6%), Food Engineer (6%), Technical Operator (6%), and Transportation (6%). These percentages indicate the areas where finding qualified workers is particularly difficult.



**Figure 23.** Domestic and export sales 2019-2022 according to the Pepeko Association, **Data Source:** PePeKo 2022, "Analysis of the Fruits and Vegetable Processing Sector"

## 6. The perspective of NGOs representing youth, women, and minorities

PSWD USAID's Activity in Kosovo held a meeting with NGOs representing youth, women, and minorities to discuss creating a more inclusive workforce. The discussion focused on the challenges these groups face in accessing the workforce market and explore collaboration opportunities between civil society and Policy Working Groups to advocate for comprehensive workforce development policies. This meeting underscored USAID's commitment to fostering equitable opportunities for all in Kosovo. The following are the main barriers identified for these groups in society:

### 6.1. Barriers that young people encounter during access to the workforce market

The main barriers that young people encounter during their access to the workforce market include: Skills mismatch; Inadequate professional education; Low involvement in decision-making; Insufficient government support.

#	Barriers that young people encounter during access to the workforce market
1	Skills-Mismatch
2	Inadequate professional education
3	Low involvement of young people in decision-making
4	Insufficient support for young people

**Table 4.** Barriers that young people encounter during access to the workforce market, **Data Source:** PSWD Project

### 6.2. Barriers that women encounter during access to the workforce market

Barriers that women encounter during access to the workforce market: Family responsibilities; Lack of nurseries/kindergartens for children; Mismatch of skills and workforce market requirements; Lack of formal employment contracts; Low wages & the gender pay gap; Non-compensation for overtime and practical work; Insufficient government support; Fear of losing social assistance; Limited transportation options Dependence on remittances.

#	Barriers that women encounter during access to the workforce market
1	Family-responsibilities
2	Lack of nurseries/kindergarten for children
3	Mismatch of skills and labor market requirements
4	Lack of formal employment contracts

5	Low wages and gender pay gap
6	Non-compensation for overtime and internship work
7	Inssufficient government support
8	Fear of losing social assistance
9	Limited transportation options
10	Dependences on remittances

**Table 5.** Barriers that women people encounter during access to the workforce market, **Data Source:** PSWD Project

### 6.3. Barriers that minorities encounter during access to the workforce market

Barriers that minorities encounter during access to the workforce market: Discrimination in employment in the private sector; Fear of losing social assistance; Mismatch between professional training and the needs of the minority; Declining interest in professional education; Differences in participation rates between minority groups; Limited access to transportation.

#	Barriers that minorities encounter during access to the workforce market
1	Discrimination in employment in the private sector
2	Fear of losing social assistance
3	Missmatch between professional training and the needs of the minority
4	Declaining interest in professional education
5	Difference in participation rates between minority groups
6	Limited transportation options

**Table 6.** Barriers that minorities people encounter during access to the workforce market, **Data Source:** PSWD Project

## 7. Conclusions and Recommendations from Data Swap Activity

As part of the Private Sector-Led Workforce Development Activity in Kosovo, which aims to create a private sector-led workforce development ecosystem equipping youth with the necessary skills for growth industries driving Kosovo's economic development, we organized a data swap activity. This activity focused on Agribusiness, Wood Processing, and Agribusiness aimed to embolden the private sector to develop and strengthen the workforce, resulting in more market-driven skills.

The activity of Data Swap brought together relevant stakeholders from the private sector, public institutions, donors, and non-profit organizations in order for the project to present and review the data presented in this report. The purpose was to ensure accurate interpretation, discuss discrepancies, and identify additional data sources that could enhance the analysis of the workforce in the targeted sectors. Through this collaborative effort, we aimed to refine our understanding of workforce needs and better align our strategies with market demands.

During the discussion, several additional conclusions and recommendations were made. Firstly, it was proposed that occupational standards should be developed to ensure a consistent and high-quality workforce. Additionally, it was recommended to identify occupations currently in high demand. By doing so, efforts can be directed towards creating standards for these priority areas, addressing critical workforce needs and supporting industry growth. The recommendations proposed are as follows:

- Changing/updating the name "Dairy", for which "Processing/Milk Processor" was suggested
- The continuous trend of engaging food technologists from the region in Kosovo companies. It was discussed that local food technologists often lack sub-specialization at level 5, which opened the discussion of whether they need specific and advanced training in the workplace where they engage. In this regard, it was commented that such training would be important to increase their skills to meet the demands of the market.
- The "Mechanical and electrical maintenance of equipment" profile is not directly related to agriculture, so it is considered a cross-sectoral skill. This profile was considered to be relevant not only for the agricultural sector but also for different sectors.
- Discussions on revising the terminology of existing profiles: Agribusiness Technician, Agricultural Salesperson, Crop Worker Assistant, Mixed Crop and Livestock Producer. It was suggested that the review of these terminologies for the mentioned profiles would ensure that they are defined correctly and in compliance with the requirements of the labor market.
- Prioritize the list of profiles. After prioritization, the three main profiles should be reviewed and updated or, if no standard exists, standards should be created for certain profiles.
- Establish the standard for the laboratory technician in the food industry (what a laboratory technician needs to know, quality assurance before a product goes on the market) – raise it to level 4.
- Raising the "Vegetable Cultivator" profile to level 4, as it was deemed that a higher level of knowledge and supervision is necessary to perform the tasks successfully.
- Profile number 6. Grafting and pruning, Grafting should be separated and joined to profile 2. Seedling production, while profile 6 remains only Pruning, 14 (Maintenance of agricultural equipment) and what that standard contains and which level.

- Review of the standard for Organic Agricultural Technician;
- All professional standards that were established more than 5 years ago were assessed as needing to be updated to be compatible with the latest needs and developments in the agribusiness sector.
- It was emphasized that the skills of organic farming are missing as profiles in the list of interventions presented during group work.
- It was suggested that the profiles "Nutrition and fertilization of agricultural crops" and "Plant protection" have marked similarities, and could be merged/integrated into a common profile.
- Suggestions for considering the renaming of the "Laboratory technician in the food industry" profile, depending on the demand for the laboratory technician.
- The identification of new profiles in the Agribusiness sector should be done with the analysis of the sector's export data, as they would help identify the requirements, namely the need for new profiles in the industry.
- The new "Food Technologist" profile can be offered as a bachelor, or there can be cadres with secondary education.

## Annex 1. List of NACE Codes

The data presented from sections 3.1 to 3.4, sourced from the Tax Administration of Kosovo, includes economic activities categorised under NACE Codes as presented in the tables below.

Kultivimi	
NACE Code	Activity description
1.1	Kultivimi i bimëve njëvjeçare
1.11	Kultivimi i drithërave (përveç orizit), i bimëve bishtajore dhe i farërave vajore
1.12	Kultivimi i orizit
1.13	Kultivimi i perimeve, pjepërave dhe shalqirit, bimëve rrënjore dhe tuberoze
1.14	Kultivimi i kallamsheqerit
1.15	Kultivimi i duhanit
1.16	Kultivimi i bimëve fibroze
1.19	Kultivimi i bimëve të tjera njëvjeçare
1.2	Kultivimi i kulturave shumëvjeçare
1.21	Kultivimi i hardhive
1.22	Kultivimi i frutave tropikale dhe subtropikale
1.23	Kultivimi i agrumeve
1.24	Kultivimi i frutave me bërthamë dhe frutave me farë
1.25	Kultivimi i frutave të tjera pemore, shkurreve dhe arrave
1.26	Kultivimi i frutave vajore
1.27	Kultivimi i kulturave për prodhimin e pijeve
1.28	Kultivimi i erëzave, bimëve aromatike, farmaceutike dhe mjekësore
1.29	Kultivimi i bimëve të tjera shumëvjeçare
01.30	Shumimi i bimëve

Blegtoria	
NACE Code	Activity description
01.41	Rritja e gjedheve për qumësht
01.42	Rritja egjedheve të tjera dhe buallicave
01.43	Rritja e kuajve dhe njëthundrakëve
01.45	Rritja e deleve dhe e dhive
01.46	Rritja e derrave/gicave
01.47	Rritja e shpezëve
01.49	Rritja e kafshëve tjera
01.50	Bujqësia e përzier

Veprimtaritë përkrahëse për bujqësinë dhe veprimtaritë pas korrjeshirjeve	
NACE Code	Activity description
01. 61	Veprimtaritë përkrahëse për prodhimet bimore
01. 62	Veprimtaritë ndihmëse për prodhimet blegtorale
01. 63	Veprimtaritë e paskorrjes së drithërave
01. 64	Përpunimi i farërave për shumim
02. 30	Mbledhja e produkteve pyjore të egra, jo drusore, rritur në natyrë

Përpunimi dhe ruajtja e mishit dhe produkteve të mishit	
NACE Code	Activity description
10.11	Përpunimi dhe ruajtja e mishit
10.12	Përpunimi dhe ruajtja e mishit të shpezëve
10.13	Prodhimi i produkteve të mishit dhe mishit të shpezëve
10.2	Përpunimi dhe konservimi i peshkut, krustaceve dhe molusqeve

Përpunimi dhe konservimi i frutave dhe perimeve	
NACE Code	Activity description
10.31	Përpunimi dhe ruajtja e patates
10.32	Prodhimi i lëngjeve të frutave dhe të perimeve
10.39	Përpunimi dhe konservimi tjetër i frutave dhe perimeve

Prodhimi i vajrave dhe yndyrnave bimore dhe shtazore	
NACE Code	Activity description
10.41	Prodhimi i vajrave dhe yndyrave
10.42	Prodhimi i margarinës dhe yndyrnave të ngjashme ushqimore

Prodhimi i produkteve të bylmetit	
NACE Code	Activity description
10.51	Veprimtaritë për prodhimin e bylmetit dhe djathit
10.52	Prodhimi i akullores

Prodhimi i produkteve të drithërave të bluara, niseshtës dhe produkteve të niseshtës	
NACE Code	Activity description
10.61	Përpunimi i produkteve të drithërave (të bluara)
10.62	Prodhimi i niseshtës dhe produkteve të niseshtës

Prodhimi i brumërave dhe produkteve tjera nga mielli	
NACE Code	Activity description
10.71	Prodhimi i bukës; produkteve të freskëta pastiçerie dhe torteve
10.72	Prodhimi i peskimadheve dhe biskotave; prodhimi i pastave dhe kekëve të



	konservuara
<b>10.73</b>	Prodhimi i makaronave, petëve, kuskusit dhe produkteve të ngjashme nga mielli

<b>Prodhimi i produkteve të tjera ushqimore</b>	
<b>NACE Code</b>	<b>Activity description</b>
<b>10.81</b>	Prodhimi i sheqerit
<b>10.82</b>	Prodhimi i kakaos, çokollatës dhe ëmbëlsirave
<b>10.83</b>	Përpunimi i çajit dhe kafes
<b>10.84</b>	Përpunimi i erëzave dhe salcave
<b>10.85</b>	Përpunimi i ushqimeve dhe gjellëve të gatshme
<b>10.86</b>	Përpunimi i ushqimeve të homogjenizuara dhe ushqimeve dietike
<b>10.89</b>	Përpunimi i produkteve të tjera ushqimore p.k.t

<b>Përpunimi i ushqimeve të përgatitura për kafshë</b>	
<b>NACE Code</b>	<b>Activity description</b>
<b>10.91</b>	Përpunimi i ushqimeve të përgatitura për kafshët e fermës
<b>10.92</b>	Përpunimi i ushqimeve të përgatitura për kafshët shtëpiake

<b>Prodhimi i pijeve</b>	
<b>NACE Code</b>	<b>Activity description</b>
<b>11.01</b>	Destilimi, rafinimi dhe kombinimi i pijeve
<b>11.02</b>	Prodhimi i verës nga rrushi
<b>11.03</b>	Prodhimi i mushtit dhe verërave të tjera me bazë frutash
<b>11.04</b>	Prodhimi i pijeve të tjera të fermentuara të padestiluara
<b>11.05</b>	Prodhimi i birrës
<b>11.06</b>	Prodhimi i majës së birrës
<b>11.07</b>	Prodhim i pijeve freskuese; prodhimi i ujit mineral dhe ujit tjetër në shishe

## Annex 2. List of profiles by private and public providers in the Agribusiness Processing Sector

The list of profiles provided by private providers is processed from the data source from the Ministry of Education, Science, Technology, and Innovation from "SMIA" & interviews with training provider companies and are updated on an annual basis.

Nr.	Institution	Municipality	Private/Public	Profile
1	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	Prodhuesit e kulturave të përziera dhe të kafshëve
2	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	Konservues i frutave, perimeve dhe të ngjashme
3	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	Përpunues qumështi
4	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	Blegtori
5	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	KULTIVIMI ORGANIK I BIMËVE MJEKËSORE DHE AROMATIKE (BMA-VE)
6	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	Mbledhës i produkteve pyjore jo-drusore
7	Inciativa per zhvillimin e Bujqësisë së Kosovës- IADK	Vushtri	Privat	Pastiçer/Bërës Ëmbëlsirash
8	Korabi Innovation Center	Prishtinë	Privat	Pastiçer/Bërës Ëmbëlsirash
9	Korabi Innovation Center	Prishtinë	Privat	Dekorim të ëmbëlsirave me fondant
10	Korabi Innovation Center	Prishtinë	Privat	Furrta/e
11	Institut Profesional - KTC	Fushë Kosovë	Privat	Pastiçer/Bërës Ëmbëlsirash
12	Neranxi	Prishtinë	Privat	Kuzhinier
13	Neranxi	Prishtinë	Privat	Pastiçer/Bërës Ëmbëlsirash
14	Biotech	Prishtinë	Privat	Digital Agribusiness
15	Frigodeluxe	Çagllavicë	Privat	Pastiçer/Bërës Ëmbëlsirash
16	Frigodeluxe	Çagllavicë	Privat	Kuzhinier
17	Frigodeluxe	Çagllavicë	Privat	Ndihmes kuzhinier
18	LB Group-Ekopack	Lipjan	Privat	Pastiçer/Bërës Ëmbëlsirash
19	Instituti profesional ATC	Prishtinë	Privat	Kuzhinier
20	Instituti profesional ATC	Prishtinë	Privat	Ndihmes kuzhinier
21	Instituti profesional ATC	Prishtinë	Privat	Pastiçer/Bërës Ëmbëlsirash
22	Universiteti "Haxhi Zeka", Fakulteti i agrobiznesit	Pejë	Publik	Prodhuesit e kulturave të përziera dhe të kafshëve
23	ORGANIKA	Prishtinë	Shoqate	KULTIVIMI ORGANIK I BIMËVE MJEKËSORE DHE AROMATIKE (BMA-VE)
24	PePeKo	Prishtinë	Shoqate	KULTIVUES I BIMËVE TË IMËTA
25	SHFMU Zenel Hajdini	Ferizaj	Publik	Agrobiznes
26	SHFMU Zenel Hajdini	Ferizaj	Publik	Teknologji ushqimore

27	SHFMU Zenel Hajdini	Ferizaj	Publik	Hortikulturë
28	SHFMU Zenel Hajdini	Ferizaj	Publik	Lavërtari dhe perimtari (perimkulturë)
29	SHFMU Zenel Hajdini	Ferizaj	Publik	Pemëtari dhe vreshtari
30	SHFMU Zenel Hajdini	Ferizaj	Publik	Përpunues i ushqimit dhe profesione të ngjashme
31	SHFMU Zenel Hajdini	Ferizaj	Publik	Mbrojtja e bimëve
32	SHMAT Abdyl Frashëri	Prishtinë	Publik	Agrobiznes
33	SHMAT Abdyl Frashëri	Prishtinë	Publik	Hortikulturë
34	SHMAT Abdyl Frashëri	Prishtinë	Publik	Mbrojtja e bimëve
35	SHMAT Abdyl Frashëri	Prishtinë	Publik	Teknologji ushqimore
36	SHMAT Abdyl Frashëri	Prishtinë	Publik	Përpunues i ushqimit dhe profesione të ngjashme
37	SHME Isa Boletini	Podujevë	Publik	Përpunues i frutave dhe perimeve
38	SHME Isa Boletini	Podujevë	Publik	Teknologji ushqimore
39	SHME Isa Boletini	Podujevë	Publik	Agrobiznes
40	SHMP Fehmi Ldrovci	Drenas	Publik	Hortikulturë
41	SHMP Fehmi Ldrovci	Drenas	Publik	Teknologji ushqimore
42	SHMP Fehmi Ldrovci	Drenas	Publik	Përpunues i ushqimit dhe profesione të ngjashme
43	SHME Ali Hadri	Pejë	Publik	Përpunues i ushqimit dhe profesione të ngjashme
44	SHME Ali Hadri	Pejë	Publik	Hortikulturë
45	SHME Ali Hadri	Pejë	Publik	Pemëtari dhe vreshtari
46	SHME Ali Hadri	Pejë	Publik	Teknologji ushqimore
47	SHME Ali Hadri	Pejë	Publik	Prodhuesit e kulturave të përziera dhe të kafshëve
48	SHMT Mithat Frashëri	Istog	Publik	Agrobiznes
49	SHMT Fehmi Agani	Klinë	Publik	Përpunues i ushqimit dhe profesione të ngjashme
50	SHMT Fehmi Agani	Klinë	Publik	Teknologji ushqimore
51	SHMT Fehmi Agani	Klinë	Publik	Agrobiznes
52	SHMLT Arkitekt Sinani	Mitrovicë	Publik	Përpunues i ushqimit dhe profesione të ngjashme
53	SHMLT Arkitekt Sinani	Mitrovicë	Publik	Teknologji ushqimore
54	SHMT Anton Çetta	Skënderaj	Publik	Teknologji ushqimore
55	SHMT Anton Çetta	Skënderaj	Publik	Përpunues i ushqimit dhe profesione të ngjashme
56	SHMP Bahri Haxha	Vushtrri	Publik	Agrobiznes
57	SHMP Bahri Haxha	Vushtrri	Publik	Hortikulturë
58	SHMP Bahri Haxha	Vushtrri	Publik	Mbrojtja e bimëve
59	SHMP Bahri Haxha	Vushtrri	Publik	Teknologji ushqimore
60	SHMP Bahri Haxha	Vushtrri	Publik	Përpunues i ushqimit dhe profesione të ngjashme
61	SHMLP Ymer Prizreni	Prizren	Publik	Teknologji ushqimore
62	SHMLP Ymer Prizreni	Prizren	Publik	Përpunues i ushqimit dhe profesione të ngjashme

63	SHMP Abdyl Ramaj	Suharekë	Publik	Agrobiznes
64	SHMP Abdyl Ramaj	Suharekë	Publik	Teknologji ushqimore
65	SHMP Abdyl Ramaj	Suharekë	Publik	Hortikulturë
66	SHMP Abdyl Ramaj	Suharekë	Publik	Pemëtari dhe vreshtari
67	SHMP Abdyl Ramaj	Suharekë	Publik	Përpunues i ushqimit dhe profesione të ngjashme
68	SHMAT Arberia	Gjilan	Publik	Përpunues i ushqimit dhe profesione të ngjashme
69	SHMAT Arberia	Gjilan	Publik	Teknologji ushqimore
70	SHMAT Arberia	Gjilan	Publik	Përpunues i mishit
71	SHMAT Arberia	Gjilan	Publik	Hortikulturë
72	SHMAT Arberia	Gjilan	Publik	Pemëtari dhe vreshtari
73	SHMAT Arberia	Gjilan	Publik	Agrobiznes
74	SHMAT Arberia	Gjilan	Publik	Mbrojtja e bimëve
75	SHMAT Arberia	Gjilan	Publik	Blegtori
76	SHMLP Andrea Dursaku	Kamenicë	Publik	Hortikulturë
77	SHMLP Andrea Dursaku	Kamenicë	Publik	Mbrojtja e bimëve
78	SHMP Jonuz Zejnullahu	Viti		Përpunues i ushqimit dhe profesione të ngjashme
79	SHMP Jonuz Zejnullahu	Viti	Publik	Teknologji ushqimore
80	SHMP Jonuz Zejnullahu	Viti	Publik	Hortikulturë
81	SHMP Naim Frashëri	Shtime	Publik	Agrobiznes
82	SHME Kadri Kusari	Gjakovë	Publik	Prodhuesit e kulturave të përziera dhe të kafshëve
83	SHME Kadri Kusari	Gjakovë	Publik	Teknologji ushqimore
84	SHME Kadri Kusari	Gjakovë	Publik	Përpunues i ushqimit dhe profesione të ngjashme
85	SHMP Selajdin Mullabazi-Mici	Rahovec	Publik	Teknologji ushqimore
86	SHMP Selajdin Mullabazi-Mici	Rahovec	Publik	Pemëtari dhe vreshtari
87	SHMP Selajdin Mullabazi-Mici	Rahovec	Publik	Përpunues i ushqimit dhe profesione të ngjashme
88	SHMP Adem Gllavica	Lipjan	Publik	Hortikulturë
89	SHMP Adem Gllavica	Lipjan	Publik	Blegtori
90	SHMP Adem Gllavica	Lipjan	Publik	Agrobiznes
91	SHML 12 Maji	Rahovec	Publik	Pemëtari dhe vreshtari
92	QB Përparimi	Prishtinë	Publik	Hortikulturë
93	QB Lef Josi	Prizren	Publik	Lavërtari dhe perimtari (perimkulturë)
94	SHMP	Shtime	Publik	Teknologji ushqimore
95	SHMP	Shtime	Publik	Agrobiznes
96	Qendra për aftësim profesional -QAP	Pejë	Publik	Përpunues dhe konservues i pemëve dhe perimeve
97	Qendra për aftësim profesional -QAP	Pejë	Publik	Kuzhinier
98	Qendra për aftësim profesional -QAP	Pejë	Publik	Përpunues qumështi

<b>99</b>	Qendra për aftësim profesional -QAP	Prishtinë	Publik	Pastiçer/Bërës Ëmbëlsirash
<b>100</b>	Qendra për aftësim profesional -QAP	Prishtinë	Publik	Furrtaar/e
<b>101</b>	Qendra për aftësim profesional -QAP	Ferizaj	Publik	Kuzhinier
<b>102</b>	Qendra për aftësim profesional -QAP	Mitrovicë	Publik	Kuzhinier
<b>103</b>	Qendra për aftësim profesional -QAP	Prizren	Publik	Kuzhinier
<b>104</b>	Qendra për aftësim profesional -QAP	Prizren	Publik	Furrtaar/e
<b>105</b>	Qendra për aftësim profesional -QAP	Gjilan	Publik	Kuzhinier
<b>106</b>	Qendra për aftësim profesional -QAP	Gjakovë	Publik	Kuzhinier
<b>107</b>	Economic Support Group (ESG)	Prishtinë	Privat	Bujqesi
<b>108</b>	Mjedra	Prishtinë	Shoqate	Trajnime për pemët e imëta

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*Takimet me OJQ-të (Mars, 2024). Punëtorja me OJQ-të - Aktiviteti i USAID për zhvillim të fuqisë punëtore përmes sektorit privat. Takimi me OJQ-të për shkëmbimin e informatave për gjendjen e fuqisë punëtore nga shoqëria civile që përfaqësojnë të rinjtë, gratë, dhe minoritetet.*

