



2024

WOOD PROCESSING SECTOR OVERVIEW

Workforce demand and supply



USAID
FROM THE AMERICAN PEOPLE



USAID Private Sector-Led Workforce Development Activity

Disclaimer: *This Report is made possible by the generous support of the American people through the United States Agency for International Development (USAID). The contents are the responsibility of the International Research and Exchanges Board, Crimson Capital Corp., and Open Data Kosovo, and do not necessarily reflect the views of USAID or the United States Government.*

Contact: *International Research & Exchanges Board (IREX)*

Address: *Rexhep Mala St. 45, 10000 Pristina, Kosovo*

Website: www.irex.org

CONTENT

CONTENT	2
LIST OF FIGURES	3
LIST OF TABLES	4
ACRONYMS	5
1. Background	6
2. Introduction and Methodology	7
3. Workforce Demand Data	8
3.1. Wood Processing active companies in the Tax Administration of Kosovo	8
3.2. Annual Turnover and Leading Sub-sectors in the Wood Processing Industry	9
3.3. Detailed Employment Data in the Wood Processing Sector	11
3.4. Average Salary and Top 5 Highest-Paying Activities in the Wood Processing Sector	12
3.5. Nine-Year Analysis of Wood Processing Sector Exports and Imports	14
3.5.1. Export and Import Trends Excluding Doors and Windows	14
3.5.2. Export and Import Trends Including Doors and Windows	15
3.5.3. Export and Import by Products for the years 2022, 2023, and 2024 (June 2024)	16
3.5.4. Monthly Trade Analysis: Export and Import Trends Over the Past Year	17
3.5.5. Top 5 Countries for Wood Processing Sector Exports and Imports of Services	19
3.5.6. Export of prefabricated/modular houses	21
3.6. Job announcements analysis from KosovaJob Portal	22
3.6.1. How many positions have been announced in total in the Wood Processing Sector?	22
3.6.2. Top 10 most requested positions in KosovaJob for the year 2023	22
4. Workforce Supply Data	24
4.1. The number of students enrolled in Public vocational secondary schools	24
4.2. Number of training providers in the Wood Processing sector and their status	25
4.3. Percentage and number of distribution of training providers by municipality	26
4.3. Profiles by number of private and public training providers	26
4.4. Private and Public Vocational Education Institutions	27
4.5. Occupational Standards and year of development	27
5. Additional insights, secondary source data	28
6. The perspective of NGOs representing youth, women, and minorities	33
6.1. Barriers that young people encounter during access to the workforce market	33
6.2. Barriers that women encounter during access to the workforce market	33
6.3. Barriers that minorities encounter during access to the workforce market	34
7. Conclusions and Recommendations from Data Swap Activity	35
Annex 1. List of profiles by private and public providers in the Wood Processing Sector	36
REFERENCES	37

LIST OF FIGURES

- Figure 1: Number of companies active in TAK
- Figure 2: Annual turnover including doors & windows
- Figure 3: Annual turnover not including doors & windows
- Figure 4: Annual turnover by top Wood Processing sub-activities
- Figure 5: Number of Employees in Wood Processing Sector
- Figure 6: Number of Employees in Wood Processing Sector by subactivities
- Figure 7: Average Gross Salary
- Figure 8: Top 5 activities with the highest average gross salary
- Figure 9: Export and Import in the Wood Processing Sector (Excluding Doors and Windows)
- Figure 10: Export and Import in the Wood Processing Sector (Including Doors and Windows)
- Figure 11: Export by product categories
- Figure 12: Export by product categories
- Figure 13: Export by month for 2023
- Figure 14: Import by month for 2023
- Figure 15: Products by category exported for the last 12 months
- Figure 16: Top 5 exporting countries by € value and % (Excluding Doors and Windows)
- Figure 17: Top 5 exporting countries by € value and % (Including Doors and Windows)
- Figure 18: Top 5 importing countries by € value and % (Excluding Doors and Windows)
- Figure 19: Top 5 importing countries by € value and % (Including Doors and Windows)
- Figure 20: Top 5 importing countries by € value and % (Including Doors and Windows)
- Figure 21: Number of job positions announced in total in the Wood Processing Sector
- Figure 22: The number of students enrolled in Public vocational secondary schools
- Figure 23: The number of students enrolled in Public vocational secondary schools by profile
- Figure 24: Percentage and number of training providers by the municipality
- Figure 25: Profiles by number of private and public training providers
- Figure 26: The participation of women employed in production in Kosovo
- Figure 27: Regular review of skills and training needs of workers
- Figure 28: Education is required for production positions?
- Figure 29: Positions that are difficult to fill?
- Figure 30: Frequency of other skills needed in the future
- Figure 31: Business areas in which companies have the highest lack of capacity, 2022

LIST OF TABLES

Table 1. List of NACE codes from TAX Administration of Kosovo

Table 2. Top 10 most requested positions in KosovaJob for the year 2023

Table 3. Private and public vocational education institutions

Table 4. Profession standards and year of development

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

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

Table 7. Barriers that minorities people encounter during access to the workforce market, **Data Source:** PSWD Project

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
- **BPO** - business process outsourcing
- **KAS** - Kosovo Agency of Statistics
- **MESTI** - Ministry of Education, Science, Technology Innovation
- **SHDPK** - The Association of Wood 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, policymakers, 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)¹, Development Gateway (DG)², Germin³, and Open Data Kosovo (ODK)⁴.

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

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

³ Germin, <https://germin.org/>

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

2. Introduction and Methodology

As one of Kosovo's strategic sectors, the wood processing industry has the potential to significantly boost the country's economy and employment. To harness this potential, stakeholders, agencies, and the government must collaborate to create and adopt effective strategies that will further develop this industry. By doing so, the sector's contribution to economic growth and job creation can be deepened, ensuring sustainable development and increased prosperity for Kosovo.⁵

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 sources data and secondary data sources, this report aims to provide a comprehensive understanding of the Wood Processing 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 Wood processing sector. Noteworthy among these are the "Digital Capacities in the Manufacturing Sector in Kosovo" report from Riinvest University, "Assessment of Skills Needs of the Furniture Sector in Kosovo" from FEGO, and the "Manufacturing Industry Report 2022" report from the Ministry of Trade. These publications provide valuable insights and context for understanding the current trends and future directions of the Wood Processing sector in Kosovo.

⁵ Association of Wood Processor of Kosovo, <https://kosovowood.org/Publications>

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 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 of Kosovo, includes economic activities categorized under NACE Codes as presented in Table 1.

NACE Code	Activity description
16	Manufacture of wood and products of wood and cork, except furniture; production of articles from straw and woven materials
16.1	Wood sawing and carpentry
16.21	Production of veneer sheets and panels based on wood (veneer)
16.22	Production of floor parquet
16.23	Production of carpentry and other construction carpentry
16.24	Production of wooden containers
16.29	Manufacture of other wood products; production of articles from cork, straw and woven materials
31.01	Production of office and shop furniture
31.02	Production of kitchen furniture
31.09	Production of other mobiles
31.03	Production of mattresses
25.12	Production of metal doors and windows ⁶

Table 1. List of NACE codes from TAX Administration of Kosovo

3.1. Wood Processing active companies in the Tax Administration of Kosovo

⁶ This NACE Code is not part of the wood processing sector but was included at the request of the AWPK because wood processors often also manufacture doors and windows made of PVC, metal, and wood.

Over the five-year period, there is a consistent upward trend in the number of active companies in the Wood Processing Sector. The total increase from 2019 to 2023 is 778 companies, which is about a 47.3% rise in registrations over this period. The growth, while steady each year, shows a slight decrease in the rate of increase in 2023 compared to previous years. This may suggest a maturing market or other external factors affecting the rate of new company registrations.

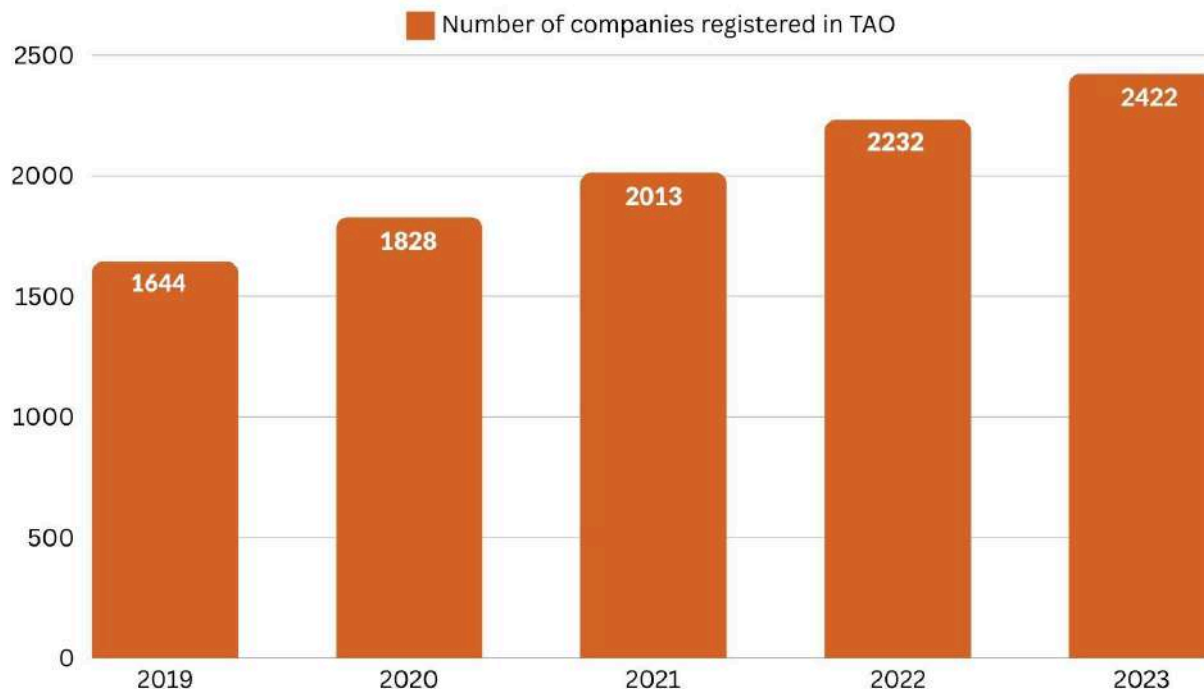


Figure 1: Number of companies active in TAO, **Data Source:** Tax Administration of Kosovo (TAK)

3.2. Annual Turnover and Leading Sub-sectors in the Wood Processing Industry

From 2019 to 2023, the annual turnover for companies in the wood processing industry showed significant growth, with notable differences when including or excluding doors and windows. In 2019, the turnover excluding doors and windows was €104 million, rising to €124 million in 2020, and then sharply increasing to €262 million in 2021. This growth continued to €315 million in 2022 before slightly decreasing to €303 million in 2023, mainly as a result of increased mattress production.

In comparison, the turnover including doors and windows started at €115 million in 2019, increased to €136 million in 2020, and surged to €287 million in 2021. It reached €350 million in 2022 and slightly decreased to €346 million in 2023. Mattresses consistently resulted in higher turnover figures, highlighting their significant contribution to the industry's revenue. The most substantial differences were observed during the peak years of 2021 and 2022.

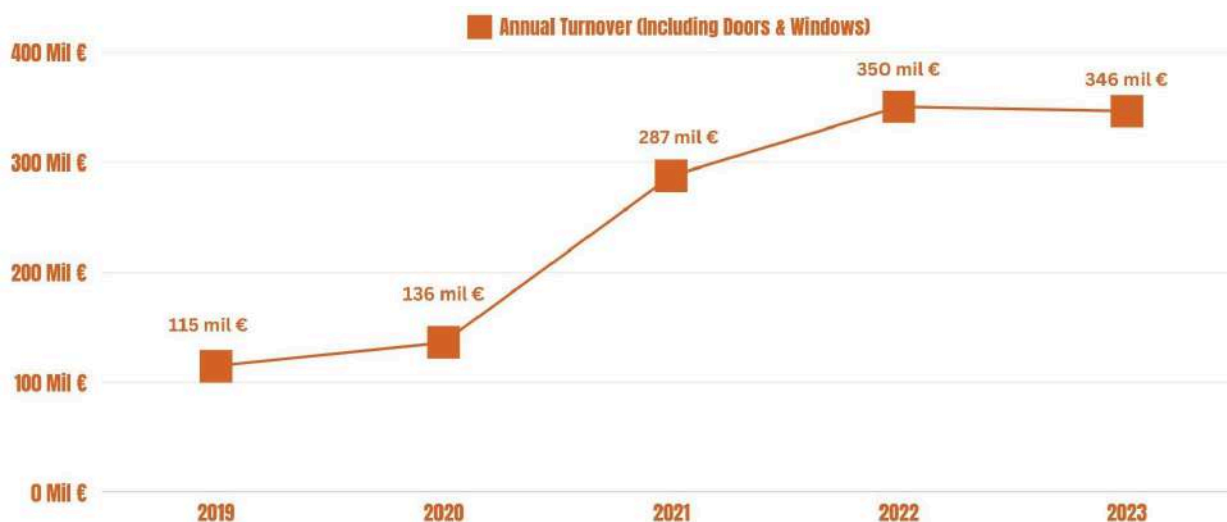


Figure 2: Annual turnover including doors & windows, **Data Source:** Tax Administration of Kosovo (TAK)

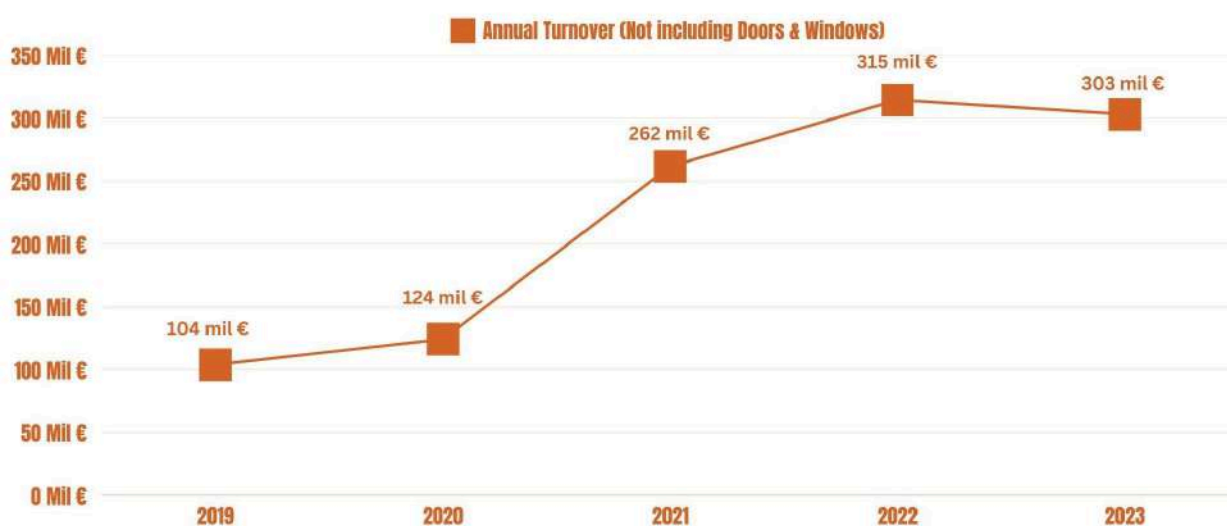


Figure 3: Annual turnover not including doors & windows, **Data Source:** Tax Administration of Kosovo (TAK)

The provided data in Figure 4. presents the annual turnover for different sub-sectors within the Wood Processing industry in Kosovo from 2021 to 2023. During this period this sector saw varied trends across different sub-activities. Although mattresses are categorized under mobile/furniture according to NACE codes, their significant impact on statistics warrants them being classified as a separate sub-category.

Other Wood Products displayed a steady increase, reaching €106 million by 2023. Furniture also saw continuous growth, with a notable rise to €82 million in 2023. Doors and Windows, while the lowest in turnover, showed a steady increase each year, ending at €43 million in 2023. This data highlights the dynamic nature of the wood processing industry and the varying demand across different product categories.

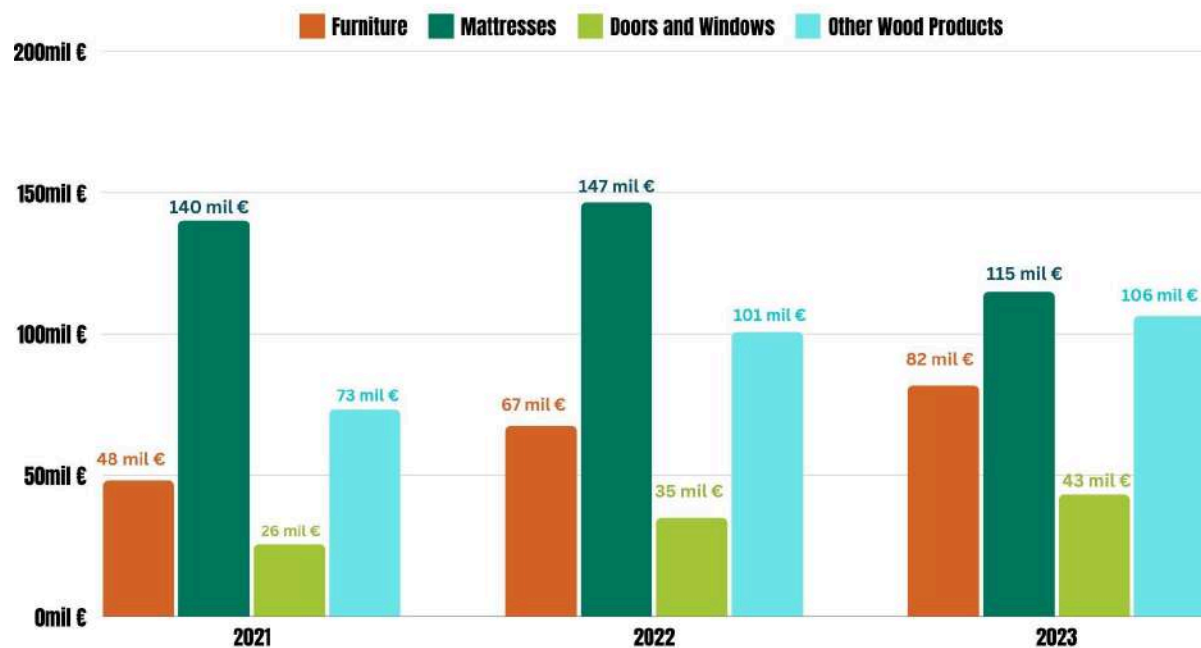


Figure 4: Annual turnover by top Wood Processing sub-activities Data Source: Tax Administration of Kosovo (TAK)

3.3. Detailed Employment Data in the Wood Processing Sector

From 2019 to 2022, the wood processing industry experienced steady growth in employment, more than doubling the workforce from 4,379 to 8,816 employees. This upward trend indicates an expanding industry, with significant annual increases especially notable in 2020 and 2021.

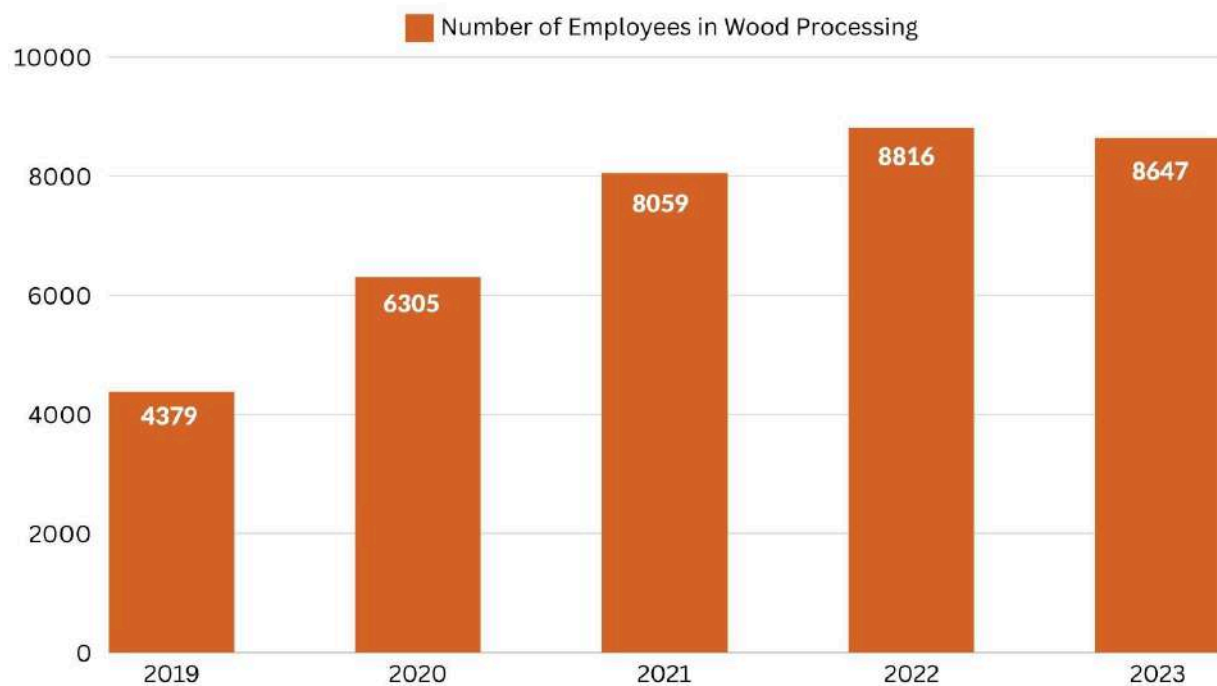


Figure 5: Number of Employees in Wood Processing Sector, Data Source: Tax Administration of Kosovo (TAK)

However, in 2023, there was a slight decline to 8,647 employees, suggesting a possible stabilization or slight contraction in the industry workforce. Despite this minor reduction, the overall employment numbers remain significantly higher compared to the initial figures from 2019.

Furthermore, in Figure 6. the wood processing sector in Kosovo experienced varied employment trends across its sub-sectors. These trends highlight the dynamic nature of the wood processing industry in Kosovo, with notable growth in furniture production and other wood products, steady increases in doors and windows, and significant declines in mattress production.

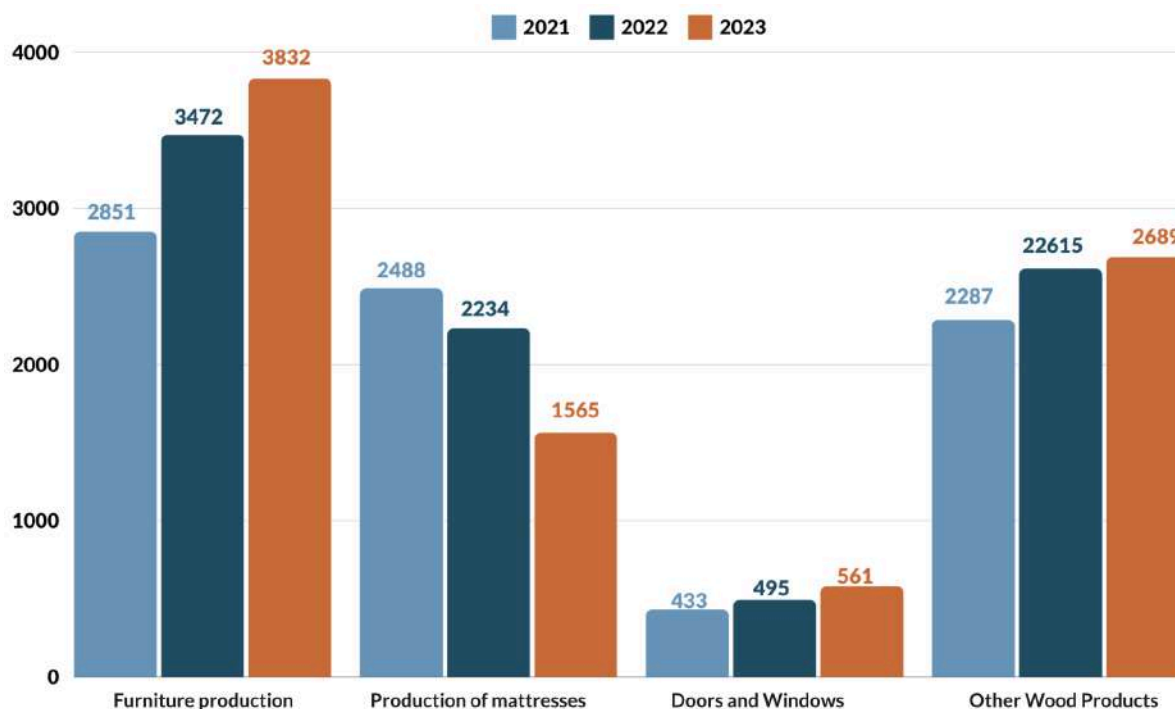


Figure 6: Number of Employees in Wood Processing Sector by subactivities, **Data Source:** Tax Administration of Kosovo (TAK)

As perceived in the data analysis, **Furniture production** saw consistent growth, increasing from 2,851 employees in 2021 to 3,832 in 2023, indicating a robust and expanding segment. Conversely, the **production of mattresses** experienced a significant decline, dropping from 2,488 employees in 2021 to 1,565 in 2023, reflecting potential challenges or shifts within this sub-sector. Employment in **doors and windows** steadily increased, from 433 in 2021 to 561 in 2023, suggesting rising demand or enhanced production capacity. The **other wood products** sub-sector also grew, albeit more modestly, with employee numbers rising from 2,287 in 2021 to 2,689 in 2023, indicating a stable and expanding market.

3.4. Average Salary and Top 5 Highest-Paying Activities in the Wood Processing Sector

The average salary in the Wood Processing 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 €281.
2. **2020:** The salary increased to €301, marking an increase of €20 or approximately 7.1%.

3. **2021:** The average salary further increased to €358, representing a substantial rise of €57 or about 18.9%.
4. **2022:** The salary continued to grow, reaching €394, an increase of €36 or roughly 10.1%.
5. **2023:** The average gross salary peaked at €410, indicating a further increase of €16 or approximately 4.1%.

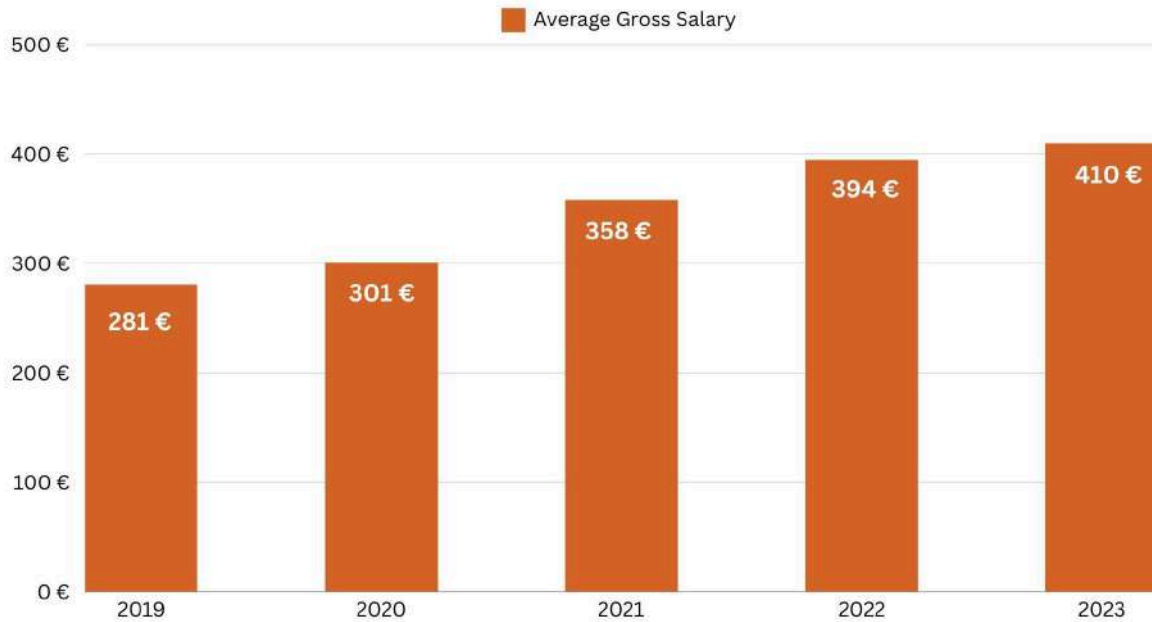


Figure 7: Average Gross Salary, **Data Source:** Tax Administration of Kosovo (TAK)

From 2019 to 2023, the average gross salary in the wood processing sector in Kosovo demonstrated a consistent upward trend. Starting at €281 in 2019, the salary increased steadily each year, reaching €410 by 2023. This represents an overall increase of €129 or about 45.9% over the five-year period. The most significant annual increase occurred between 2020 and 2021, where the salary jumped by €57, reflecting nearly a 19% rise. The consistent salary growth suggests positive economic conditions within the sector, contributing to improved compensation for employees over these years.

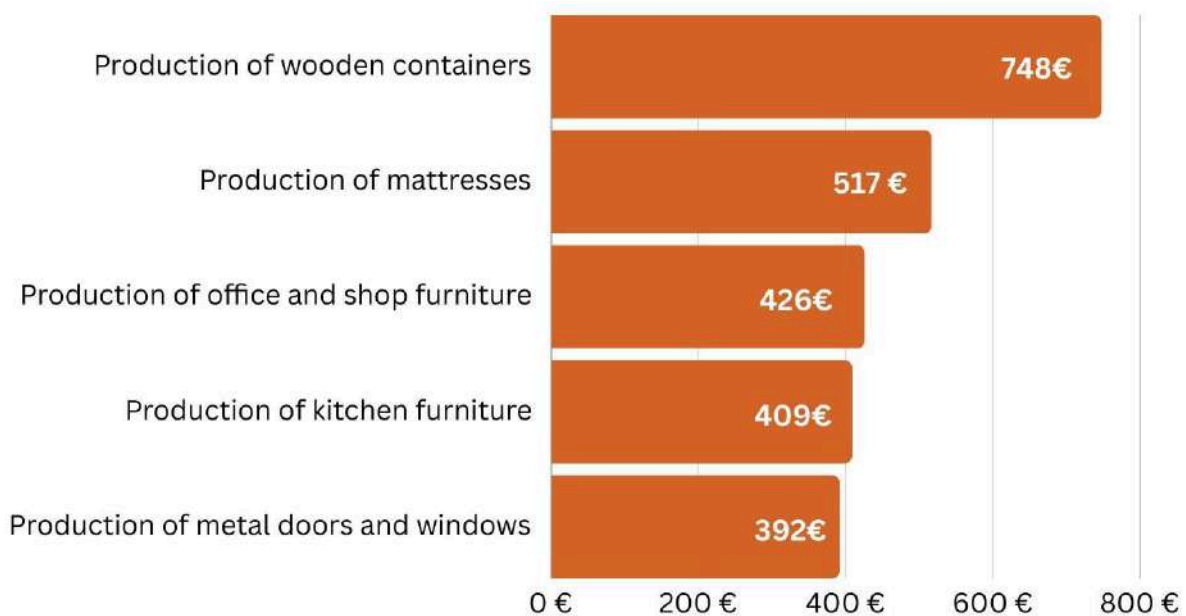


Figure 8: Top 5 activities with the highest average gross salary, **Data Source:** Tax Administration of Kosovo (TAK)

The bar chart in Figure 8. illustrates the average gross salaries for the top 5 subactivities within the wood processing sector, highlighting significant differences in compensation across various production areas.

1. **Production of Wooden Containers:**
 - **Average Gross Salary:** €748
 - This subactivity offers the highest average gross salary among the top 5, significantly higher than the others, indicating a high-value or specialized skill set required in this area.
2. **Production of Mattresses:**
 - **Average Gross Salary:** €517
 - Ranking second, the production of mattresses provides a substantial average salary, suggesting this subactivity is also valued highly within the sector, though it has faced declining employment numbers.
3. **Production of Office and Shop Furniture:**
 - **Average Gross Salary:** €426
 - This subactivity offers a moderate average gross salary, indicating steady demand and the need for a skilled workforce in crafting office and shop furniture.
4. **Production of Kitchen Furniture:**
 - **Average Gross Salary:** €409
 - Close behind the production of office furniture, this subactivity shows a slightly lower but still competitive salary, reflecting the consistent demand for kitchen furniture.
5. **Production of Metal Doors and Windows:**
 - **Average Gross Salary:** €392
 - While offering the lowest salary among the top 5, it still represents a significant average gross salary, emphasizing the importance of metal doors and windows in the wood processing industry.

3.5. Nine-Year Analysis of Wood Processing Sector Exports and Imports

The wood processing sector in Kosovo has undergone significant changes in its trade dynamics over the past nine years. The comparison of export and import data, with and without the inclusion of windows and doors production (TAK Nace Code 39252), reveals a compelling story for the sector. The provided data in Figure 9. and 10. compares in detail the export and import trends of Kosovo's wood processing sector within the 9-year period with and without the inclusion of doors and windows (NACE Code 39252).

3.5.1. Export and Import Trends Excluding Doors and Windows

- 2015-2019: Initial export values were lower, starting at €6 million in 2015 and growing to €23 million in 2019.
- Exports continued to grow from 2020, to 2021, peaking at €186 million in 2022 before declining to €161 million in 2023. This pattern indicates substantial growth in exports, primarily driven by the demand for mattresses.

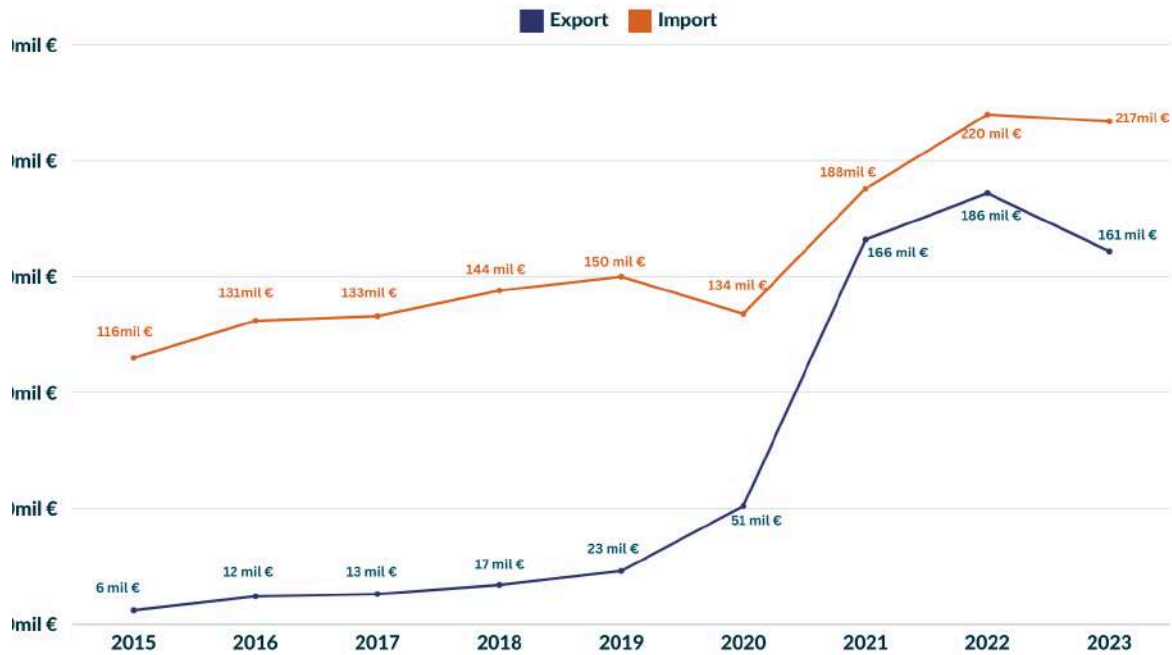


Figure 9: Export and Import in the Wood Processing Sector (Excluding Doors and Windows), Data Source: Kosovo Customs

3.5.2. Export and Import Trends Including Doors and Windows

- 2015-2019: Similar import trends were observed when including doors and windows, with values rising from €115 million in 2015 to €150 million in 2019. This indicates that the core import trends remain stable regardless of the inclusion of doors and windows.
- 2020: A slight decline in imports to €134 million was noted.
- 2021-2023: Imports increased, reaching €220 million in 2022, and slightly decreasing to €217 million in 2023.

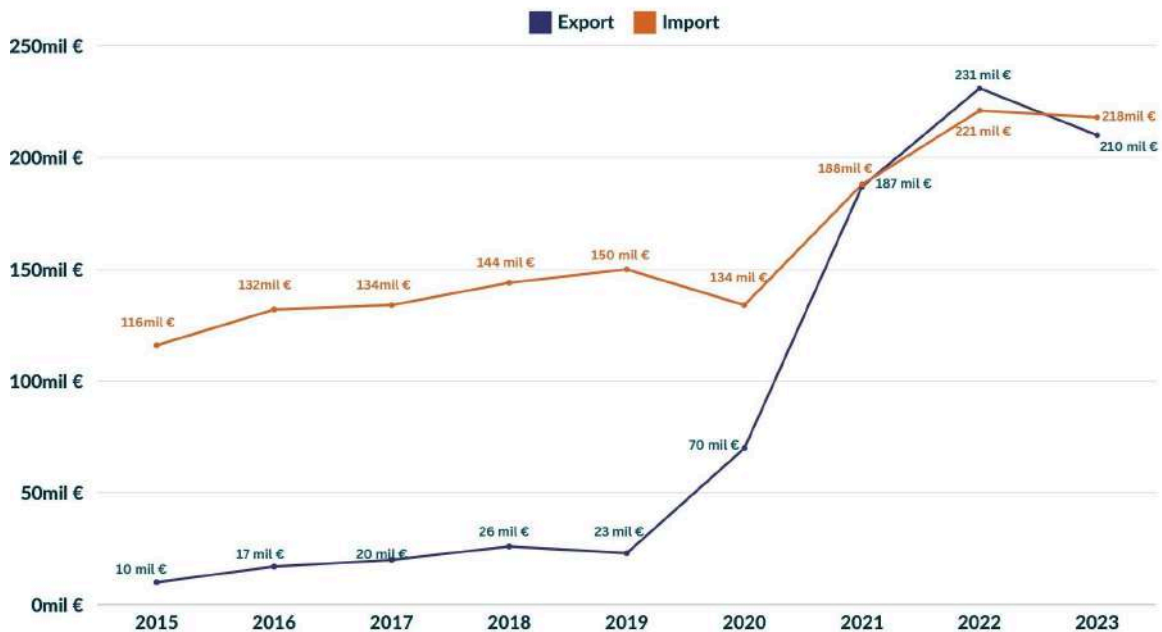


Figure 10: Export and Import in the Wood Processing Sector (Including Doors and Windows), Data Source: Kosovo Customs

3.5.3. Export and Import by Products for the years 2022, 2023, and 2024 (June 2024)

The analysis of export and import data for wood processing products over the years 2022, 2023, and 2024 reveals significant trends and shifts in market dynamics.

The chart in Figure 11. import values for different segments within the wood processing industry for the years 2022 and 2023, and the first half of 2024 (January to June). The segments include Furniture, Mattresses, Other Wood Products, and Doors and Windows. The export values are presented in euros (€) and thousands of euros (k €). The mattresses segment had the highest exports in 2022 and 2023.

The Furniture segment shows a fluctuating trend, peaking in 2023 and then declining in the first half of 2024. Other Wood Products and Doors and Windows have relatively lower revenues compared to the other segments.

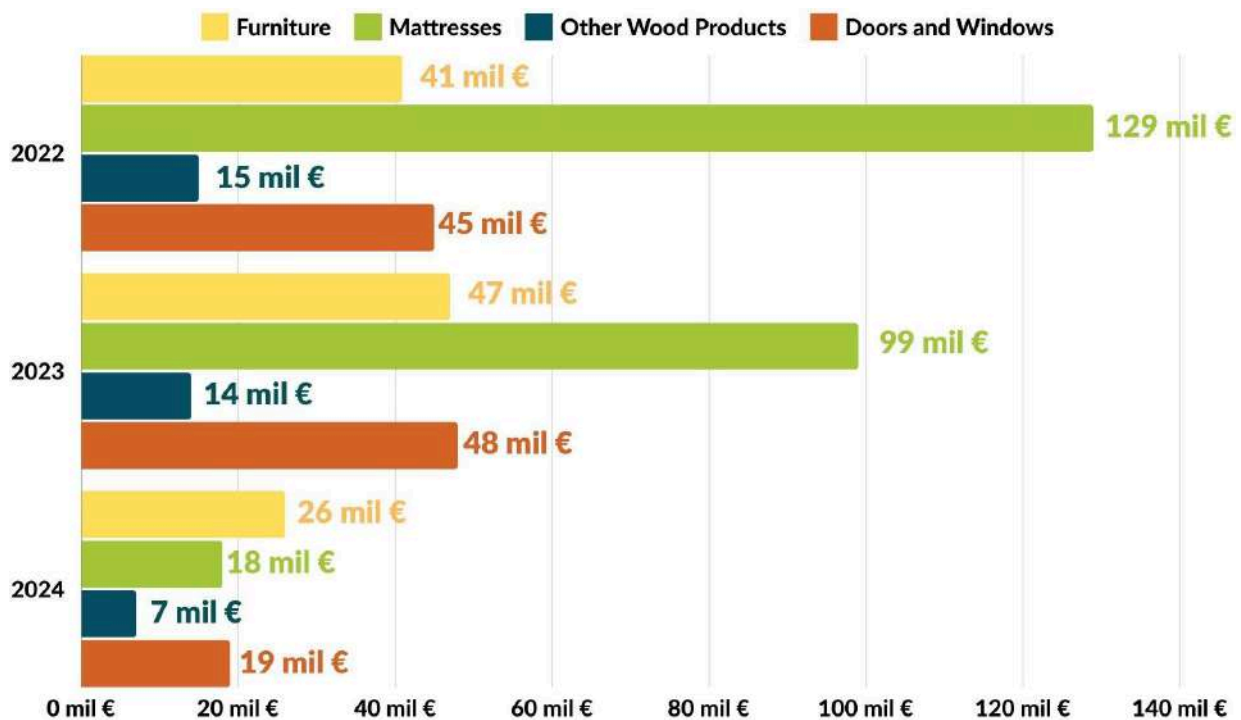


Figure 11: Export by product categories, Data Source: Kosovo Customs

The chart in Figure 12. import values for different segments within the wood processing industry for the years 2022 and 2023, and the first half of 2024 (January to June). The segments include Furniture, Other Wood Products, and Doors and Windows. In 2022, the Other Wood Products segment had the highest import value at 123 million €, followed by Furniture at 97 million €.

The Doors and Windows segment had a significantly lower import value of 390.91k €. In 2023, the trend remained similar with Other Wood Products leading at 117 million €, though slightly lower than the previous year. Furniture imports increased to 100 million €, while Doors and Windows saw a substantial increase to 750.52k €. The data for the first half of 2024 shows lower import values for all segments, as it only covers six months.

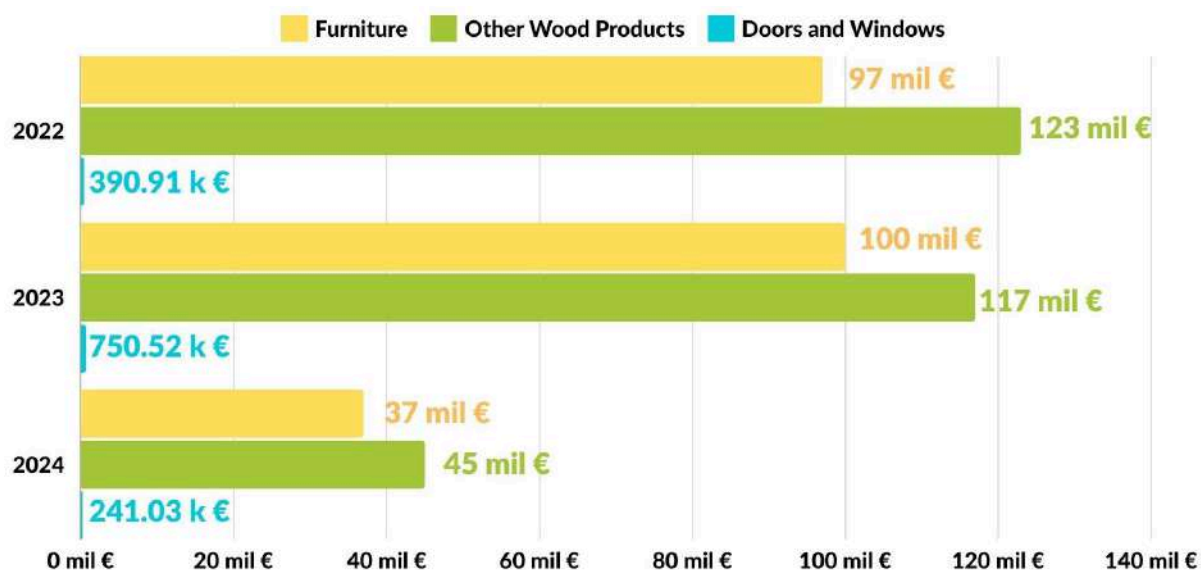


Figure 12: Export by product categories, Data Source: Kosovo Customs

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

The following analysis examines the export and import trends of wood processing products over the past 12 months. This period has seen significant fluctuations, influenced by various economic and market factors.

The data is categorised into two segments: exports and imports, with a particular focus on the impact of including and excluding the production of doors and windows. This comprehensive view will help in understanding the broader trends and specific impacts of these products on the overall trade dynamics.

- Export Analysis, Excluding Doors and Windows:** The export of wood processing products excluding doors and windows in Figure 14 shows a varied trend throughout the year. The highest export value recorded was in December at 17 million €, while the lowest was in January at 9 million €. Notable peaks also occurred in April (14 million €) and November (14 million €), indicating stronger market demands during these months.
- Export Analysis, Including Doors and Windows:** When including doors and windows, the export values significantly increase (See Figure 12.), indicating their substantial contribution to the overall export figures. The peak export value reached 21 million € in both September and October, demonstrating the high demand for these products during the autumn months.



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

Import Analysis Excluding Doors and Windows: The import of wood processing products excluding doors and windows in Figure 15. also shows notable fluctuations. The highest import value was recorded in July at 22 million €, while the lowest was in January at 12 million €. The data indicates a general upward trend in imports towards the middle of the year.

Import Analysis, Including Doors and Windows: Including doors and windows in the import data shows a higher overall import value (See Figure 15.), with a peak in June at 22 million €. This suggests that doors and windows are significant components of the import market, especially during the summer months.

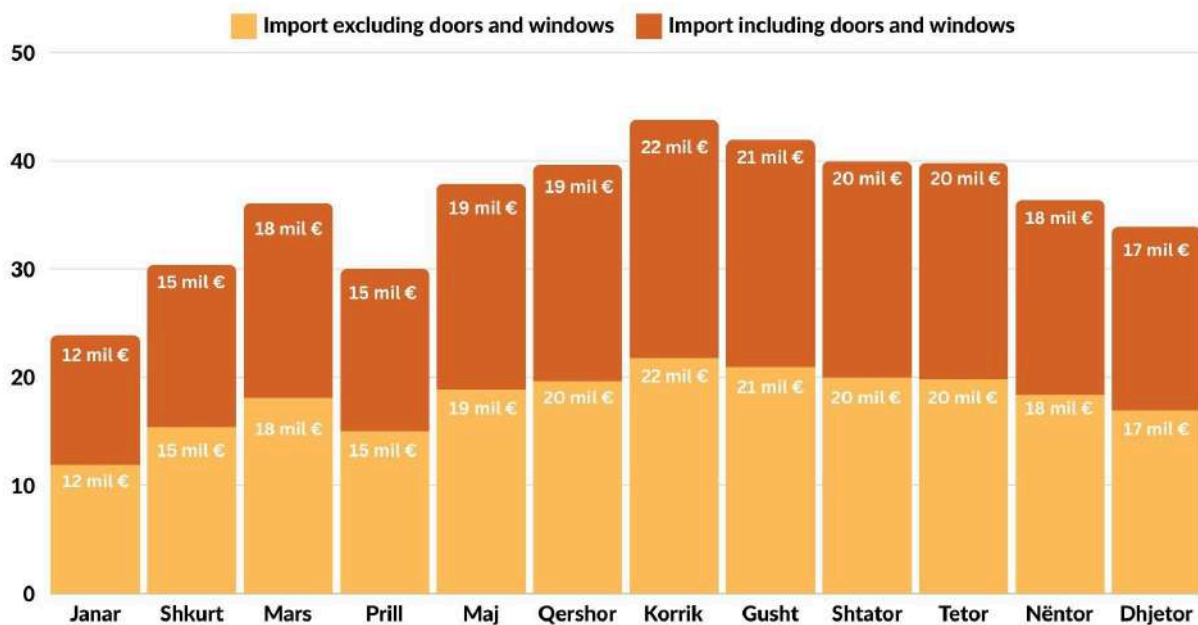


Figure 14: Import by month for 2023, Data Source: Kosovo Customs

In addition, Figure 15. presents a detailed breakdown of product categories for the past 12 months, highlighting the top four exported products: Furniture, Mattresses, Other Wood Products, and Doors and Windows. This detailed categorization provides a more insightful understanding of the export trends and the demand dynamics for these specific product groups.

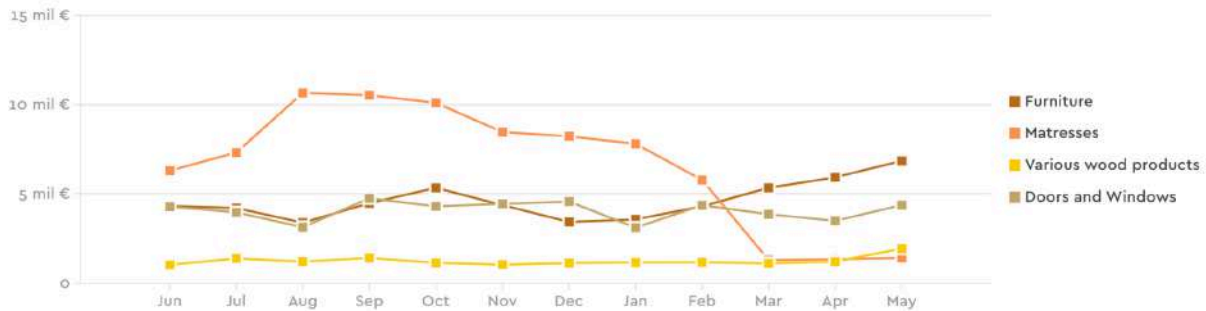


Figure 15: Products by category exported for the last 12 months, Data Source: Kosovo Customs

3.5.5. Top 5 Countries for Wood Processing Sector Exports and Imports of Services

The analysis of data from Kosovo Customs, the top 5 countries for Wood Processing sector exports and imports, reveals significant trade relationships that are crucial for Kosovo's Wood Processing 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 16, the top five exporting countries by value (€) and percentage (excluding Doors and Windows) are presented by Kosovo Customs as the data source. The USA stands out as the largest destination for Kosovo's wood processing exports, accounting for 55% of the total export value, with mattresses being the main product exported. Within the EU, Switzerland (15%) and Germany (14%) are also significant market destinations. While smaller, Albania (4%) and North Macedonia (3%) hold notable portions of the export value, ranking 4th and 5th respectively.

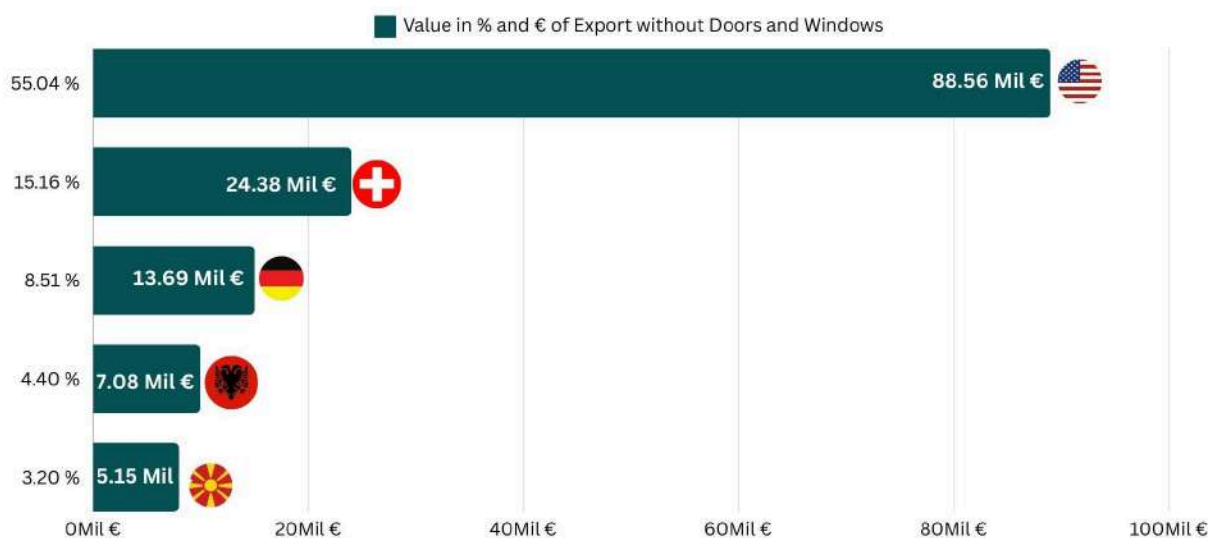


Figure 16: Top 5 exporting countries by € value and % (Excluding Doors and Windows) Data Source: Kosovo Customs

On the other hand, when including the production of Doors and Windows (See Figure 17.), the ranking of the top exporting countries remains unchanged. However, the export value in euros significantly

increases, particularly in EU countries, where the export value doubles with the inclusion of Doors and Windows production. This substantial increase highlights the importance of these products in the overall export portfolio.

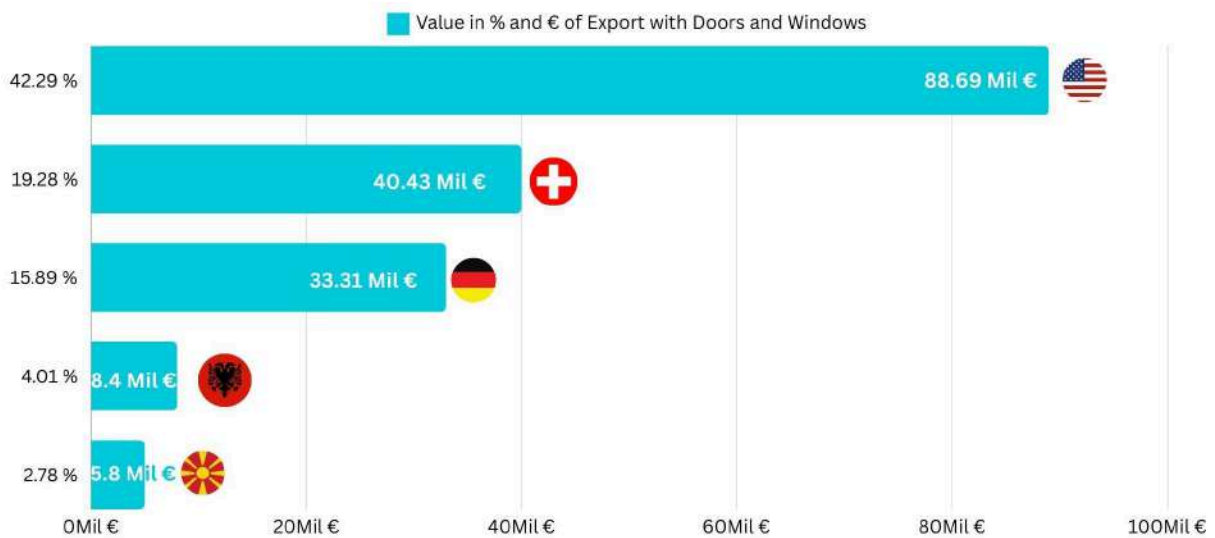


Figure 17: Top 5 exporting countries by € value and % (Including Doors and Windows) **Data Source:** Kosovo Customs

Moreover, the top source for Kosovo's wood production imports is Turkey, as shown in Figure 18., accounting for 29.37% of the total import value when excluding Doors and Windows production. The second largest source is China, with 20.30%. Within the EU, Montenegro (6.89%), Germany (6.56%), and Italy (3.2%) also contribute notable portions to the import value.

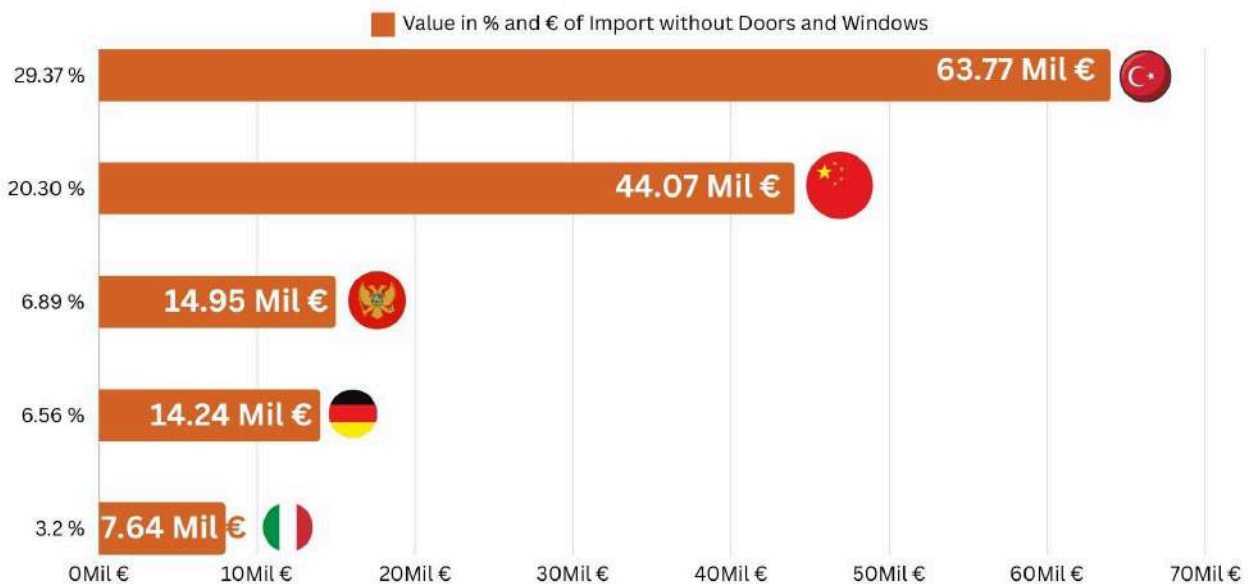


Figure 18: Top 5 importing countries by € value and % (Excluding Doors and Windows) **Data Source:** Kosovo Customs

On the other hand, when including the production of Doors and Windows (see Figure 17), the ranking of the top importing countries remains unchanged, with only a small difference in the value in euros. For more details, refer to Figure 19, with data sourced from Kosovo Customs.

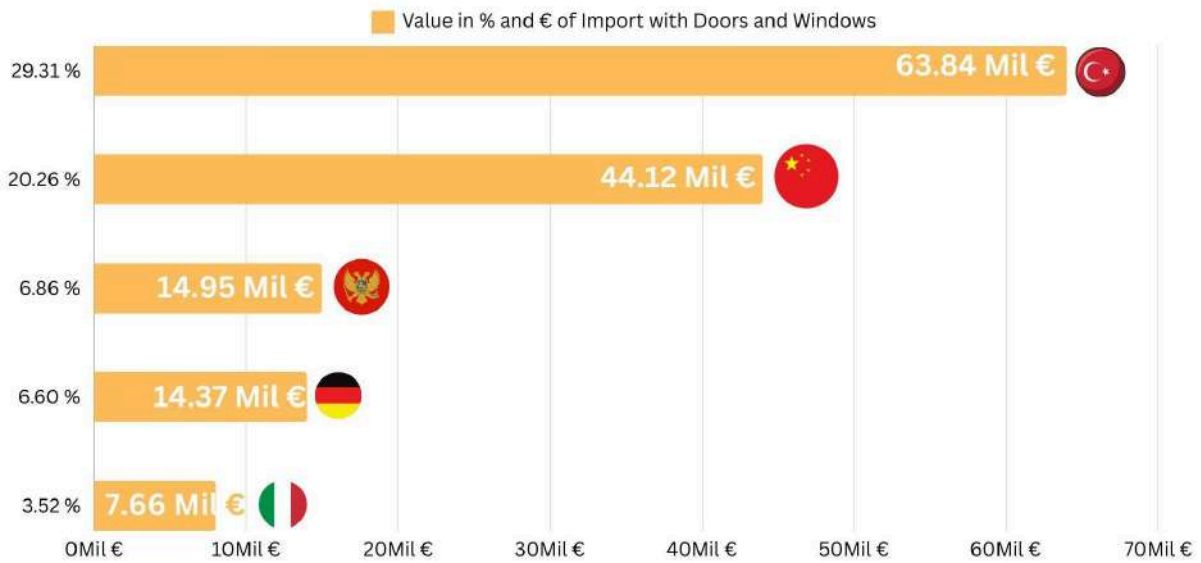


Figure 19: Top 5 importing countries by € value and % (Including Doors and Windows) Data Source: Kosovo Customs

3.5.6. Export of prefabricated/modular houses

The provided data in Figure 20. presents the export value of prefabricated/modular houses (Tarik Code 9406) from 2019 to 2023. Over the past five years, the export market for prefabricated/modular houses has shown remarkable growth. Starting at €833.84k in 2019, exports surged to €3.65 million in 2020 and continued rising to €5.95 million in 2021.

The peak occurred in 2022 with €8.82 million in exports, indicating strong global demand. However, 2023 saw a slight decline to €8.17 million, suggesting market stabilization or minor fluctuations. Despite this recent dip, the overall trend from 2019 to 2023 reflects significant growth, highlighting the increasing popularity of prefabricated housing.

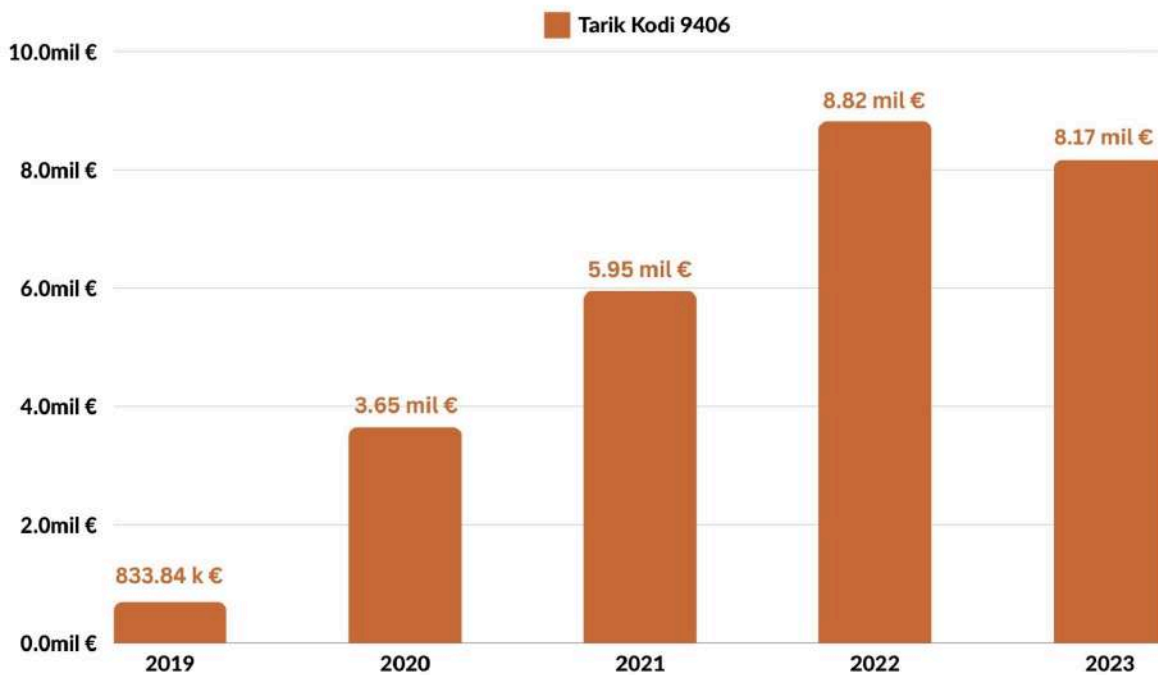


Figure 20: Top 5 importing countries by € value and % (Including Doors and Windows) Data Source: Kosovo Customs

3.6. Job announcements analysis from KosovaJob Portal

To gain a deeper understanding of the Wood Processing sector's demands, we analyzed additional market data. One valuable source was the KosovaJob job portal. We examined the job postings over the past four years to determine the number of job positions requested, along with the specific skills and titles sought by employers. This analysis aimed to identify trends in the Wood Processing job market, highlighting the most in-demand roles and the skill sets that are crucial for job seekers to possess. By scrutinizing this data, we aimed to provide insights into the evolving requirements of the Wood Processing 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 Wood Processing Sector?

The data from the KosovaJob portal reveals fluctuating demand in the Wood Processing sector, with a peak in 2022. Despite a decrease in 2023, the number of job positions remains substantially higher than in 2020, suggesting sustained demand for Wood Processing skills. This trend highlights the dynamic nature of the Wood Processing job market and underscores the importance of aligning skills and training with market needs to capitalize on employment opportunities.

However, it is important to note that job portals are not the primary recruitment channels in this sector. Recruitment often relies on personal connections, such as relatives and acquaintances of the owners or management, as well as staff recommendations, without a structured recruitment process. We will continue to monitor this source of information from KosovaJob to see if trends change and if this channel gains more significance in recruitment for this sector.

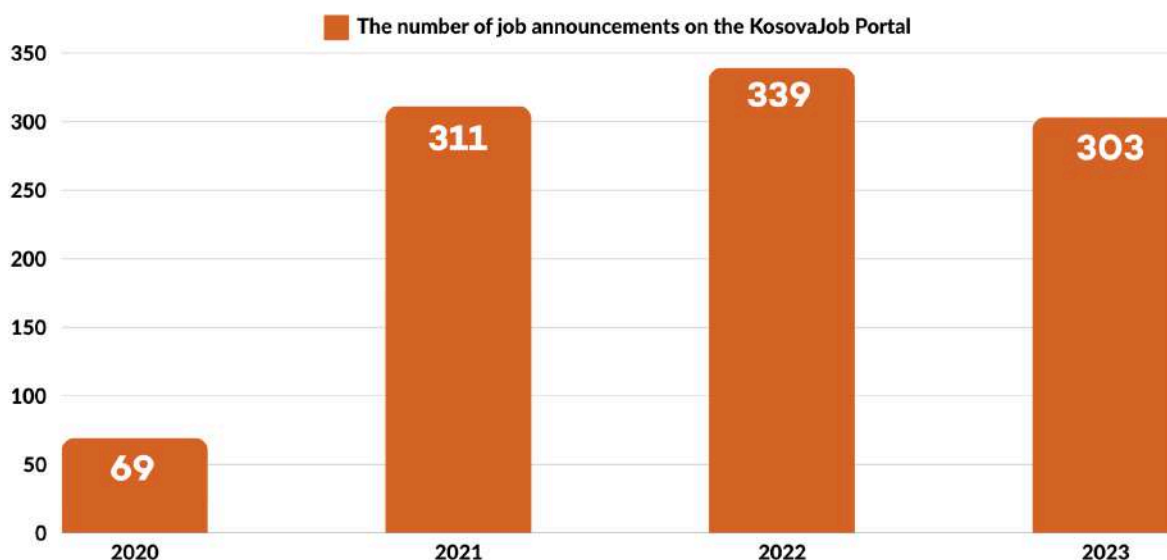


Figure 21: Number of job positions announced in total in the Wood Processing Sector, Data Source: KosovaJob

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

The table below provides a detailed breakdown of the top 10 most requested job positions according to the job portal KosovaJob. It is important to mention that during group discussions with the private

sector, they emphasized that the most requested position for 2023 was the assembler, which was not listed in the data swap meeting in December 2022. Therefore, even though job portals are not the main source of recruitment in this sector, this source reflects the real needs from the field for the most wanted profiles in the sector.

#	Job Title	Number
1.	Installer	91
2.	Repairmen	56
3.	Architect	26
4.	CNC Operator	23
5.	Production Employee	22
6.	Wood painter	19
7.	Maintenance	17
8.	Assistant Installer	13
9.	Production Operator	12
10.	Assistant in Carpentry	5

Table 2. Top 10 most requested 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 availability of employees, their skills, 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 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 Wood Processing sector is shown in Figure 22. It indicates a notable decline in student enrollment in the sector over the past two years, with a slight rebound in the most recent year.



Figure 22. The number of students enrolled in Public vocational secondary schools, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA"

Furthermore, in Figure 23. The number of students enrolled in Public vocational secondary schools by profiles the data suggests shifting interests among students towards Interior Design and Carpentry, with a declining trend in the Wood Processing sector.

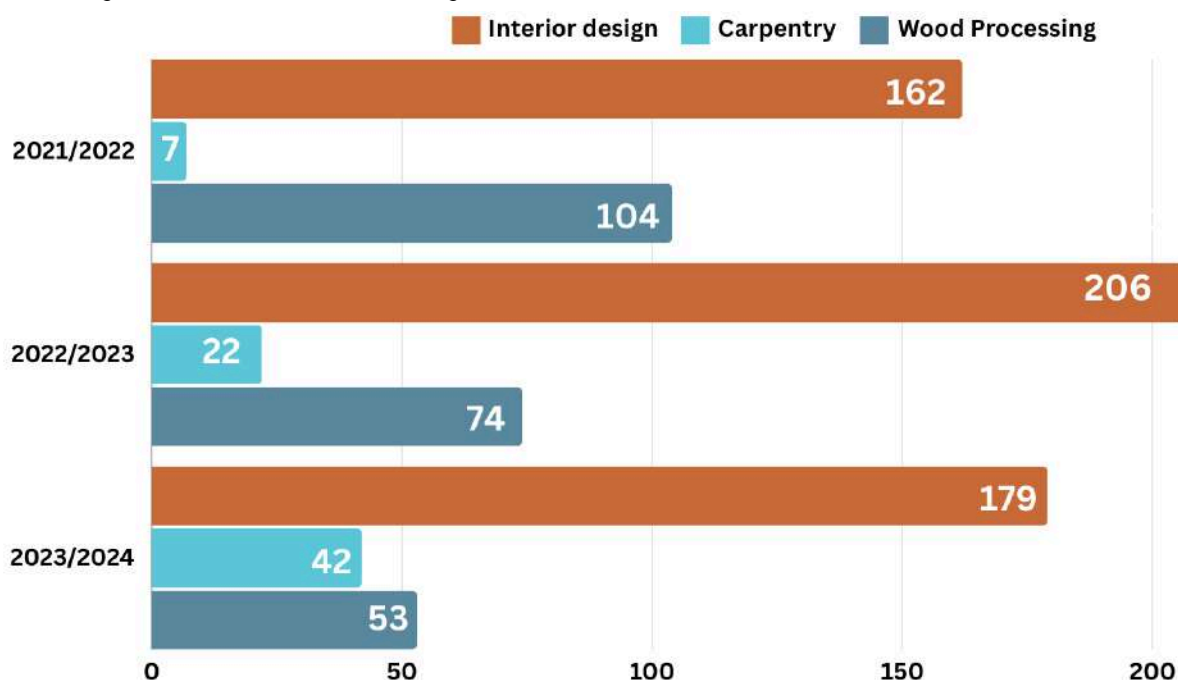


Figure 23. The number of students enrolled in Public vocational secondary schools by profile,
Data Source: Ministry of Education, Science, Technology Innovation, 2024 "SMIA"

4.2. Number of training providers in the Wood Processing sector and their status

The table below provides an overview of the number and accreditation status of training providers in the Wood Processing sector in Kosovo. It is categorized into public and private training institutions. Overall, combining both public and private sectors, there are 16 training centers in the Wood Processing sector, with only 2 being accredited.

Institution	Number of Institution	Accredited
Institution for Vocational Education and Training (IVET)	4	n/a
Center of competence	2	n/a
Vocational I Training Centres	5	0
Resources Centre	1	n/a
Total of Public Training Centres	12	0
Institution for Vocational Training (IVT) - Private	4	2
Total of Public and Private Training Centres	16	2

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

4.3. Percentage and number of distribution of training providers by municipality

The distribution of 16 training providers across various municipalities in Kosovo is visually represented in the chart in Figure 24. The capital, Prishtina, has the highest number with 3 centers, accounting for 18.8% of the total. Ferizaj, Gjilan, and Mitrovicë each follow with 2 centers. The remaining municipalities each have one center.

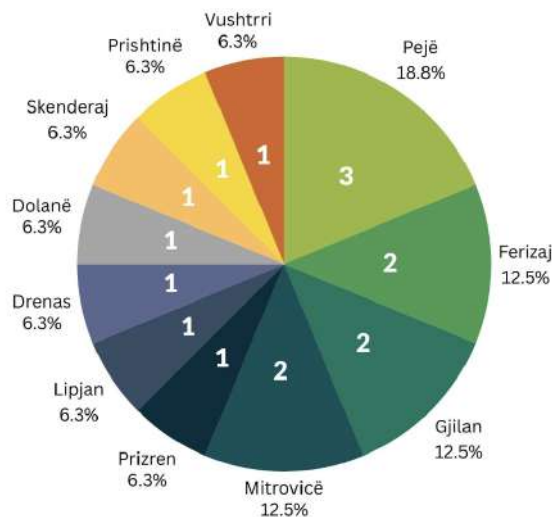


Figure 24: Percentage and number of training providers by the municipality, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

4.3. Profiles by number of private and public training providers

The data in Figure 25. illustrates the number of public and private training providers across different specializations in the wood processing and design sectors.

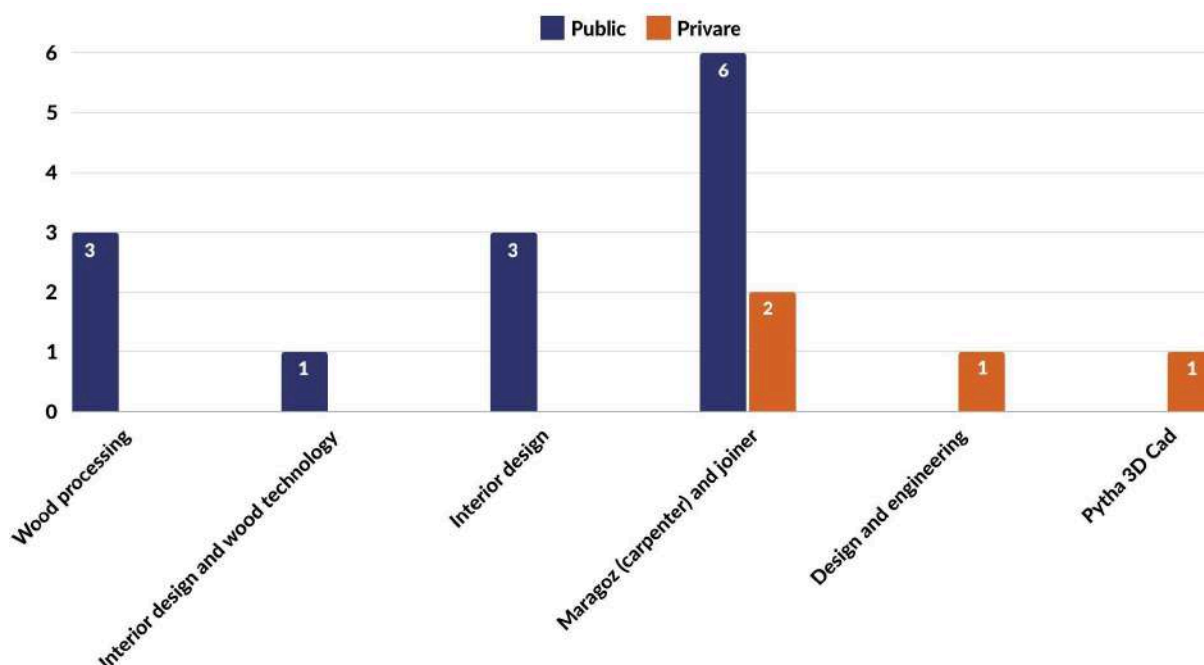


Figure 25: Profiles by number of private and public training providers, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training provider

4.4. Private and Public Vocational Education Institutions

In Table 3, a total of 16 private and public vocational education institutions in Kosovo are presented, categorized by municipality, educational profiles, and whether they are private or public institutions. This comprehensive overview provides insight into the distribution and specialization of vocational training providers across the region, highlighting the diverse educational opportunities available in both the public and private sectors.

Nr.	Institution	City	Profile	Private/ Public
1	SHFMU Zenel Hajdini	Ferizaj	1.Përpunimi i Drurit, 2.Dizajn enterieri dhe teknologji e drurit	Publik
2	SHMAP Adem Kastrati	Gjilan	Dizajn enterieri	Publik
3	SHMT Rifat Gjota	Pejë	Përpunimi i Drurit	Publik
4	SHMA Odhise Paskali	Pejë	Dizajn enterieri	Publik
5	QB Nëna Terezë	Mitrovicë	Marangoz (zdukthëtar) dhe mobilier	Publik
6	QK 11 Marsi	Prizren	Dizajn enterieri	Publik
7	QK Skënderaj	Skënderaj	Përpunimi i Drurit	Publik
8	QAP Mitrovica	Mitrovicë	Marangoz (zdukthëtar) dhe mobilier	Publik
9	QAP Peja	Pejë	Marangoz (zdukthëtar) dhe mobilier	Publik
10	QAP Ferizaj	Ferizaj	Marangoz (zdukthëtar) dhe mobilier	Publik
11	QAP Gjilan	Gjilan	Marangoz (zdukthëtar) dhe mobilier	Publik
12	QAP Dolane	Dolane	Marangoz (zdukthëtar) dhe mobilier	Publik
13	IAP Loni Dekor	Vushtrri	Dizajn dhe Inxhinieri 3D	Privat
14	IAP SHEHU ACADEMY	Drenas	Marangoz (zdukthëtar) dhe mobilier	Privat
15	IAP DEKORITI TC	Lipjan	Marangoz (zdukthëtar) dhe mobilier	Privat
16	IAP PNC	Prishtinë	PYTHA 3D CAD	Privat

Table 3. Private and public vocational education institutions, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

4.5. Occupational Standards and year of development

The professions of Carpenter and Joiner, as well as Interior Designers and Decorators, are the only two professional standards that were established in 2019 in Kosovo.

Profession standard	Year
Carpenter and joiner	2019
Interior designers and decorators	2019

Table 4. Profession standards and year of development, **Data Source:** Ministry of Education, Science, Technology Innovation, 2024 "SMIA" & interview with training providers

5. Additional insights, secondary source data

The report “Sector C” published in 2023 by the Ministry of Industry, Entrepreneurship and Trade, Production Industri emphasized that women employed in Sector C, Kosovo had the lowest rate of participation of women in production, taking into account some obstacles such as non-respect of labor contracts, which is still characterized by a high degree of informality and unfavorable working conditions, especially regarding the employment of women and youth. So far, according to data for the years 2015-2022, the participation of women in employment is very low, especially in the manufacturing sector. The slow trend of female employment has remained stable in the country but with promising data of positive employment growth by gender.

Furthermore, in Figure 26. From the same report, the participation of women employed in production in Kosovo shows an interesting insight into their participation. In 2015, women's participation in total employment was 22.6%. By 2022, this figure had increased to 27%, indicating a positive trend in overall women's employment. Moreover, In 2015, women's participation in manufacturing employment was 10.2%. By 2022, this had significantly increased to 17.5%, showing a marked improvement in women's involvement in the manufacturing sector.

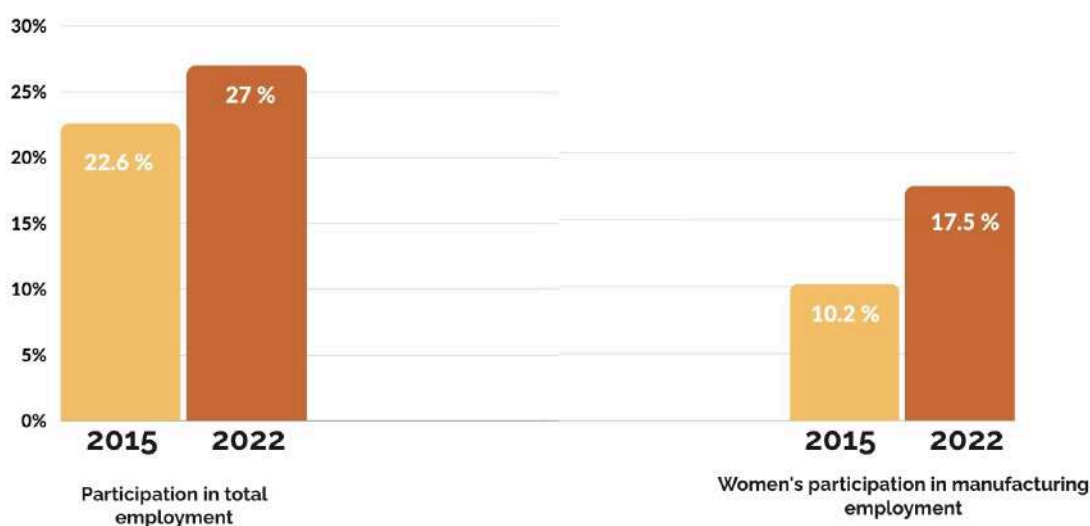


Figure 26. The participation of women employed in production in Kosovo, **Data Source:** The report “Sector C” published in 2023 by the Ministry of Industry, Entrepreneurship and Trade, Production Industry

According to the data from the Tax Administration Office, there is a noticeable gender pay gap in the processing industry (Sector C) in Kosovo. The average salary for men in this sector is 448 EUR, while women earn significantly less, with an average salary of 343 EUR. While we are not able to determine from this data set if this pay gap exists for the same job titles, it is an important issue to highlight and warrants further investigation.

Another report reviewed is the “Assessment of Skills Needs of the Furniture Sector in Kosovo” by EduTask, FEGO 2022. This mixed-methods assessment study, which includes survey data from 100 companies and interviews with six other stakeholders, aims to understand existing and future trends in the skills needs of the wooden furniture sector in Kosovo. The study identifies basic short-term training

needs that will inform training providers and companies, enabling them to structure workforce development in the sector effectively.

In response to the question, “Regular review of skills and training needs of workers,” 54.9% of participants indicated that they conduct reviews for some of their employees, 26.4% indicated that they conduct reviews for all employees, and 18.8% indicated that they do not conduct such reviews.

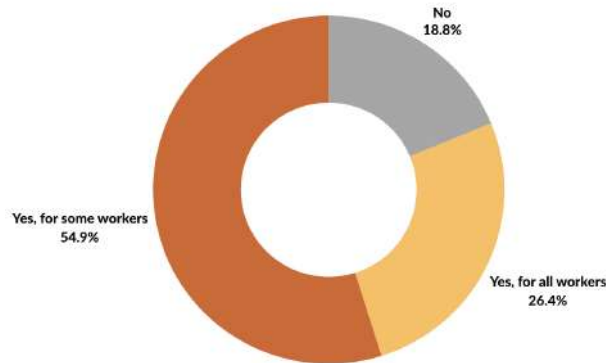


Figure 27. Regular review of skills and training needs of workers, **Data source:** Skill Needs Assessment of the Furniture Sector in Kosovo, EduTask, FEGO 2022

Regarding the question about the education required for production positions, 35% of respondents indicated Primary School education, 32% indicated High School education, 22% indicated vocational training, 8% indicated on-the-job training, and only 3% indicated a university education.

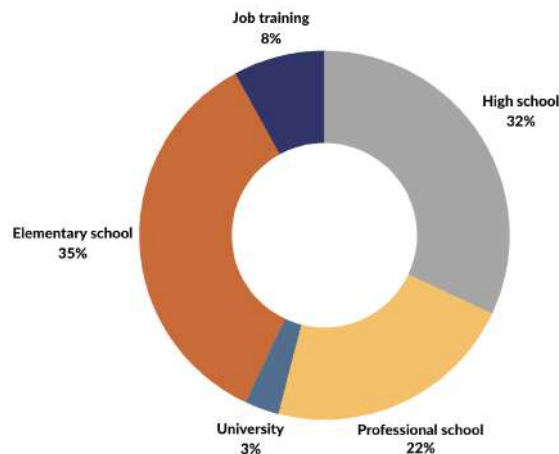


Figure 28. Education is required for production positions? **Data source:** Skill Needs Assessment of the Furniture Sector in Kosovo, EduTask, FEGO 2022

In response to the question “Positions that are difficult to fill” the top three positions identified were Machine Technicians (49%), Installers (39%), and Sawing Technicians (12%).

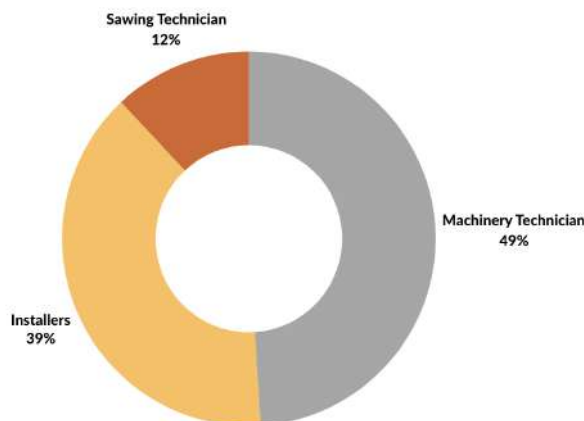


Figure 29. Positions that are difficult to fill? **Data source:** Skill Needs Assessment of the Furniture Sector in Kosovo, EduTask, FEGO 2022

The frequency of other skills needed in the future in Figure 30. highlights a significant demand for digital capacities, with the use of technology and CNC skills taking the first and second places. These are followed by skills in Marketing, Design, and Creativity.

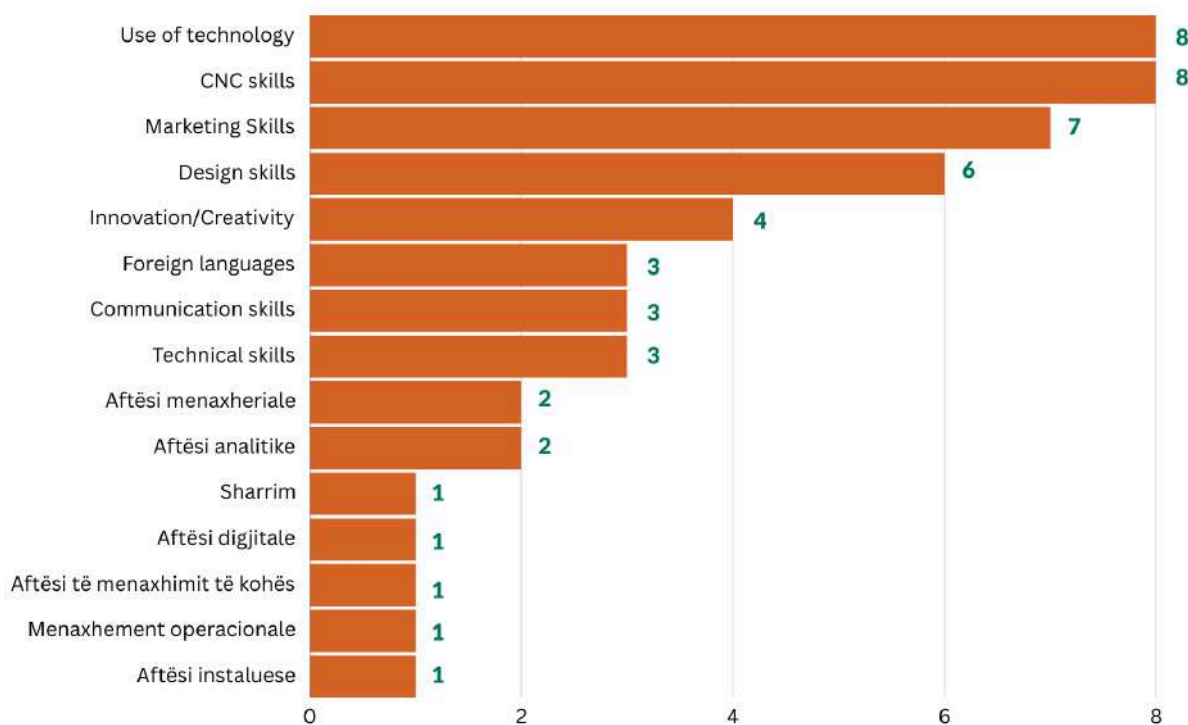


Figure 30. Frequency of other skills needed in the future, **Data source:** Skill Needs Assessment of the Furniture Sector in Kosovo, EduTask, FEGO 2022

“Digital capacities in the production sector in Kosovo”, a report by Riinvest University in 2022 surveyed 426 businesses in Kosovo, with the sectors of a) the production of rubber and plastic products; b) food processing; c) the production of furniture; and d) metal processing, where a total of 113 businesses were surveyed only from the Wood Sector. The objective is to improve the information of interested

parties regarding the disposal and use of IC and increase awareness of the gaps and potentials in the use of Wood Processing solutions for the digitization of business processes and transactions

Business areas in which companies have the highest lack of capacity are shown in Figure 31. These areas are shown for each industry: plastic industry, metal processing industry, wood processing industry, and food processing industry.

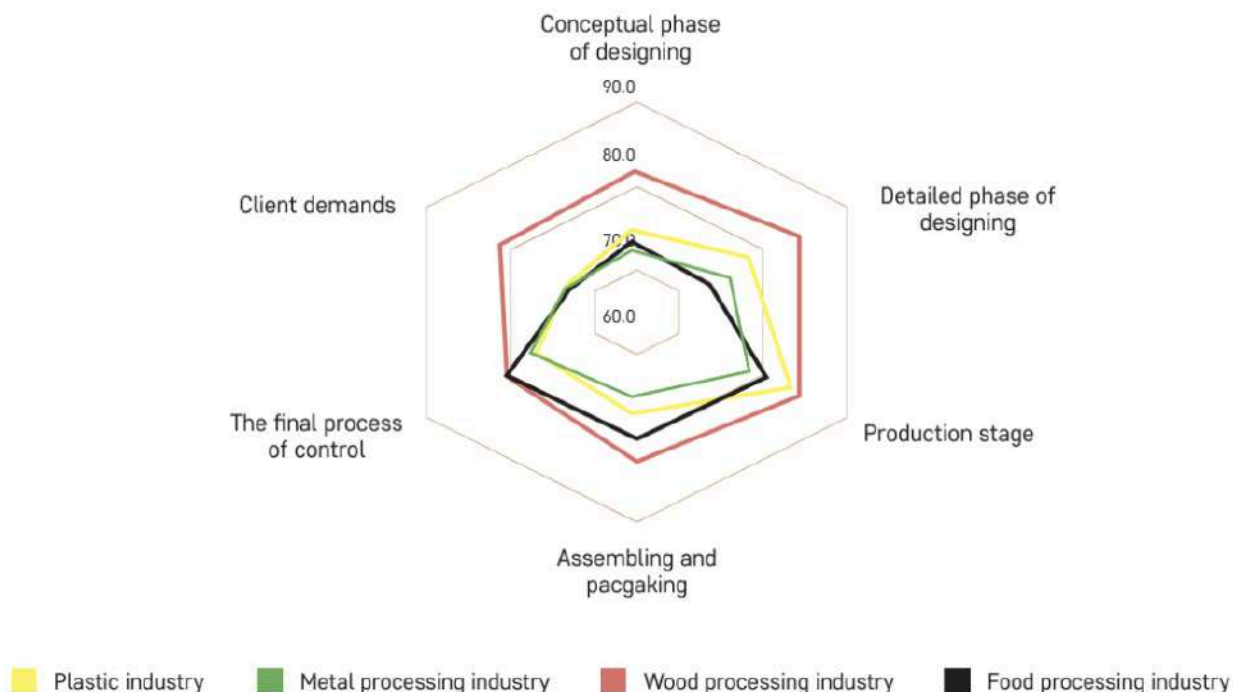


Figure 31. Business areas in which companies have the highest lack of capacity, 2022, Riinvest **Data source:** "Digital capacities in the production sector in Kosovo", Riinvest, 2022

In the report by Riinvest, "Digital Capacities in the Production Sector in Kosovo," published in 2022 several extracts from interviews with experts in certain areas were included. These insights provide valuable perspectives on the current state and future needs of digital capacities within the production sector.

Human resources and digitalization

- "The lack of skilled workers remains an urgent issue in the private sector. Digitization of processes and transactions in businesses must go alongside specialized training activities for workers."
- "The current human resources working in businesses only meet the basic needs of businesses for digitalization, (eg finance, administration and communication, etc.) If businesses require higher digitalization, they should increase their human resource capacities."
- "The process of digitalization in businesses, as a main part, should include the training of workers in the use of computerized equipment and related technologies."
- "There is a significant shortage of professionals in this area, both for installing and using software. Businesses are starting to develop programs to train their staff, but the very high cost of this can have negative effects."

Level of digitalization in the production sector

- "The manufacturing sector in general increased its awareness of digitization after the Covid-19 pandemic, gradually overcoming their skepticism influenced by traditional approaches.
- "While internet penetration remains high, the same is not true with the digitization of their manufacturing operations and other business transactions. In addition, there is little information about the level of digitization of businesses. Perhaps this study is the first of its kind in Kosovo. ."
- "Although there is a clear improvement in the banking and insurance industries, there is stagnation in the manufacturing sector. During the pandemic, the perception of businesses on digitization has changed slightly as businesses had to adapt to the new circumstances."
- "There is a new mindset after the pandemic about digitization, but the level of digitization still remains low. This may be due to informality and the fact that the general business environment is not supportive of digitizing their business processes. The level of digitization in the field of finance and communication is better, while in general businesses are not yet ready for digitization".
- "I think there is a growing demand from businesses for digitization, especially after the pandemic. But the level is very low."
- "In the area of electronic sales, we have many challenges, I think that only about 1% of businesses in Kosovo make sales through electronic platforms."

How to improve the level of digitalization in Kosovo?

- "Businesses must use digitization in two directions: (1) digitization of online sales, customer communication, and social media, and (ii) digitization of internal processes, information processing and computerization of their production operations and equipment."
- "Management must raise awareness of the importance of digitizing financial transactions."
- "The manufacturing sector generally lacks the knowledge and capacity to identify digitization needs."
- "As a business owner, I consider that we need a better connection between middle management and the information that comes out of the production process. Also, in Kosovo, there is a lack of capacity to provide services for the digitization of production processes."
- "Businesses need new modern machines, for raising internal capacities, but most importantly for increasing awareness of the importance of digitization for increasing competitive capacities".

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 exploring 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; and 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 5. 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	Insufficient government support
8	Fear of losing social assistance
9	Limited transportation options
10	Dependences on remittances

Table 6. 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	Mismatch between professional training and the needs of the minority
4	Declining interest in professional education
5	Difference in participation rates between minority groups
6	Limited transportation options

Table 7. 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 Wood Processing, Agribusiness, and Wood Processing and 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 such discussion, additional conclusions and recommendations were proposed as follows:

- The data presented serve to open the discussion and contribute to informed decision-making, especially when it comes to government policies and measures.
- Data and analysis of the labor force gap, the growth and decline of specific industry sectors, and their impact on employment should serve and help determine the need for appropriate policies and measures in the field of education and economic development.
- The data presented on the gender gap in wages and the lack of specialized women in the woodworking sector highlight the need for equal gender policies and measures to encourage their participation and advancement in the sector.
- The profile "Senior Operational Officer" has been commented as not relevant and recommended to be deleted from the list of profiles.
- Profiles such as "CNC Operation", "CNC Programming", and "Machinery Technician" are rated as important and in demand in the labor market. Other discussions have addressed updating the Occupational Standard of Carpentry and developing an Occupational Standard for Furniture, highlighting the need for a revised classification of occupations and skills to meet current labor market needs.
- During the group discussions, the lack of the "Upholstery" profile was mentioned and it was commented on whether it is possible to integrate this profile, as an additional module in the Furniture profile, but due to the differences in working with sewing machines, it should be analyzed with be careful with this proposal.

Annex 1. List of profiles by private and public providers in the Wood 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	SHFMU Zenel Hajdini	Ferizaj	Publik	Përpunimi i Drurit
2	SHFMU Zenel Hajdini	Ferizaj	Publik	Dizajn enterieri dhe teknologji e drurit
3	SHMAP Adem Kastrati	Gjilan	Publik	Dizajn enterieri
4	SHMT Rifat Gjota	Pejë	Publik	Përpunimi i Drurit
5	SHMA Odhise Paskali	Pejë	Publik	Dizajn enterieri
6	QB Nëna Terezë	Mitrovicë	Publik	Marangoz (zdukthëtar) dhe mobilier
7	QK 11 Marsi	Prizren	Publik	Dizajn enterieri
8	QK Skënderaj	Skënderaj	Publik	Përpunimi i Drurit
9	IAP SHEHU ACADEMY	Drenas	Privat	Marangoz (zdukthëtar) dhe mobilier
10	IAP DEKORITI TC	Lipjan	Privat	Marangoz (zdukthëtar) dhe mobilier
11	PNC	Prishtinë	Privat	PYTHA 3D CAD
12	QAP Mitrovica	Mitrovicë	Publik	Marangoz (zdukthëtar) dhe mobilier
13	QAP Peja	Pejë	Publik	Marangoz (zdukthëtar) dhe mobilier
14	QAP Ferizaj	Ferizaj	Publik	Marangoz (zdukthëtar) dhe mobilier
15	QAP Gjilan	Gjilan	Publik	Marangoz (zdukthëtar) dhe mobilier
16	QAP Dolane	Dolane	Publik	Marangoz (zdukthëtar) dhe mobilier
17	Loni Dekor	Vushtrri	Privat	Dizajn dhe Inxhinieri 3D

REFERENCES

Administrata Tatimore e Kosovës (ATK) Prill 2024

Agjencioni i Statistikave të Kosovës (ASK) Shtator 2022

Autoriteti Kombëtar i Kualifikimeve. (2019). Lista e Standardeve të Aprovuara.

<https://akkks.rks-gov.net/Documents?idType=1018>.

Dogana e Kosovës. (2023). *Open Data - Bilanci Tregtar*. Open DATA Export 2019 - 2023.

<https://dogana.rks-gov.net/OpenData/Index?id=4>.

Dogana e Kosovës. (2023). *Open Data - Bilanci Tregtar*. Open DATA Import 2019 - 2023.

<https://dogana.rks-gov.net/OpenData/Index?id=4>.

Edutask (2022). *Vlerësimi i nevojave të aftësive të sektorit të mobiljeve në Kosovë*. The Fostering Employment and Growth Opportunities (FEGO).

<https://fego-kosovo.org/wp-content/uploads/2023/02/FEGO-Vleresimi-i-nevojave-te-aftesive-te-sektorit-te-mobiljeve-ne-Kosove.pdf>.

Hashani, A., Mustafa, M., Vokri, V., Beqiri, G., Mahmuti, H. and Damoni, A. (2022). *DIGITAL CAPACITIES IN THE MANUFACTURING SECTOR IN KOSOVO*. <https://www.riinvestinstitute.org/>.

RIINVEST Institute.

<https://www.riinvestinstitute.org/uploads/files/2022/November/07/11667816562.pdf>

Kosova Job. (2023). Kosova Job. <https://kosovajob.com/>.

Ministria e Arsimit Shkencës Teknologjisë dhe Inovacionit - MASHTI (2024) "Sistemi i Menaxhimit të Informacionit të Arsimit - SMIA" & Intervista e ofrues të trajnimeve

Ministria e Industrisë, Ndërmarrësisë, dhe Tregtisë (MINT) 2022 "Sektori C – Industria përpunuese". [1F3FA578-2F78-4943-95A0-BF0241DDDB72.pdf \(rks-gov.net\)](https://rks-gov.net/1F3FA578-2F78-4943-95A0-BF0241DDDB72.pdf)

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.

