













## Stability Pact for SEE - VET Matrix National Policies

	Authority responsible for VET ("MoES" for Ministry of Education and Sport/Sciences; "MoLSA" for Ministry of Labour and Social Affairs)	National VET Agency and Advisory body	VET Database	VET Centres and Schools	Career Advisory and Guidance	VET Training System	Enrolment in VET (in % of students in secondary education in 2002/2003; sources: ETF, local Agencies for Employment, Statistical Offices, World Bank, UNESCO)	Link between VET and employment Sources: local Statistical and Employment Agencies, ETF, World Bank, UNESCO (2005)
<b>SP countries</b>								
	1) Ministry of Education and Sciences, Ministria e Arsimit dhe Shkencës, Tirana. Website: <a href="http://www.mash.gov.al/">http://www.mash.gov.al/</a> 2) Ministry of Labour and Social Affairs, Ministria e Punës dhe Çështjeve Sociale, Tirana. Website: <a href="http://www.mpcs.gov.al/">http://www.mpcs.gov.al/</a> 3) Institute for Curricula and Standards (under the MoES), Tirana	1) National VET Agency - recently established by Decision of the Ministers' Council (Decision Nr. 273, 10/05/2006) 2) National VET Council (advisory body)	Available on request (in local and english language)	40 TVET schools, 9 VET Public Centres	Hardly developed; at the end of compulsory education, a huge number of students is insufficiently informed about career possibilities.  A few VET schools publish booklets (brochures), but it is still on a very low level.	VET with practical elements mainly in the schools	15% (2002-2003) 20% (2005-2006)	1) The Employment Agency is involved in the continuing vocational training of adults only (Sherbimi Kombëtar i Punësimit - website: <a href="http://www.shkp.net.al/">http://www.shkp.net.al/</a> ), not in initial VET 2) The total employment rate reached 48% (67% for men and 40% for women), while the unemployment rate amounted to 23% (19% for men and 28% for women) and the youth unemployment rate to 36% 3) The high degree of specialisation of VET has become outdated with respect to the labour market needs, a "streamlining" was also recommended by the EC in Albania's Country Strategy Paper 2002-2006 4) Agriculture remains the main sector employing 50.5% of the total number of the employed population. Job opportunities and sustained economic growth are assessed for exploiting opportunities for development in sectors such as agriculture and tourism.
	1) No central state authority; Education strongly decentralized between two entities: MoES (Federation of BiH, and Republic of Srpska), 10 cantons' MoES (inside Federation BiH), and Brcko District administration (details below) 2) One central VET office is responsible for VET for the whole State: EU VET Programme / Program EU za Strucno obrazovanje i obuku, Sarajevo office. Website: <a href="http://www.euvet.org/en/05-07default.asp">http://www.euvet.org/en/05-07default.asp</a>	Non-existence of a State institution/agency to centralise VET data and policy, except for the EU VET Programme / Program EU za Strucno obrazovanje i obuku, Sarajevo.  Website: <a href="http://www.euvet.org/en/05-07default.asp">http://www.euvet.org/en/05-07default.asp</a>	Available on request (in local and english language)	206 VET schools (1+2+3). Among them, currently 78 VET schools are applying the new EU VET Curriculums.	1) Both School pedagogues-psychologists and Employment agency psychologists are working as career advisors. However, not all VET schools have pedagogues-psychologists and Employment agencies' advisors are still scattered. 2) External: EU-funded project of the NGO "Promente" created website that provides information about careers. Website: <a href="http://www.mojezanimanje.com">http://www.mojezanimanje.com</a>	ibid	76% (2004-2005)	1) There is one central umbrella institution "Labour and Employment Agency" at state level (Agencija za Rad i zaposljavanje BiH, website: <a href="http://www.agenrzbh.gov.ba/">http://www.agenrzbh.gov.ba/</a> ) - There are also 3 decentralised Employment Agencies inside the country: 2 entities' and 1 district Employment Agencies (contact details below) that cooperate with the central Agency, by information exchange about the unemployed and the structure of VET careers 2) VET is an agreed priority of Bosnian and Herzegovinian authorities in the Education Reform Agenda "A message to the people of Bosnia and Herzegovina". Complementary to this document the Poverty Reduction Strategy Paper was signed by the Council of Ministers, which defines "VET as a key link in the chain of development strategy and poverty reduction in BiH, while accelerating EU integration" 3) Currently, the official unemployment rate reached 40%, while the unofficial one reached more than 60%. This rate varies only slightly between the 2 entities and the Brcko district.
1. Federation of Bosnia and Herzegovina	1) Federal Ministry of Education and Sciences, Federalno Ministarstvo Obrazovanja i Nauke, Mostar. Website: <a href="http://www.fmon.gov.ba/">http://www.fmon.gov.ba/</a> 2) Ten cantonal Ministries of Education and Sciences / Kantonalna Ministarstva Obrazovanja: K1 Bihac - <a href="http://www.vladausk.mapabih.com">http://www.vladausk.mapabih.com</a> , K2 Orasje, K3 Tuzla - <a href="http://www.vladatk.kim.ba/">http://www.vladatk.kim.ba/</a> , K4 Zenica - <a href="http://www.zdk.ba">http://www.zdk.ba</a> , K5 Gorazde - <a href="http://www.bpkgo.ba/">http://www.bpkgo.ba/</a> , K6 Travnik, K7 Mostar - <a href="http://www.mpzks-hnzk.gov.ba/">http://www.mpzks-hnzk.gov.ba/</a> , K8 Siroki Brijeg - <a href="http://www.minpro-zzh.gov.ba/">http://www.minpro-zzh.gov.ba/</a> , K9 Sarajevo - <a href="http://www.monks.ba">http://www.monks.ba</a> , K10 Livno 3) Federal Ministry of Labour and Social Policy, Federalno Ministarstvo Rada i Socijalne Politike, Sarajevo. Website: <a href="http://www.fbihviada.gov.ba/">http://www.fbihviada.gov.ba/</a>	ibid	ibid	134 VET schools. Among them, currently 57 VET schools are applying the new EU VET Curriculums.	1) In the schools: professors and school pedagogues-psychologists, 2) The Federal Employment Services take part in the preparing and publishing of printed guides for VET careers	ibid	n.a.	1) There is one central Employment Service in the Federation BiH (Federalni Zavod za Zaposljavanje - website: <a href="http://www.fzzz.ba">http://www.fzzz.ba</a> ), connecting 10 cantonal employment agencies (K1 - Bihac, K2 - Orasje, K3 - Tuzla - <a href="http://www.biorada.ba">http://www.biorada.ba</a> , K4 - Zenica, K5 - Gorazde, K6 - Travnik, K7 - Mostar, K8 - Grude, K9 - Sarajevo - <a href="http://www.juszks.com.ba">http://www.juszks.com.ba</a> , K10 - Livno) 2) The link between VET and employment is low. There is still a huge lack of information about job opportunities and structure of youth unemployment. According to last indicators, the total employment rate reached 24% 3) During 2003-2004, the EU-VET programme launched a labour market study in the Federation of BiH. On the same occasion, several Employment Service agents were trained. Since 2004, the Employment Service finances and co-ordinates labour market studies.
2. Republic Srpska (Bosnia and Herzegovina)	1) Ministry of Education and Culture, Ministarstvo Prosvjete i Kulture, Banja Luka. Website: <a href="http://www.vladars.net/mini/mp.html">http://www.vladars.net/mini/mp.html</a> 2) Ministry of Labour and Veterans, Ministarstvo Rada i Boracko-invalidske Zastite, Banja Luka. Website: <a href="http://www.vladars.net/">http://www.vladars.net/</a>	ibid	ibid	69 VET schools; no VET Centres. Among them, currently 20 VET schools are applying the new EU VET Curriculums.	1) In the schools: professors and school pedagogues-psychologists, 2) The Employment Agencies provide information about the figures and structure of the unemployed	ibid	n.a.	1) There is one central Employment Agency (Zavod za zaposljavanje Republike Srpske, website: <a href="http://www.zzrs.org">http://www.zzrs.org</a> ) connecting 6 subsidiary agencies (Prijedor, Banja Luka, Doboj, Bijeljina, Istočno Sarajevo, Trebinje) 2) There is still a huge lack of information about job opportunities and structure of youth unemployment. According to last indicators, the total employment rate reached 37%. 3) During 2003-2004, the EU-VET programme launched a labour market study in Republika Srpska. On the same occasion, several Employment Service workers were trained. Since then, the Employment Service finances and co-ordinates labour market studies.
3. Brcko District (Bosnia and Herzegovina)	Since 2000, VET is under the responsibility of the Central State and Brcko District Institutions. Brcko District Assembly - Unit for Education. Website: <a href="http://www.bdccentral.net/Members/obrazovanje/">http://www.bdccentral.net/Members/obrazovanje/</a>	ibid	ibid	3 VET schools. Among them, currently 1 VET school is applying the new EU VET Curriculums.	1) In the schools: professors and school pedagogues-psychologists, 2) The Employment Agencies provide information about the figures and structure of the unemployed	ibid	n.a.	Since 2005, there is one single and independent Employment Agency for the Brcko District (Biro za Zaposljavanje - website: <a href="http://www.bdccentral.net/Members/administracija/zaposljavanje/">http://www.bdccentral.net/Members/administracija/zaposljavanje/</a> )
	1) Ministry of Education and Sciences / Ministerstvo na Obrazovanieto i naukata, Sofia. Website: <a href="http://www.minedu.government.bg">http://www.minedu.government.bg</a> 2) Ministry of Labour and Social Policy / Ministerstvo na Truda i Sotsialnata politika, Sofia. Website: <a href="http://www.misp.government.bg">http://www.misp.government.bg</a>	National Agency for Vocational Education and Training (NAVET) / Nacionalna Agencija za Profesionalno Obrazovanie i obucenie, Sofia  Website (in english): <a href="http://www.navet.government.bg/en/index.html">www.navet.government.bg/en/index.html</a>	Accessible via internet (in local language)	438 VET secondary schools, 55 Gymnasiums with vocational classes, 65 special schools with vocational classes, 295 VET Centres	Students are guided by their teachers on the basis of their final compulsory school results (marks and recommendations). The system of career advisors is not yet developed enough. Reforms are under way to introduce psychologists/advisors in schools.	Dual training system exists for continuing VET.  Initial VET: students from VET schools and centres have some practical lessons in companies under the instructions of their teachers	55%	1) Cooperation VET/Industry needs to be improved 2) Ministry of Labour deals with VET centres (85 offices/courses) and with the Employment Agency (Agencija po Zaetostta - website: <a href="http://www.nsz.government.bg">http://www.nsz.government.bg</a> ) 3) Job offers/ placements for VET exist for the construction sector 4) The main actors are included in tripartite committees, but the involvement of the social partners in VET related issues is weak 5) The total employment rate reached 63% (67% for men and 58% for women), while the unemployment rate amounted to 12% (the same for men and women) and the youth unemployment rate to 25%.
	1) Ministry of Sciences, Education and Sport / Ministarstvo Znanosti, Obrazovanja i Sporta, Zagreb. Website: <a href="http://www.mzos.hr">http://www.mzos.hr</a> 2) Ministry of Economy, Labour and Entrepreneurship, Ministarstvo Gospodarstva, Rada i Poduzetnistva, Zagreb. Website: <a href="http://www.mingorp.hr/">http://www.mingorp.hr/</a>	Agency for Vocational Education and Training / Agencija za Strukovno Obrazovanje, Zagreb. Website: <a href="http://www.aso.hr/Home.htm">http://www.aso.hr/Home.htm</a>	Available on request (in local language)	209 VET schools, 199 professions	1) Students are guided by their teacher on the basis of their final compulsory school results (marks and appreciations), 2) The Ministry of Education published the guide "Enrolment in high schools: careers", 3) Secondary VET schools organise visits inside primary schools to present the schools and careers that they offer, 4) High schools organise "Open high school days"	The dual training system (based on the German model) is currently available for 57 professions. Currently 22% of students in VET are enrolled in the dual system. The other 142 professions are not considered as suitable for the dual system, nevertheless practical training in the school exists (traineeship convention between school and enterprise).	74%	1) The Employment Agency (Hrvatski Zavod za Zaposljavanje, website: <a href="http://www.hzz.hr">http://www.hzz.hr</a> ) is connected with students finishing compulsory education, their teachers and VET schools. The development of a social dialogue is in its early stages. 2) The total employment rate reached 55% (62% for men and 48% for women), while the unemployment rate amounted to 14% (12% for men and 15% for women) and the youth unemployment rate to 33%. 3) There is an important lack of job opportunities which is hampering the positive correlation VET/ employment.

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<b>SP countries</b>								
	1) Ministry of Education and Science, Ministerstvo za Obrazovanie i Nauka, Skopje. Website: <a href="http://www.mon.gov.mk">http://www.mon.gov.mk</a> 2) Ministry of Labour and Social Policy, Ministerstvo za Trud i Socijalna Politika, Skopje. Website: <a href="http://www.mtsp.gov.mk/">http://www.mtsp.gov.mk/</a>	A VET Centre is currently under construction and temporarily placed as section in the Office for development of education. According to the VET law, the involved Advisory body actors are: MoES, National VET Council and social partners. Education is decentralised on municipality level.	Available on request (in local and english language)	68 VET schools (exclusively VET or mixed secondary-vocational training), 4 VET schools for students with special needs, 6 Art/Sports schools	1) In the compulsory schools: Teachers and psychologists act as advisors for their students at the end of compulsory education; publishing of career and vocation guides (co-donor: CARDS), organisation of "Open days". In addition, 50 schools established "Career Centres" under a SEA/USAID project. 2) In the VET schools: Career Fairs are organised once a year, with promotion of vocations offered by VET schools. 3) The MoES acts as a coordinator. 4) In the Employment Services: some Employment Agencies have "Units for professional orientation" (notably Strumica, Kavadarci, Skopje and Bitola)	8 VET schools out of the existing 68 VET schools are submitted to the dual system similar to the German model (currently 850 students, 1.46% of total students enrolled in VET). The other VET schools are not applying the dual system, nevertheless practical training in the schools is being offered	61%	1) The Employment Services are now further connected with VET schools (Agencija za Vrabotuvanje - website: <a href="http://www.zvrm.gov.mk">http://www.zvrm.gov.mk</a> ) 2) Within the active population, the employment rate amounts to 33.9% and the unemployment rate to 37.3%. There is a very high level of youth unemployment (1.7 times higher than average unemployment rate). A significant lack of information about job opportunities and the structure of youth unemployment persists. 3) Since 2005, 50 VET school has one teacher who deals with students and the Employment Agency (donor: USAID/SEA project) 4) Most enterprises in FYROM are small enterprises with special needs regarding professional profiles; they are not yet taken into consideration sufficiently. 5) During the CARDS VET II project, 8 regional VET centres were established. According to the Strategy for adults, there are now plans for the establishment of regional VET Centres to provide education and training for adults and continuing VET.
	1) Ministry of Education and Youth, Ministerul Educatiei si Tineretului, Chisinau. Website: <a href="http://www.edu.gov.md/">http://www.edu.gov.md/</a> 2) Ministry of Economy and Commerce, Ministerul Economiei si Comerului, Chisinau. Website: <a href="http://www.mec.gov.md/">http://www.mec.gov.md/</a>	No national VET institution/agency (except the Ministry of Education)	Available on request (in local language)	70 VET schools	In the compulsory schools via their school results (marks and recommendations) and via their family members. At the end of compulsory education, a huge number of students is insufficiently informed about career possibilities.	Dual training system partly implemented	22%	1) The Employment Agency (Agenția Națională pentru Ocuparea Forței de Muncă. Website: <a href="http://www.anofm.md">http://www.anofm.md</a> ) is in contact with students finishing compulsory education, their teachers and VET schools. The Employment Agency provides information to students about free places in VET schools and about jobs. In Moldova, around 70% of graduates from VET schools find work within two months after the end of their VET studies, the rest of students mainly continue their education at universities. 2) The majority of employed people has a VET background (27.1%). 3) The correlation between education level and unemployment rates is high. Those with VET make up 25% of the unemployed and those with higher education only 6-7%. 4) The enrolment quota of students in VET is quite low and the present distribution of students across the different education levels does not match with the competence requirements of the economy. The proportion of unemployed with a VET background is still quite high.
	1) Ministry of Education and Sciences / Ministerstvo Prosvete i Nauke, Podgorica. Website: <a href="http://www.mpin.vlada.cg.yu/">http://www.mpin.vlada.cg.yu/</a> 2) Ministry of Labour and Social Affairs / Ministerstvo Rada i Socijalnog Staranja, Podgorica. Website: <a href="http://www.minrada.vlada.cg.yu/">http://www.minrada.vlada.cg.yu/</a>	Center for Professional Education, Centar za Strucno Obrazovanje, Podgorica Website (in english): <a href="http://www.vlada.cg.yu/eng/cso/">http://www.vlada.cg.yu/eng/cso/</a> Website (in local language): <a href="http://www.cso.cg.yu/">http://www.cso.cg.yu/</a> VET Council (members of VET Council: VET Centre, Employment agencies, VET schools, the government (MoES), Chamber of Commerce, social partners)	Available on request (in local language)	37 VET schools	1) In the schools: at the end of compulsory school via teachers and family members. 2) Montenegrin Employment Agency, via their website and telephone hotline with psychologists from Employment Agencies Offices. Both School psychologists and Employment agency psychologists are working as career advisors, their number is proportionally bigger than elsewhere in SEE 3) In addition, Employment Agencies and the VET Centre also publish guides about VET opportunities "Informator" for students at the end of compulsory education. Website: <a href="http://www.zzz.cg.yu/shared/orjentacija/index.htm">www.zzz.cg.yu/shared/orjentacija/index.htm</a>	The dual training system exists. Up to now, the dual system was introduced in 4 pilot VET schools for 2 professions. The other VET schools are not applying the dual system, nevertheless the practical basis still exists in schools and enterprises (traineeship conventions are signed between VET schools and enterprises).	68.82% (2002-2003) 70.15% (2005-2006)	1) In terms of socio-economic development, Montenegro can be divided into 3 regions: North, Centre and South. Active population (people older than 15 years): North (28.5%), Centre (46.6%) and South (24.9%). Unemployment rates: North (8.6%), Centre (15.6%) and South (6.6%). 2) The youth unemployment rate (age group 15-24 years) is around 50%. 3) Vocational Advisors started to provide more information about VET careers and job needs within the framework of the Montenegrin Employment Agency (Zavod za Zaposljavanje Crne Gore). Website: <a href="http://www.zzz.cg.yu">http://www.zzz.cg.yu</a> 4) Since 2002, the VET Centre and MoES started to cooperate with firms via Employment agencies, in order to be informed about jobs needed and offered. The social dialogue addressing the problems of the Montenegrin labour market has not yet been successfully implemented and still needs to be improved.
	1) Ministry of Education and Research (MoER) / Ministerul Culturii și Cultelor, Bucuresti. Website: <a href="http://www.edu.ro/">http://www.edu.ro/</a> 2) National Centre for the Development of the Vocational and Technical Education and Training, Bucuresti. Website: <a href="http://www.tvet.ro">http://www.tvet.ro</a>	MoER, "National Center for Technical and Vocational Education Development" (NCTVETD), Bucharest. Website: <a href="http://www.tvet.ro">http://www.tvet.ro</a>	Available on the Internet (only in Romanian) for initial VET ( <a href="http://www.edu.ro">www.edu.ro</a> ) and for continuous VET ( <a href="http://www.cnfpa.ro">www.cnfpa.ro</a> )	The initial VET school network is published on the Website: <a href="http://www.edu.ro">http://www.edu.ro</a> The VET centres are established in around 40 counties, list available on the Website: <a href="http://www.cnfpa.ro/rmfpa">http://www.cnfpa.ro/rmfpa</a>	Inside schools, students receive permanent career and vocational guidance through career advisers and school counsellors. "Information and Career Guidance" is a project implemented with a World Bank loan taken by the Ministry of Labour in 1996 with the aim of establishing a network of career counselling centres within the beneficiary institutions (National Agency for Employment (NAE) and MOE); an important stage of the project was the common agreement of the three Ministries involved to establish a national network of career information and counselling. The NAE network has 182 centres throughout the country. The NAE has extended its network of career counselling centres by adding 8 pilot counselling centres for disabled persons within a World Bank project in order to raise the employment rate of this target group.	A new law for the implementation of the dual system has been passed. Duration of dual training: maximum 3 years, minimum 6 months for level 1 of qualification, 12 months for level 2, 24 months for level 3 (level 4 and 5: higher education)	64% (2002/2003, both technological secondary and higher VET schools) 45% (2005/2006 - secondary VET schools only)	1) The Central Employment Agency (Agenția Națională pentru Ocuparea Forței de Munca - website: <a href="http://www.anofm.ro/">http://www.anofm.ro/</a> ) deals with VET and employment issues. 2) In 2005, 54.3 % of the students enrolled in VET graduated; 68.9 % of them found an employment afterwards.
	1) Ministry of Education and Sport / Ministerstvo Prosvete i Sporta, Beograd. Website: <a href="http://www.mps.sr.gov.yu">http://www.mps.sr.gov.yu</a> . This MoST of Serbia is also responsible for VET schools in two Kosovo municipalities (out of 33!) 2) Ministry of Labour, Employment and Social Policy, Ministerstvo Rada, Zaposljavanja i Socijalne Politike, Beograd. Website: <a href="http://www.minrzs.sr.gov.yu">http://www.minrzs.sr.gov.yu</a>	Agency for Improvement of the Education, Zavod za unapredjenje obrazovanja i vaspitanja - Centre for VET, Centar za Strucno obrazovanje, Beograd. Website: <a href="http://www.zuov.sr.gov.yu">http://www.zuov.sr.gov.yu</a>	Available on request (in local language)	355 VET schools under Serbian Ministry of Education (318 VET schools in Vojvodina and Central Serbia, 37 VET schools in Kosovo)	1) In the compulsory school via school results (marks and recommendations) and via family members. Both School psychologists and Employment agency psychologists are working as career advisors, whereas they are still not as well distributed across the country. At the end of compulsory education, a huge number of students is insufficiently informed about career possibilities. 2) National Employment Services of Serbia, website ( <a href="http://www.rtr.co.yu/proforijentacija/index.htm">www.rtr.co.yu/proforijentacija/index.htm</a> ), personal advice and printed guides about VET careers "Informator" and "Vodic za izbor zanimanja - kuda posle osnovne škole" ("Career Guide - where to go after primary school", publisher Prosvetni Pregled), and VHS "PO Didakta 2" that describes more than 100 professions.	Serbia does not practice the dual system, whereas a practical basis in VET schools exists.	75% (2004/2005)	1) There are vocational advisors (Profesionalna Orjentacija) inside the National Employment Service of Serbia (Nacionalna Sluzba za Zaposljavanje Republike Srbije). Website: <a href="http://www.rtr.co.yu">http://www.rtr.co.yu</a> 2) An amplified link between the Employment Agencies and MoES has been established by the Innovation Fund (via CARDS). 3) New project CARDS "Career day" (as a result from social partnership), started from 2006 onwards 4) The structural adaptation to the market economy during the transition process has created important pressures on the labour market. Around 30% of the GDP is attributed to the informal sector. The unemployment rate (Serbia, including Vojvodina) is 27 % (of the total active population). Young people (15-24 years old) are particularly disadvantaged on the labour market with an activity rate of 35.8%, an employment rate of 18.7% and unemployment rate of 47.7%.
	1) Ministry of Education, Science and Technology, Ministria e Arsimit Shkences dhe Teknologjise, Ministerstvo za Obrazovanje, Nauku i tehnologiju, Prishtine, Pristina. Website: <a href="http://www.ks.gov.net/masht/">http://www.ks.gov.net/masht/</a> 2) The Ministry of Labour and Social Welfare, Ministria e Punëve Shkencës dhe Mirëqenies Sociale, Ministerstvo Rada i Socijalne Zastite, Prishtine, Pristina. Website: <a href="http://www.mpsm-ks.org/">http://www.mpsm-ks.org/</a>	1) There is no specialised agency dealing with VET in Kosovo at present. However, the Draft Law on VET (awaiting ratification) provides for the establishment of a tripartite Council for VET (CVET) as an advisory body to act as a focus for VET policy making. 2) A law on VET was promulgated and signed by the UNMIK Administrator in April 2006. The administrative and organisational requirements and VET Council related issues are still being drafted.	Available on request (in local and english language)	52+3 VET schools, 8 VET Centres	1) At the end of compulsory school via teachers and family members. 2) Some schools are developing pilot career guidance services	VET with practical elements mainly in the schools	54.58% (2005-2006; except two municipalities with Serbian majority)	1) There is still a huge lack of information about job opportunities and structure of youth unemployment. 2) The MLSW has statutory responsibility for training of the unemployed and job seekers. 3) UNMIK Kosovo has one of the highest youth unemployment rates in the region: 59% is out of work (the 18-25 year old population make up around 50% of total inhabitants in Kosovo).