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Public Pulse Analysis

Challenges and Perspectives of Youth in Kosovo

Prepared by UNDP Kosovo - *Public Pulse Project team*

Prishtinë/Priština

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The views expressed in this document are those of the opinion poll respondents and do not necessarily represent the views of either UNDP or USAID.

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Executive Summary

As a follow up to the regular Public Pulse research, the following analysis delves into the issues that are specifically related to youth in Kosovo¹. It aims at identifying perceptions, attitudes, and expectations of youth in Kosovo regarding overall satisfaction with the situation in Kosovo: migration, education, employment, interethnic relations, and perspectives about the future. The following analysis encompasses opinions of a total of 452 young people, 49.9% were female and 51.1% were male. The mean age of respondents was 22 years old (SD = 6.37). A total of 82 people participated in focus groups from Prizren/Prizren, Gjilan/Gnjilane, Mitrovicë/Mitrovica, Graçanicë/Gračanica, North Mitrovicë/Mitrovica, Pejë/Peć, and Prishtinë/Priština.

Results show that a high number of respondents (48%) are pessimistic about the future of Kosovo, notably the male respondents (52%). Most respondents consider the lack of job opportunities (60%), poverty (49.3%), nepotism, and corruption (43%) as the main challenge of their perspective in Kosovo. On the other hand, respondents from the age group 25-35 years consider the general political situation as the main problem in Kosovo. Overall, almost 60% of respondents reported that it is likely that they will consider leaving Kosovo in the next 3 years. Kosovo Albanian, Kosovo Serb, Kosovo Gorani, Kosovo Bosnian, and Kosovo Egyptian respondents named the lack of job opportunities in Kosovo as the main reason for emigration, while Kosovo Turks and Kosovo Ashkali respondents named unfavorable economic situation.

Almost 75% of respondents are *very satisfied* or *somewhat satisfied* with the education they received or are receiving. However, 25% of them consider that their education is not useful to getting a job. The lack of professionalism by teachers and professors (38%) is identified as the main obstacle in the educational system, followed by poor school infrastructure (28.5%) and inferior quality of the curriculum (28%). Results show that 69% of Kosovo Roma respondents are not attending schools or universities which is significantly higher than the number of respondents from other ethnic communities who are not attending schools or universities.

Employment status is another issue of concern: 56% of female and 40% of male respondents are unemployed. Reportedly, only 45% of younger respondents (18-24 years old), in comparison to 59% of older respondents (25-35 years old), are currently employed.

¹ For UNDP, references to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999).

In total, 48% of respondents are unemployed and only 33%, many of whom are older than 18, reported having any work experience. Almost all respondents have confirmed that they receive financial support from parents (55%) and other family members (46%). Respondents explained the lack of available jobs (43%), corruption (42%), and the lack of required professional qualifications (41%) makes it difficult to find a job in Kosovo.

Together with the high level of unemployment, the level of pessimism is also high: only 22.3% of respondents are “very confident” or “somewhat confident” they will find a job within the next six months. In that, gender differences were also identified: 46% female and 36% male respondents consider that the difficulty to find a job is due to the lack of professional qualifications. Respondents from the age group 25-35 years are more concerned that they will not find a job that fits their qualifications than respondents from the age group 18-24 years. More than 80% of employed respondents are satisfied with what they do. When asked about their work-related challenges, 30% of respondents reported that low income is the key challenge in their current job. Interethnic relations were also explored. While 28% of respondents admit there have been some improvements between Kosovo Albanian and Kosovo Serb relations during the recent years, 27% think that interethnic relations are still tense and will remain tense for a long time. Slightly over 10% of respondents think that interethnic relations are not as tense whereas around 7% of respondents claim that interethnic relations are not tense at all. More than 45% of respondents from the age group 18-35 years think the impact of the conflict memories is the main reason that Kosovo is facing tense situation, regarding interethnic relations. To bring both ethnic groups together and overcome tensions, youth have suggested educational activities (40.5%). As far as extremism is concerned, most respondents (64%) consider that political extremism² is most present, followed by nationalist extremism (55%), and religious extremism (54%). Despite the high prevalence of extremism perceived by youth, most still consider that the security situation in Kosovo is stable.

² The condition or act of taking an extreme view

Introduction

Kosovo has the youngest population in Europe as 20% of the population is estimated to be between 15 and 29 years old (Kosovo Agency of Statistics, 2018). In the past decade, Kosovo went through political, economic, and social development challenges which affected its population in various ways. Whereas the youth is considered its greatest resource, the high youth unemployment rates makes it difficult to fully harness its potential in Kosovo (Myha, 2013). Compounded with high unemployment, several studies have shown that low levels of youth participation in public life, lack of health care services, and lack of security are central problems in Kosovo's post-conflict youth sector (Friedrich Ebert Stiftung, 2012). Moreover, studies conducted in 2006 and 2009 showed that youth were concerned with the quality of education and overall future perspective (International Labour Organization, 2007; UNDP, 2006). Although the aspiration for quality education was high, the level of satisfaction with the educational system in Kosovo was relatively low since 2006 (Friedrich Ebert Stiftung, 2012). Unfortunately, the same challenges, such as low unemployment rate and low participation in political life remain in 2018. Young people's opportunities to participate in politics, their chances of economic prosperity within Kosovo, and their access to quality education remain limited (United Nations Mission in Kosovo [UNMIK], 2017). Finally, the segregation of communities along ethnic lines in Kosovo has implications for the younger generation (UNMIK, 2017).

The development of productive capacities in Kosovo is critically important to reduce the structural weaknesses, promote sustainable growth, enhance the beneficial participation in international trade, and achieve substantial poverty reduction and mass improvements in human wellbeing. Since the perceptions of young people have significant impact on actions they will take in the future, the economical, educational and political challenges must be addressed. As such, the current report aims to explore perceptions, attitudes, and expectations of the youth in Kosovo regarding overall satisfaction with the situation in Kosovo, migration, education, employment, interethnic relations, and perspectives about the future. The report comprises descriptive analysis, which provides evidence for the prevalence of abovementioned phenomenon and also inferential statistics showing differences across gender, age and national groups.

Methodology

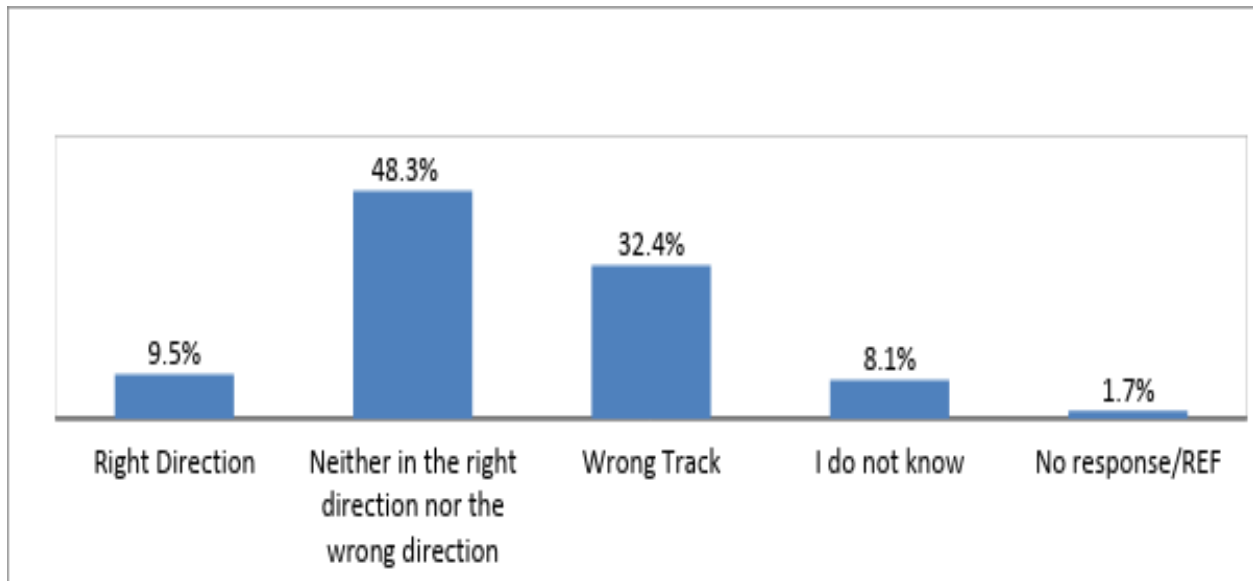
A total of 452 Kosovars aged between 14 and 35 years, selected through multi-staged random probability sampling, participated in this opinion poll in January 2018. The sample included 204 Kosovo Albanians, 150 Kosovo Serbs, and 98 Kosovo non-Serb minorities (namely Turkish, Bosnian, Gorani, Roma, Ashkali, and Egyptian). In this total number of respondents, 49.9% were female and 51.1% were male. The mean age of respondents was 22 years old ($SD = 6.37$). Regarding education, 52% of respondents were attending school or university while 48% were currently not attending any formal education programme. In total, 48% of respondents are unemployed and do not earn any money, while 52% of respondents who are employed earn an average of 304 Euro per month. This study also heard seven focus groups, totaling 82 young people from Prizren/Prizren, Gjilan/Gnjilane, Mitrovicë/Mitrovica, Graçanicë/Gračanica, North Mitrovicë/Mitrovica, Pejë/Peć, and Prishtinë/Priština. Data were analyzed using the Statistical Package for Social Sciences (SPSS) and thematic analysis for the content of focus groups. The focus group discussions provided a more detailed explanation of the perceptions of the youth regarding the perspective of Kosovo in four main domains: socio-economic and political situation, religious and interethnic security, education, and expectation for the future. By taking advantage of the diversity of opinions from these focus groups, a consensus about the target points of this project can be extracted.

Results

Youth perceptions on Kosovo's perspective

In general, this study showed that the youth are pessimistic about the future of Kosovo. In total, 48% of respondents think that Kosovo is going neither in the right nor in the wrong direction. Among the remaining 52%, most believe that Kosovo is on the wrong track (32%), whereas only 9.5% are convinced that Kosovo is going in the right direction. Results showed significant gender differences regarding Kosovo's perspective: 52% of male respondents, in comparison to 45% of the female respondents, consider that Kosovo is going neither in the right nor in the wrong direction. When the question about the overall perception of the political situation was asked in focus groups, most respondents held a negative attitude.

Figure 1. Respondents' opinion whether Kosovo is going in the right direction

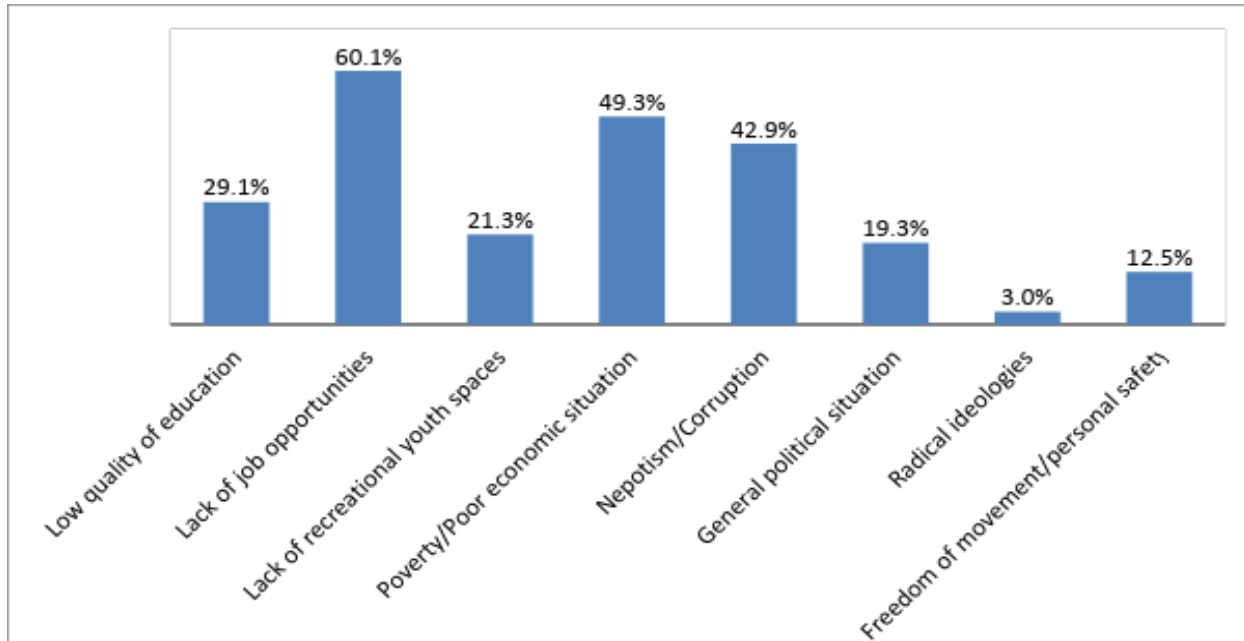


The focus group discussion provided interesting debate about the general perspective of Kosovo. Students who have not completed university have shown greater predisposition to migrating to the Western countries in the near future than those participants who have completed higher education. In general, the participants exhibited negative attitudes regarding the future in Kosovo. They claim that Kosovo is not going in the right direction and that this will not change in the coming years. Participants presented some solutions to this problem, such as: visa liberalization, new elections, and improvements in the education and the health systems. Unlike respondents from other regions included in this project, respondents from the capital of Kosovo, Prishtinë/Priština, turned out to have the most positive attitudes about issues presented. They see the future of Kosovo as a place that will give genuine opportunities to everyone to fulfill their personal potentials. However, it is worth observing most of these respondents also reported to have a job and are satisfied with their lives in Kosovo.

As part of the quantitative research, respondents were asked to rate the biggest challenges for their peers living in Kosovo. Most respondents (60.1%) considered the lack of job opportunities as the main challenge (Figure 2). They also rated poverty (49.3%), and nepotism/corruption (43.0%) in the second and the third place of challenges Kosovar youth is currently facing. Gender differences on the issue of the biggest challenges for Kosovars were also observed. Six percent of females considered radical ideologies as the biggest problem in Kosovo, compared to only one percent of the males who thought the same. Furthermore, the present analysis revealed several significant

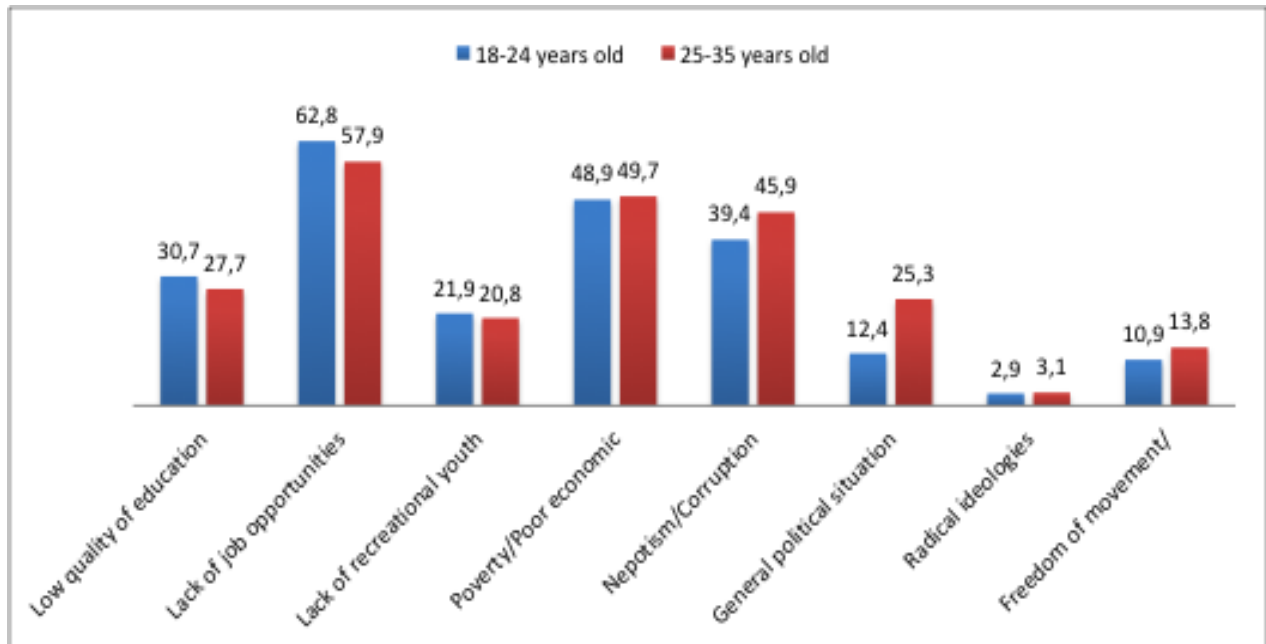
ethnicity-based differences: 73% of Kosovo Roma and 69% of Kosovo Albanians respondents consider the lack of job opportunities as the main problem in Kosovo whereas respondents of other ethnicities did not report this to be a pressing challenge. Most Kosovo Turks (83%) and Kosovo Roma (78%) respondents saw poverty as the major challenge whereas members of other ethnicities did not.

Figure 2. Respondents’ opinions about the biggest challenges they are facing



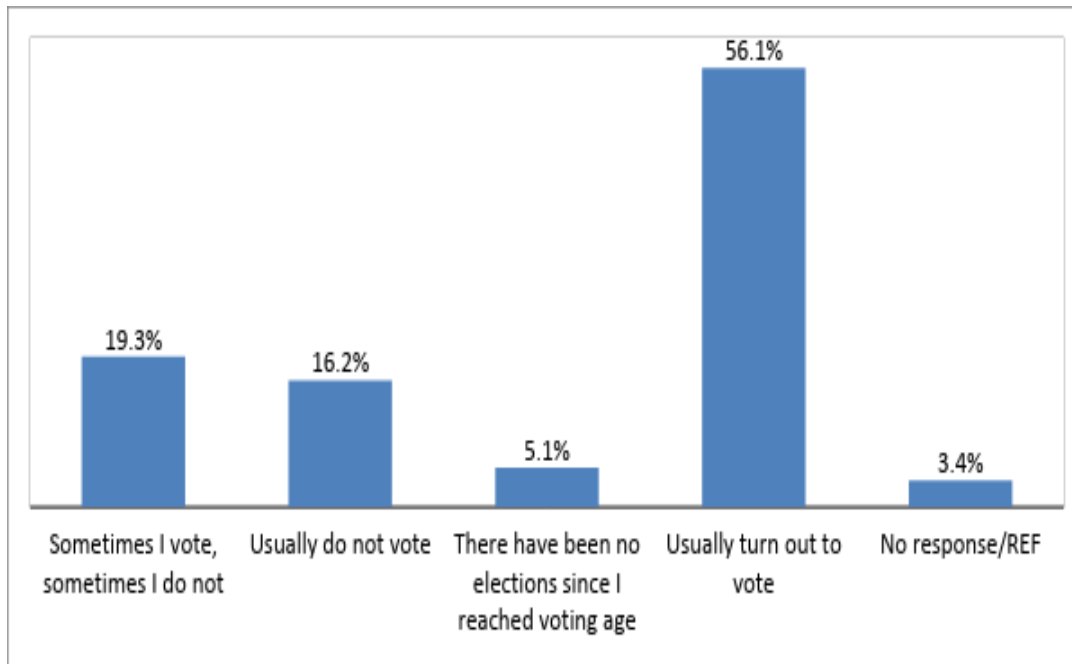
Participants in focus groups saw political situation, unemployment, and migration as common problems in Kosovo. They also mentioned other similarly unsatisfactory phenomena, such as: nepotism, corruption, healthcare, and educational system. Participants in focus groups particularly described nepotism as demotivating phenomenon that is creating an atmosphere of hopelessness; they doubt that the issues above will improve in Kosovo. For example, more than 40% believe that it is somewhat unlikely (38.5%) or very unlikely (4%) that quality of education in Kosovo will improve in the next 2 years. Finally, one third believe that access to employment will not improve. In addition to descriptive analysis, the comparison between groups was conducted. More respondents from the age group 25-35 years consider general political situation and corruption as the main problems in Kosovo than respondents from the age group 18-24 years.

Figure 2.1. Respondents opinions about the biggest challenges they are facing, data by age (presented values are in percentage)



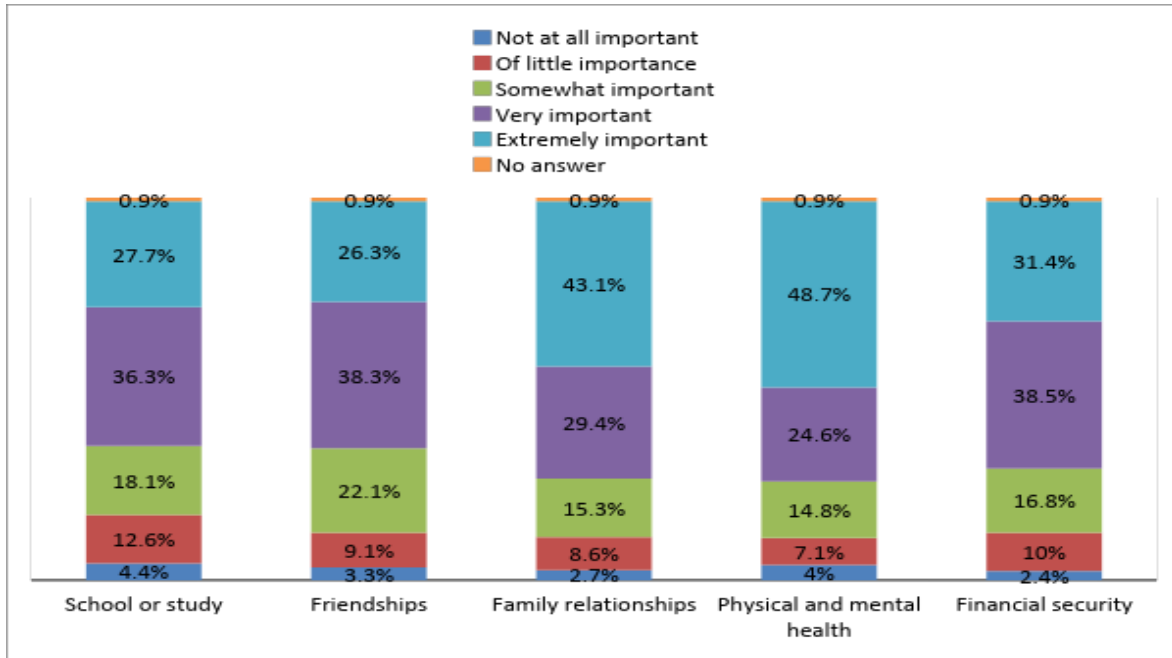
In terms of voting, most of respondents over 18 years old vote as more than 56% turn out to vote in national and local elections. More than 56% of respondents reported to have turned out to vote in national and local elections. There were no gender differences in this regard. However, more than 19% reported that sometimes they vote and sometimes they do not. Slightly over 16% of respondents said they do not vote at all. Younger respondents (18-24 years) reported lower voting practices than older respondents (25-35 years). In terms of ethnicity, most Kosovo Roma (78%) and Kosovo Albanians (73%) turn out to vote, while Kosovo Serbs do not vote as much (30.5%).

Figure 3. Respondents voting practices



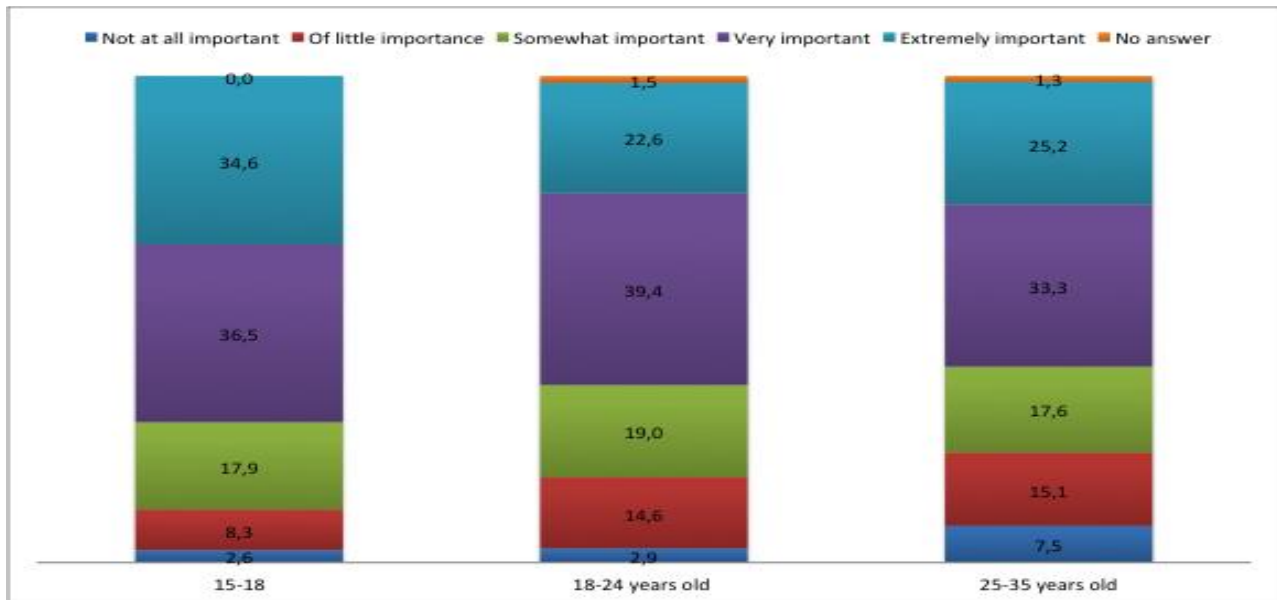
Respondents consider physical and mental health (49%), family relationships (43%), and financial security (31%) extremely crucial factors in their lives. Education is considered as “extremely important” by 28% of respondents, 36.3% find school and study to be “very important,” while only 12.6% stated that school has “little importance” in their lives. As for friendship, 26.3% respondents find it to be “extremely important”, 38.3% to be “very important,” and only 9.1% of respondents reported that friendship is of “little importance” in their lives. Family relations have an important place in young people’s lives in Kosovo where 43.1% stated to consider family relations of “extreme importance”, 29.4% declared family relations are “very important,” and less than 9% considered family relations to have little importance in their lives. Figure 4 shows physical and mental health is the most important issue for respondents: over 73% consider it to be either “extremely important” (48.7%) or “very important”. Financial security is also of high importance for respondents: more than 30% declared that this is “extremely important”, 38.5% consider it to be “very important,” and only 10% stated that financial security has little importance in their lives. Ethnicity-disaggregated data showed the highest numbers of respondents who consider that education is not important are among Kosovo Ashkali (17%) and Kosovo Gorani (8%). The highest numbers of respondents who consider financial security very important are between Kosovo Roma and Kosovo Turks. There were no gender differences regarding the most important things in respondents’ lives.

Figure 4. Respondents answers regarding the most important things in their lives



Age-disaggregated data showed 8% of respondents from the age group 25-35 years consider that education is not important and that only 3% of respondents from the two other age categories (14-17 and 18-24 years) agree with this answer.

Figure 4.1. Respondents answers regarding the importance of education, data by age (presented values are in percentage)

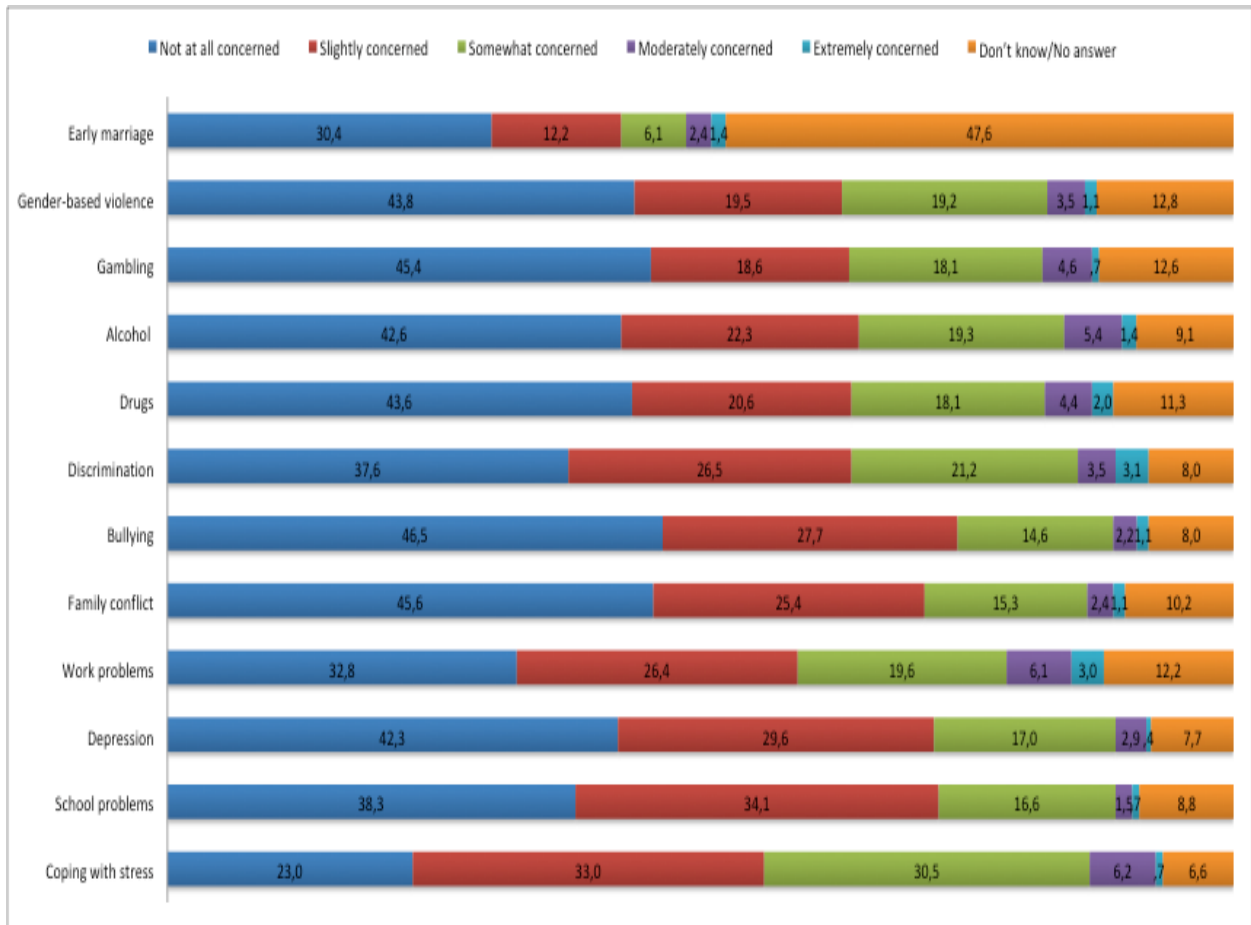


Respondents were also asked about their concern with a series of negative occurrences in Kosovo. Figure 5 shows that coping with stress is the first issue of slight to extreme concern for 70.4% of respondents. Figure 5 also shows that more than 50% of respondents have declared that they are slightly to extremely concerned about work problems, discrimination, and school problems.

The focus group discussions have revealed the community perceived, as the most discriminated against in Mitrovicë/Mitrovica is Kosovo Ashkali community. One of the participants stated professors in his school use racially abusive terms towards the Ashkali community.

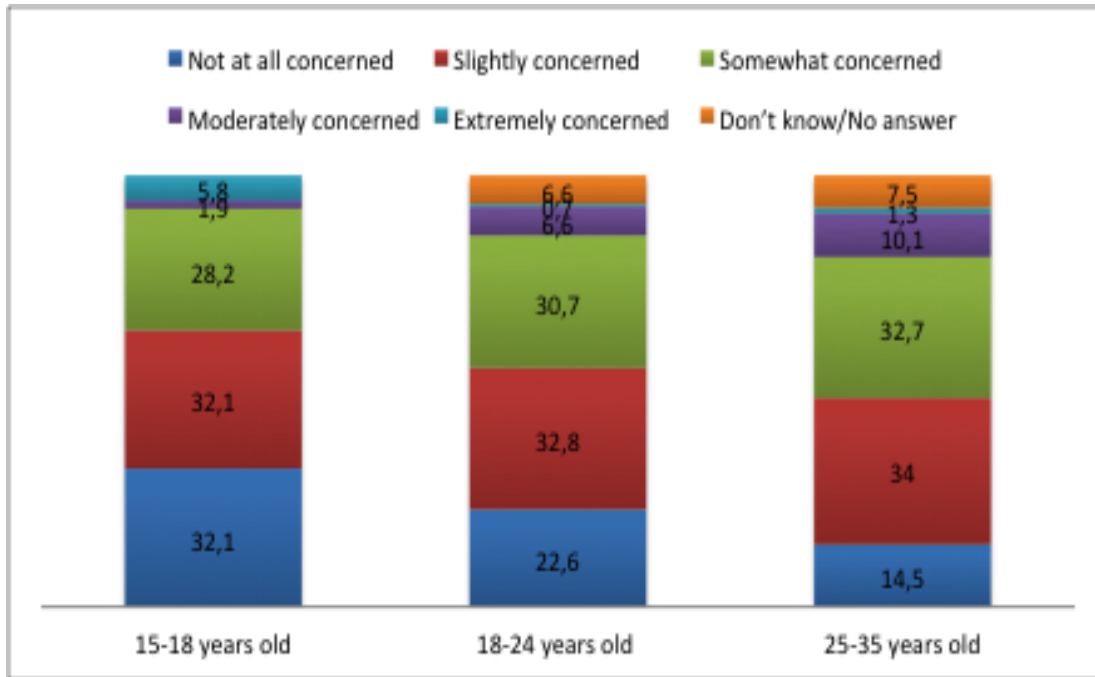
Issues such as early marriage, gambling, and family conflicts are perceived as less concerning, although they remain problems Kosovar society must pay particular attention to. There is a significant gender difference regarding perceptions of work problems: 64% of male respondents and only 54% of female respondents are concerned about the work problems in Kosovo.

Figure 5. Respondents concern with a series of negative occurrences in Kosovo (presented values are in percentage)



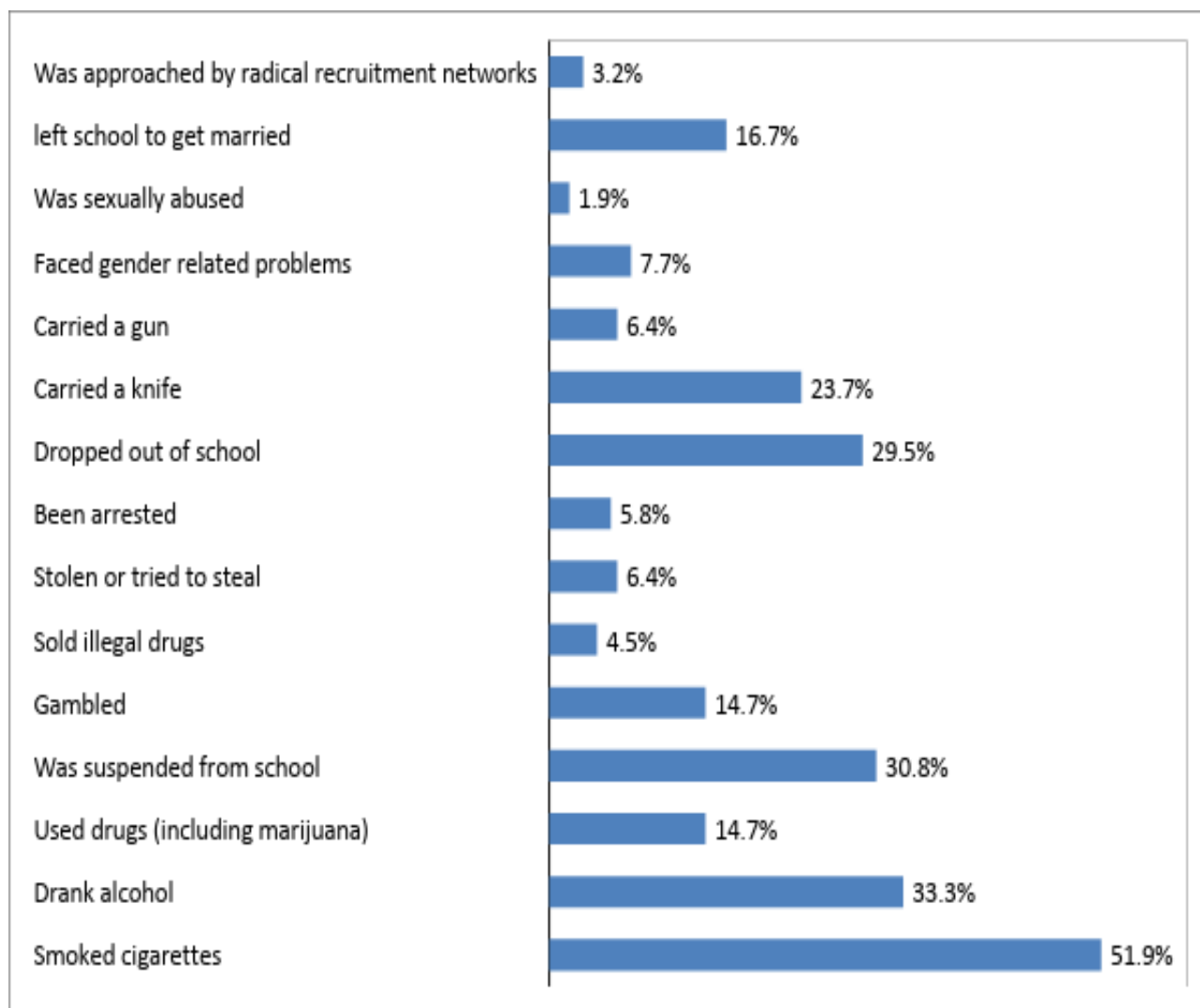
Age-disaggregated data showed coping with stress is the main concern for the 25-35 years old group whereas participants from the two other age groups found this to be a less concerning issue (Figure 5.1).

Figure 5.1. Respondents concern with stress, data by age (presented values are in percentage)



Smoking is the most common action respondents have reported seeing their friends do during the last 12 months. Almost 52% of respondents have answered that their friends smoke cigarettes while 33% of them have witnessed their friends drinking alcohol. Dropping out of school is yet another worrying issue. In total, 29.5% of respondents reported that their friends have dropped out of school during the last 12 months. Drug use and gambling are also among the most frequently reported risky behaviors. The distribution of answers across gender, age and national categories are similar, since there are no significant differences.

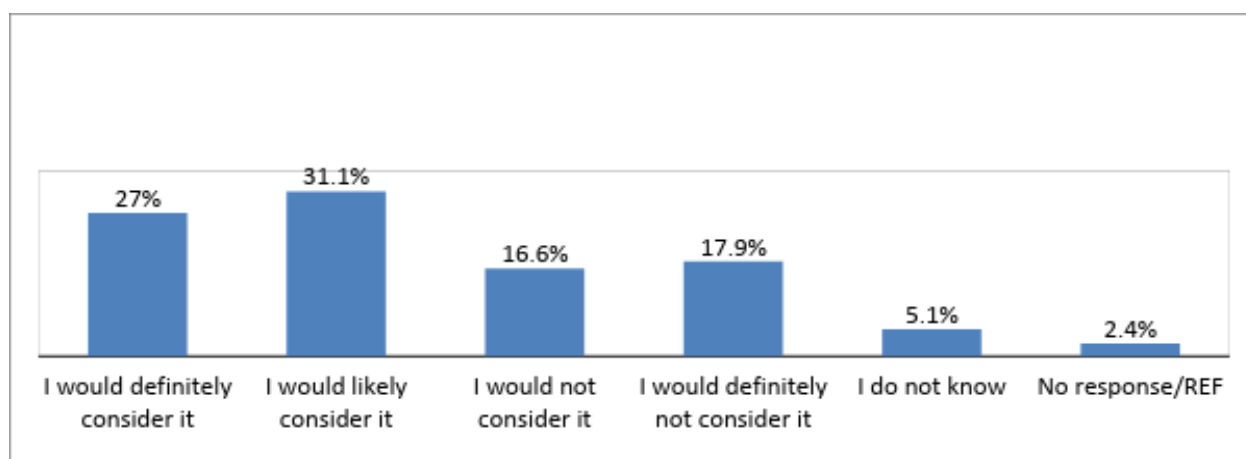
Figure 6. Respondents reporting of friends being involved in risky behaviors or improper actions (during last 12 months)



Migration

“Can you please tell us whether you would consider migrating within the next three years?” was the question asked to identify migration tendencies among youth in Kosovo. In total, 27% of participants have responded with certainty that they would consider migration, while 31% reported that it is likely that they will consider leaving Kosovo in the next three years. Only about 18% were sure that they will not consider migration as an option during the aforementioned period.

Figure 7. Respondents answers on whether they will consider migrating within the next three years



Ethnicity-disaggregated data showed significantly different attitudes as the minorities showed higher tendencies for migration. Kosovo Egyptian (71%), Kosovo Ashkali (50%), Kosovo Bosnian (50%), and Kosovo Roma (44%) respondents stated they would definitely consider migration. Only 37.8% of Kosovo Albanians and only 1.1% of Kosovo Serb respondents stated they would definitely consider migration.

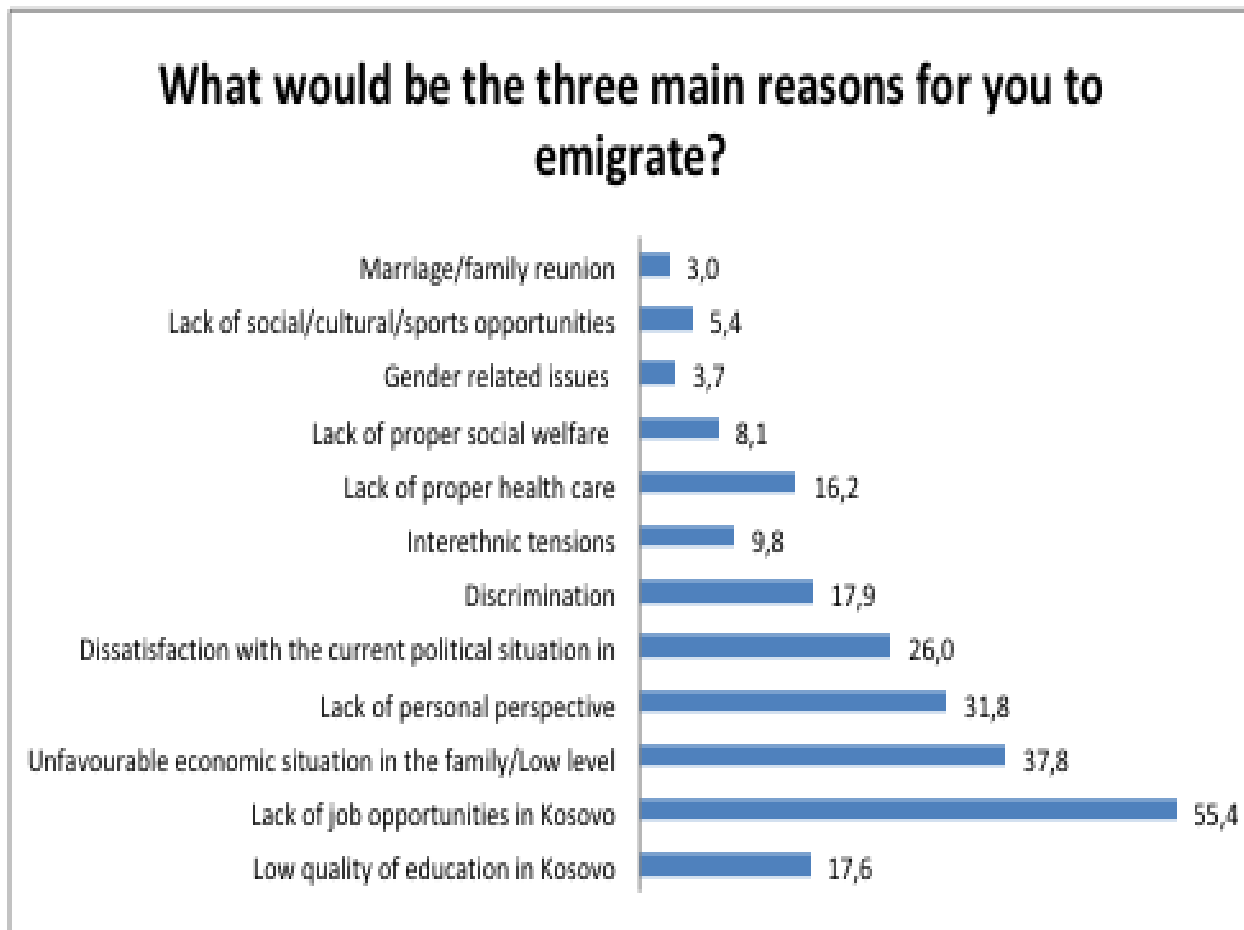
Table 1. Respondents readiness for migration, data by ethnicity

	Kosovo Albanian	Kosovo Serb	Kosovo Bosnian	Kosovo Goran	Kosovo Turk	Kosovo Roma	Kosovo Ashkali	Kosovo Egyptian
I would definitely consider migration	37.8	1.1	50	25	33.3	44.4	50	71.4
I would likely consider migration	31.9	28.4	50	37.5	33.3	33.3	37.5	14.3

The lack of job opportunities (55%) in Kosovo is listed as the main reason why youth would leave Kosovo. Unfavorable economic situation in the family, the low level of individual income and lack of personal perspective are the top three categories that received gender-balanced 38% and 32% of respondents' vote why they would leave Kosovo. Dissatisfaction with the political situation, lack of quality education, and lack of proper health care in Kosovo are also among the most reported reasons for migration. Ethnicity-disaggregated data showed different motivations for migration: whereas Kosovo Albanians, Kosovo Serbs, Kosovo Gorani, Kosovo Bosnian, and Kosovo Egyptian respondents would immigrate due to the lack of job opportunities in Kosovo.

Kosovo Turk and Kosovo Ashkali respondents would do so because of the unfavorable economic situation, meaning low salary and unfavorable family monthly income. Gender- and age-disaggregated data did not show significant differences in answers.

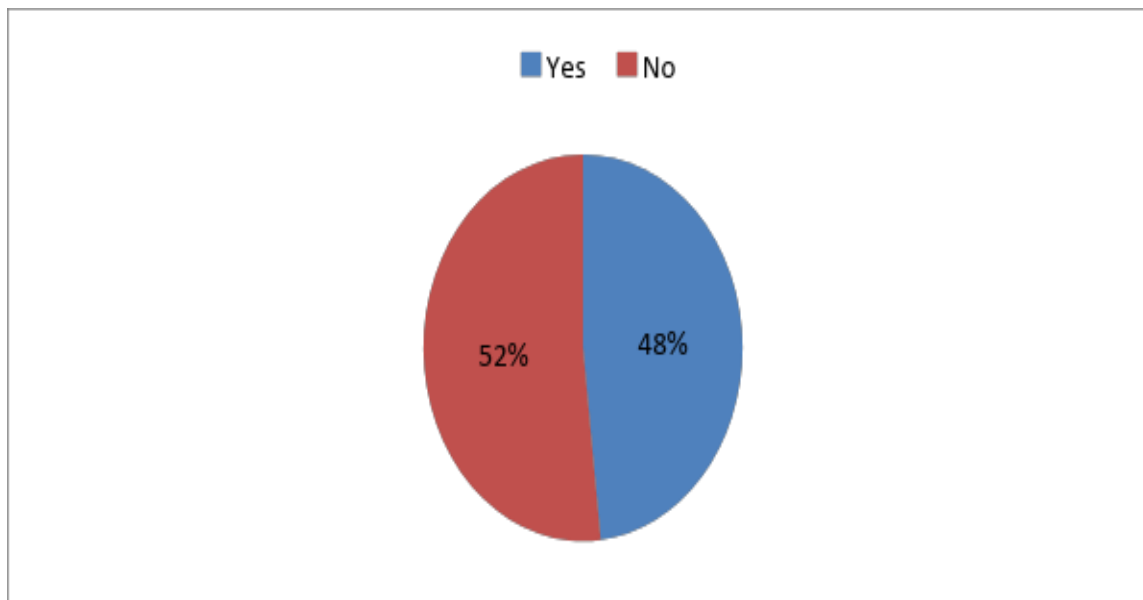
Figure 8. Respondents' main reasons for migration (presented values are in percentage)



Youth interests on education

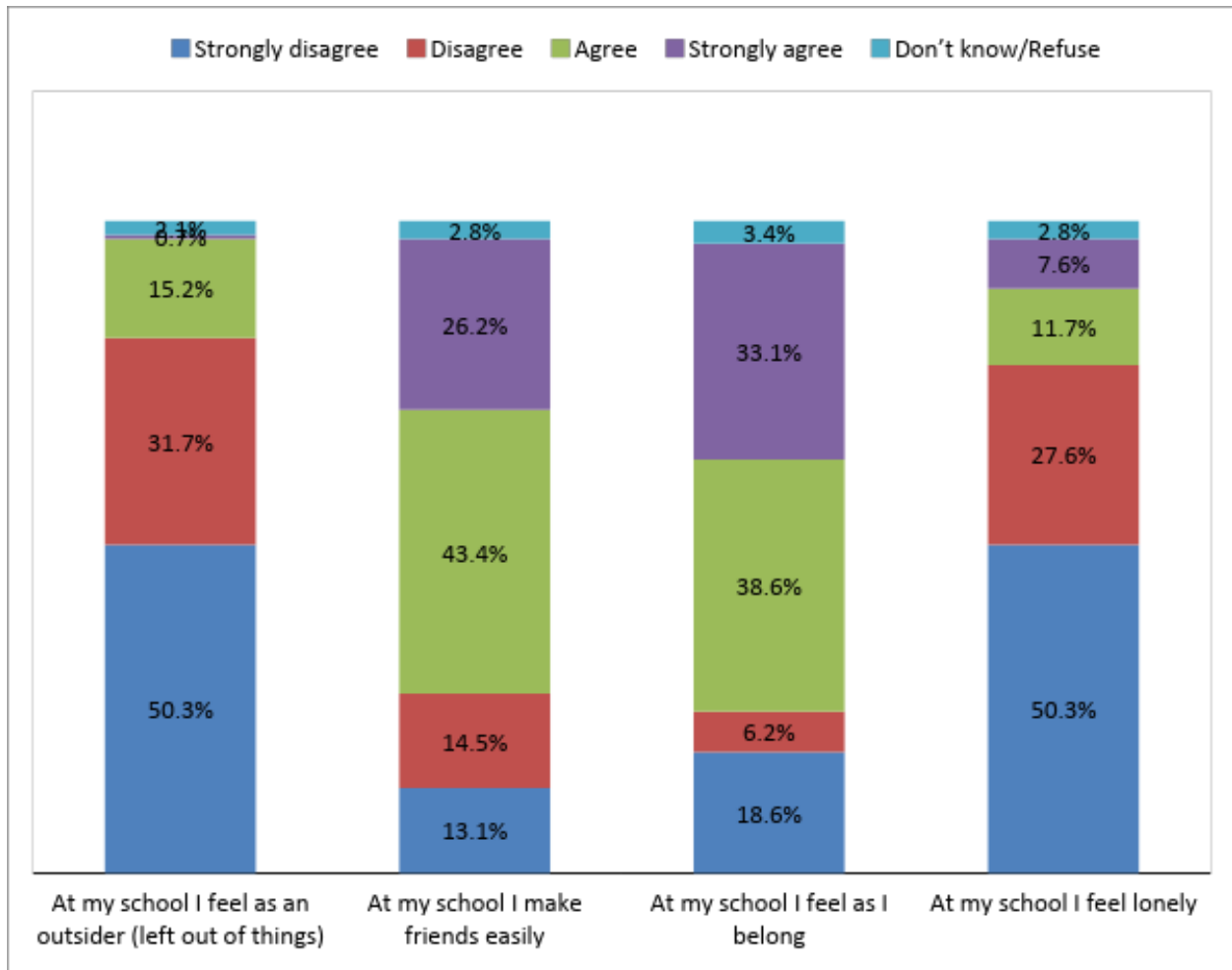
Another area of interest in this study was education among the Kosovar youth. The study explored the level of education, including satisfaction of youth with the quality of education. Figure 9 shows that 52% of respondents are attending school or university and that 48% are currently not attending any formal education programme. In total, 69% of Kosovo Roma respondents are not attending school or university which is significantly higher than the number of respondents of other ethnicities who are not attending school/university.

Figure 9. Percentage of respondents who attend school/university studies



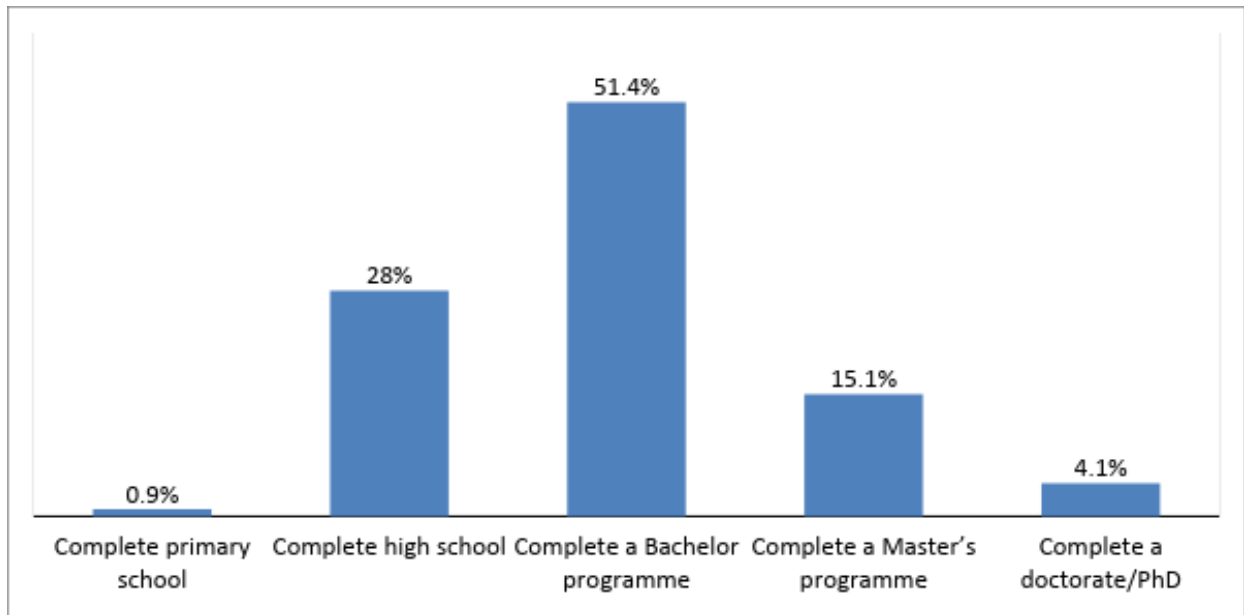
In addition, we explored youth experiences regarding social inclusion in schools. In total, 82% of respondents said that they do not feel like outsiders in their schools and 70% offered that it was not a problem for them to make friends. Over 70% of respondents have a sense of belonging in their schools, while almost 80% strongly disagreed or disagreed when asked if they feel lonely in their school. However, it should not be ignored that 15% of respondents felt like outsiders in their schools, over 27% of respondents have a tough time making friends at school, approximately 25% of them feel like they do not belong in their schools, and almost 20% of respondents declared that they feel lonely at school. There were no gender differences regarding this dimension.

Figure 10. Respondents answers regarding their feelings or situation at school



Respondents showed high aspirations toward education. Majority of respondents on school (51%) answered that they aspire to complete at least a bachelor programme, over 15% aspire to complete a master programme, and 4% aspire to complete a PhD degree. Completion of high school is an aspiration for 28% of respondents, while less than 1% of respondents want to abandon formal education after completing primary school. There are no gender differences regarding this dimension. However, statistical analysis revealed significant differences across ethnicities. The highest aspiration for future education was identified among Kosovo Albanian and Kosovo Serb respondents, while lowest aspiration for the future education was among Kosovo Roma, Kosovo Ashkali, and Kosovo Egyptian respondents.

Figure 11. Respondents educational aspirations



When asked about the main obstacles that prevent them from attending higher education, 28% of respondents named a lack of money as a significant barrier and 8% as a major barrier to attending university. There were no gender differences in this regard. However, 32% of respondents do not find the money to be an issue for further education. The vast majority of participants do not see poor school grades as a significant barrier for education beyond high school, 43% declared that school grades are not a barrier at all, 29% considered it to be a minor barrier, and 17% of respondents find it a significant barrier. Over 55% of respondents do not lack family support when it comes to advancing their education. As such, family support is a significant barrier only for approximately 15% of respondents and a major barrier for 8.3% of respondents. Not having enough money to pursue higher education is the main barrier for Kosovo Albanians, Kosovo Serbs, and Kosovo Egyptian respondents.

Figure 12. Respondents perception on barriers preventing them from pursuing higher education

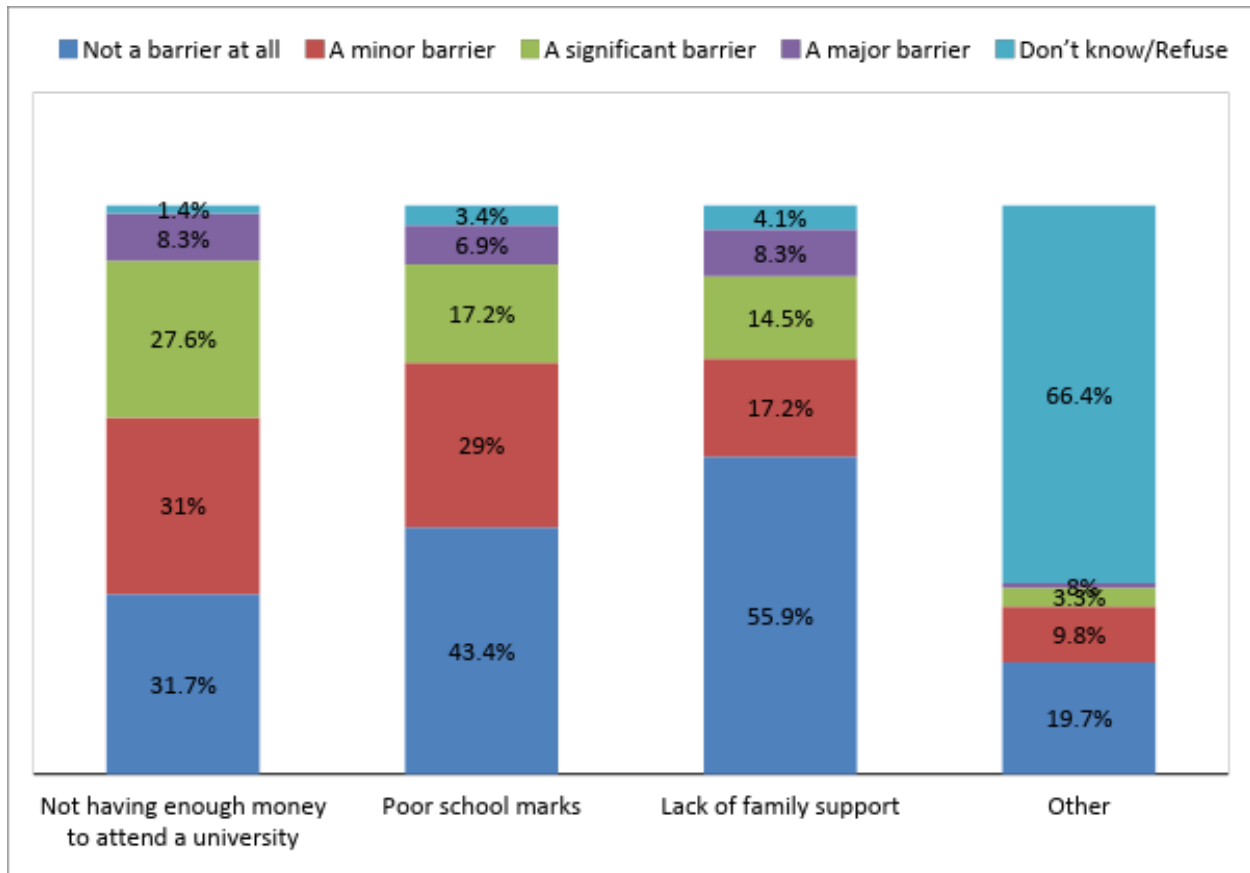
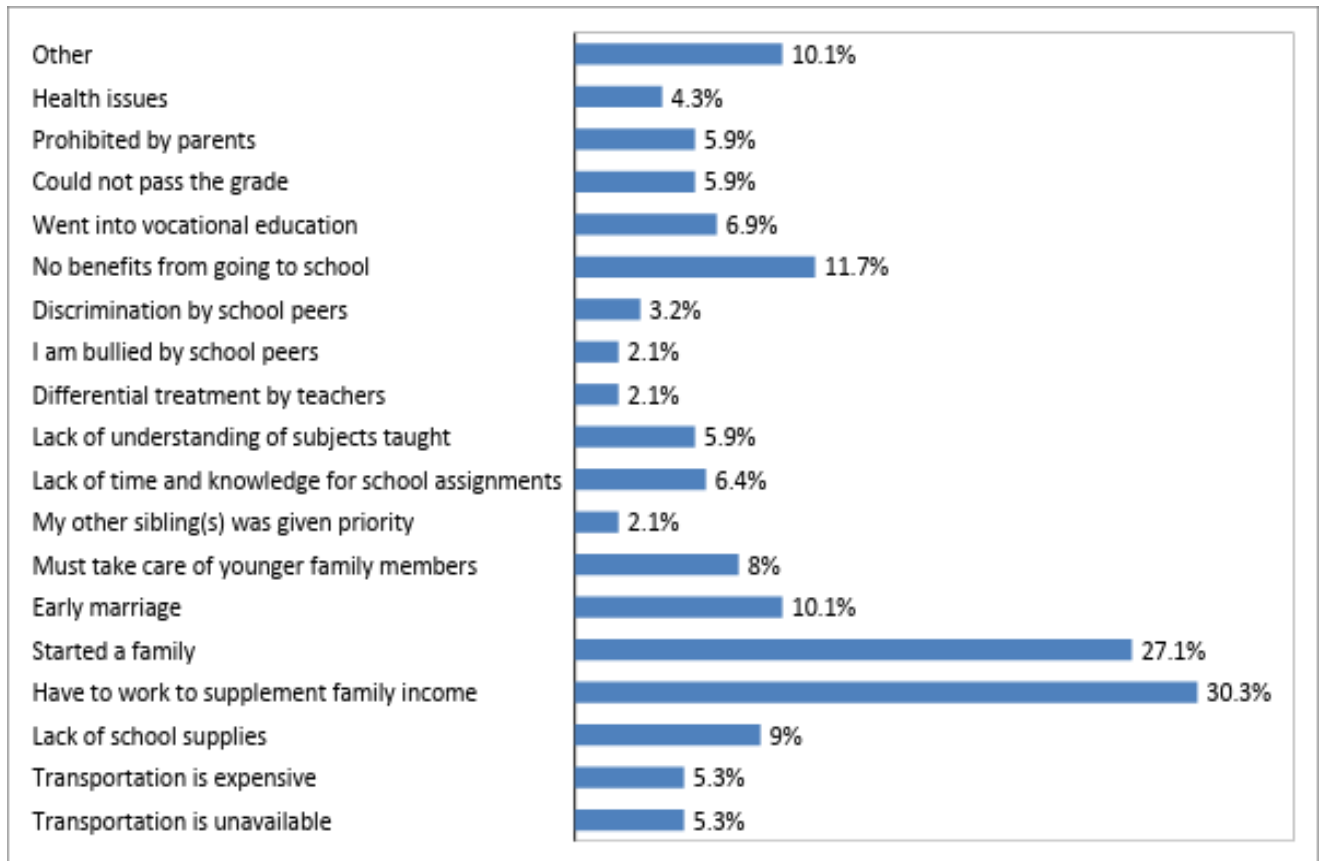


Figure 13 illustrates the reasons why some of 48% respondents left school and did not further their education. Almost one third (30%) of respondents dropped out of school or did not continue formal education due to financial reasons and had to supplement family income instead. Starting a family was the reason for 27% of respondents who decided not to further their education. Surprisingly, 12% of respondents left school because they saw no benefit in furthering their education. Gender-disaggregated data showed significant differences in answers. For example, more female (9%) than male respondents (2%) reported transportation costs as a reason that made them leave school. Also, more female (40%) than male respondents (15%) declared that starting a family was the reason to drop out of school. In contrast, 37% of male respondents declared the main reason for quitting school was that they had to work to supplement their family’s income, while this was true only for 23% of female respondents. “I have to work to supplement family income,” is the main reason for dropping out the school for most of respondents in the age group between 18 and 24 years. On the other hand, most respondents who dropped out the school because they started a

family belong to the age group between 25 and 35 years. Ethnicity-disaggregated data showed that starting a family was the main reason for dropping out the school for Kosovo Albanians (37%) and Kosovo Roma (33%). Respondents of other ethnicities reported the main reason for dropping out the school was because they had to work to supplement their family income.

Figure 13. Respondents reasons for dropping out of school



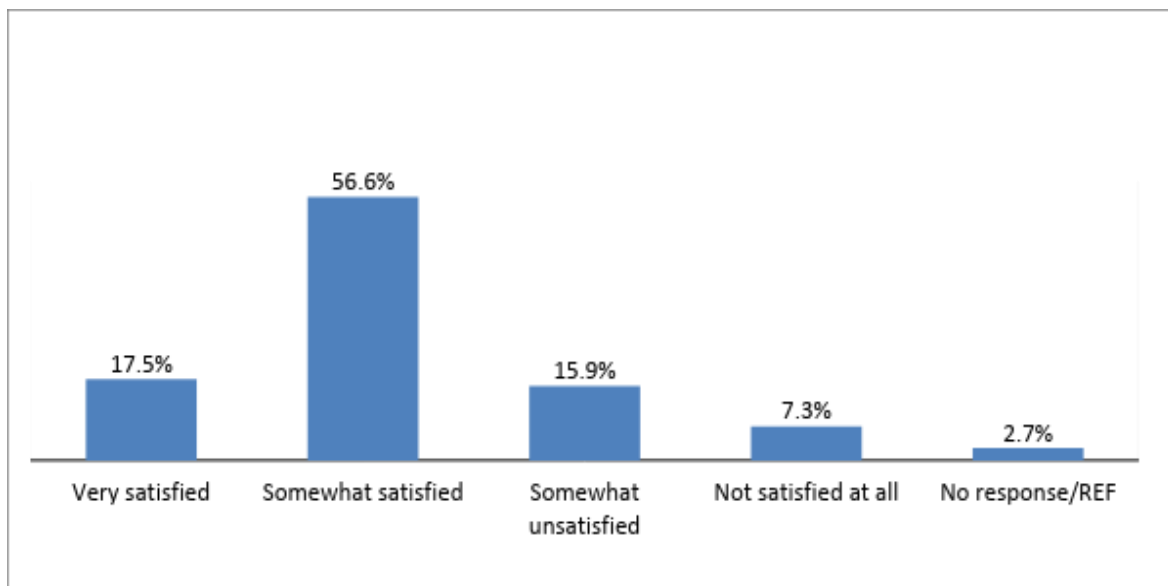
Another concern revealed during the work of focus groups was the anxiety caused by the disparity between the number of fresh graduates and available job vacancies. This only confirms previous findings of this study that economic problems are the primary concern in Kosovo. These concerns extend to the field of education, as well. Many participants stated that they abandoned their studies caught between the absence of any income and the lack of part-time jobs. However, they also stated there was nothing they could do about it:

“One of the difficulties that young people from Kosovo face during their education is the fact that they cannot work and study at the same time which is why most of them cannot finance themselves. It is only in rare instances where someone can finance himself during education. Even then, the work interferes drastically with their performance in education causing them to perform poorly in their studies. The reason it is almost impossible to work and study at the same time in Kosovo is that most institutions and private companies do not offer part-time jobs,” participant in Gjilan/Gnjilane.

“I work and study, but my work has affected my grades because I am behind on finishing courses. Working left me behind in education,” participant in Pejë/Peć.

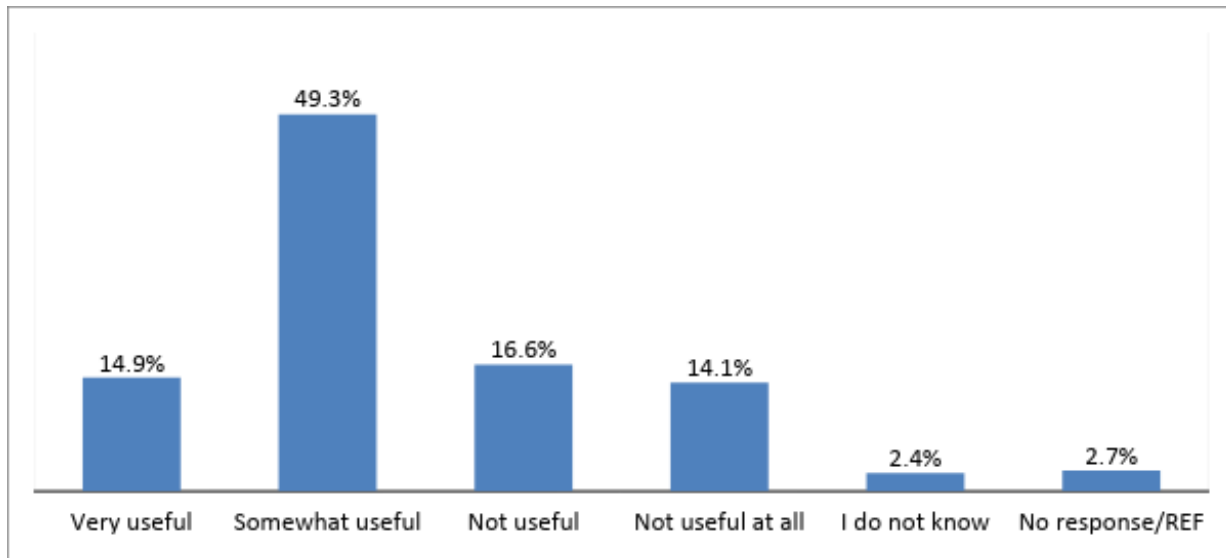
The next question intended to explore the level of satisfaction with the quality of education in Kosovo. In total, 74% of respondents are very satisfied or somewhat satisfied with education they received or are currently receiving. On the other hand, 23% are somewhat unsatisfied or not satisfied at all with the quality of education they received. Statistical analysis showed that the ethnic groups the most unsatisfied with the quality of education are Kosovo Roma and Kosovo Ashkali. Further analysis showed no significant differences across gender and age.

Figure 14. Respondents satisfaction with the quality of education they received or are receiving



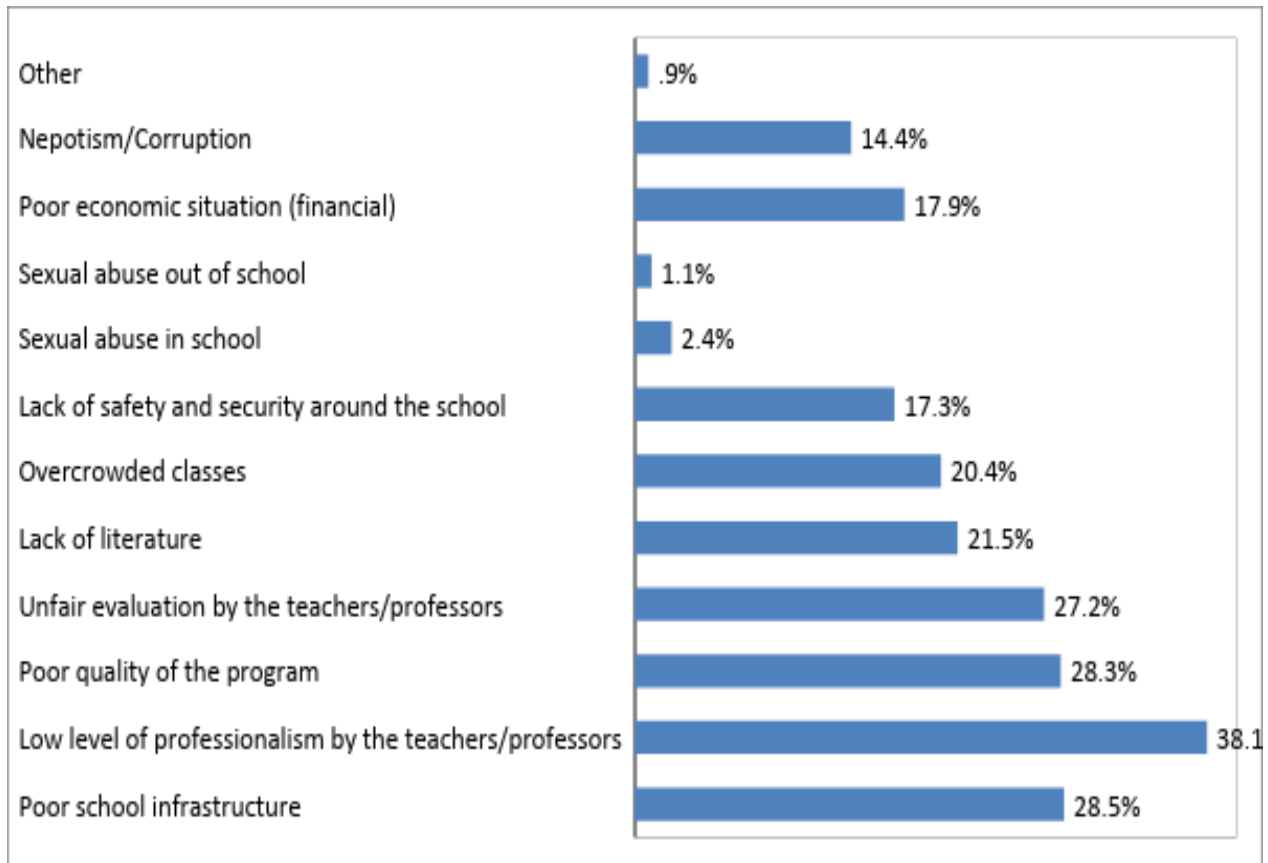
Participants in focus groups had varied views about the quality of education in Kosovo. Some of them stated that the quality of education in Kosovo is at a very low level, while the rest ranked it on the same level like the European education. Most complaints about the quality of education concern inadequate qualifications of professors teaching at universities and in high schools. Some participants stated their professors have two jobs and consider working in public institution as a secondary job. The lack of appropriate study materials in universities was particularly highlighted. This is particularly problematic for students who are not familiar with the English language and cannot consult any sources in that language. When asked about the value of their diplomas, a relatively small percentage of respondents thought their diploma was very useful for getting a job (15%). Education was somewhat useful for 48% of respondents, but over 30% of respondents consider their education not useful. There were no significant differences in responses when disaggregated by gender, age, and ethnicity.

Figure 15. Respondents thoughts about the usefulness of their education



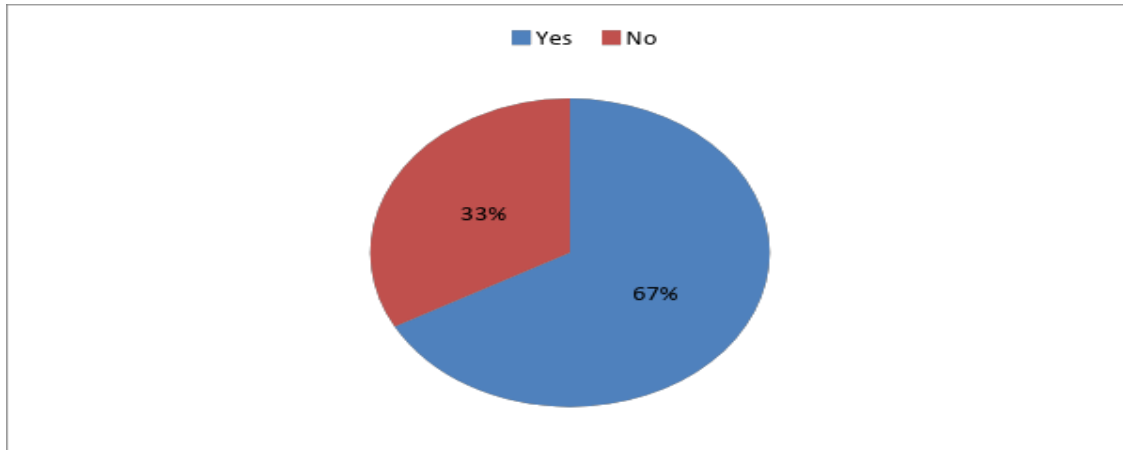
Respondents have identified the lack of professionalism by the teachers/professors as the main obstacle they face during education (38%). Poor school infrastructure (28.5%) and inferior quality of the study programmes (28%) were also considered as important obstacles. More than 20% of respondents listed evaluation/assessment by the teachers/professors, lack of literature, and overcrowded classes among challenges.

Figure 16. Three main obstacles respondents face or have faced during education



Two-thirds of both male and female respondents have confirmed that they have heard about vocational training, but the remaining 33% said they never heard about this type of training. In total, only 36% of respondents consider that vocational training could be very useful. However, over 55% of respondents have answered “Yes” when asked whether improved access to vocational training would be beneficial in terms of providing Kosovo youth with more job opportunities. It is perhaps due to lack of information that almost 30% of respondents have answered “I don’t know” to this question.

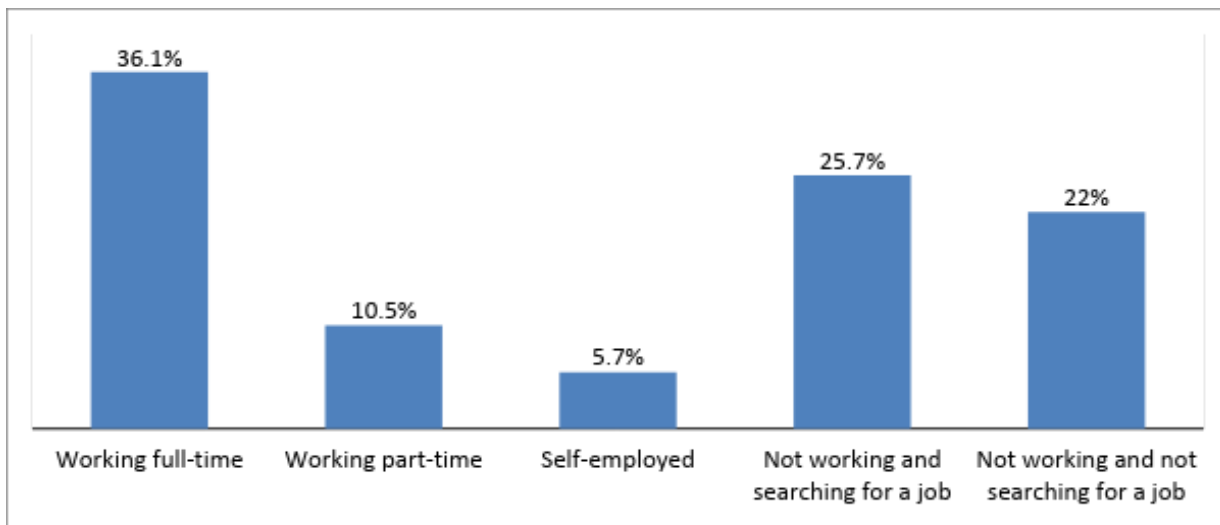
Figure 17. Respondents answers on whether they heard about vocational training



Youth employment

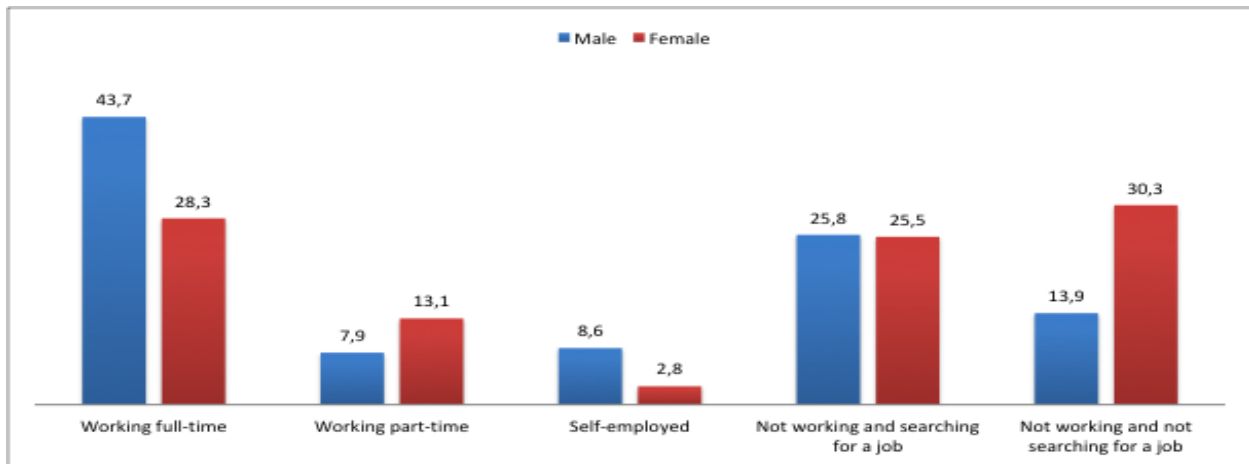
A total of 52% of the respondents are working: 36% full time, 10.5% part-time jobs and 6% are self-employed. In total, there are 48% unemployed respondents. Among the non-working respondents, 26% are not working but searching for a job while 22% are not working and not searching for a job. All 22% of respondents who are not working and not searching for a job are students. Age-disaggregated data showed significant differences in responses. Only 45% of younger respondents (18-24 years old) in comparison to 59% of older respondents (25-35 years old) are currently working. There are no significant differences among ethnicities.

Figure 18. Respondents current work status



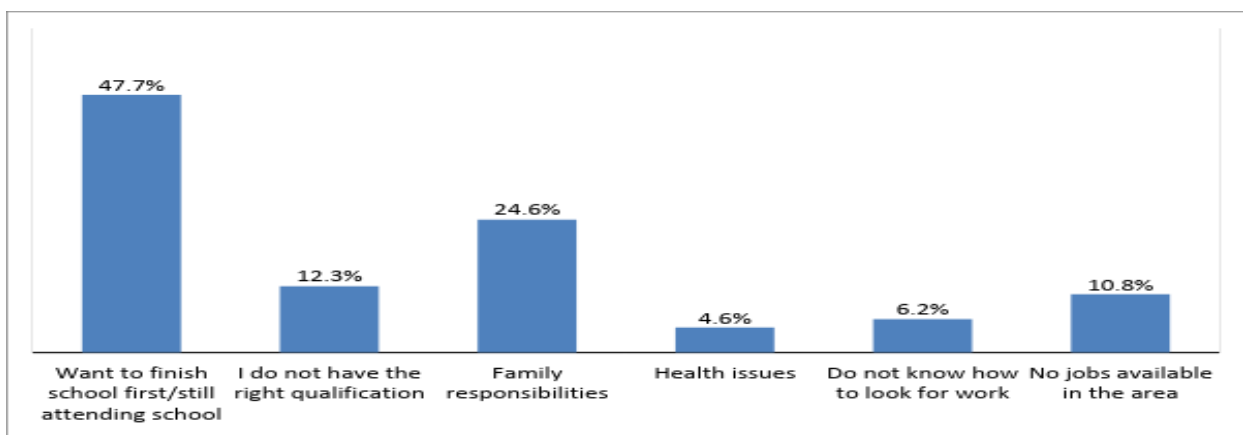
Statistical analysis revealed significant gender differences regarding employment: 56% of female respondents and 40% of male respondents are not employed. Also, 30% of female respondents are not working and are not searching for a job in comparison to only 13.9% of male respondents who are in the same situation.

Figure 18.1. Respondents current work status, data by gender



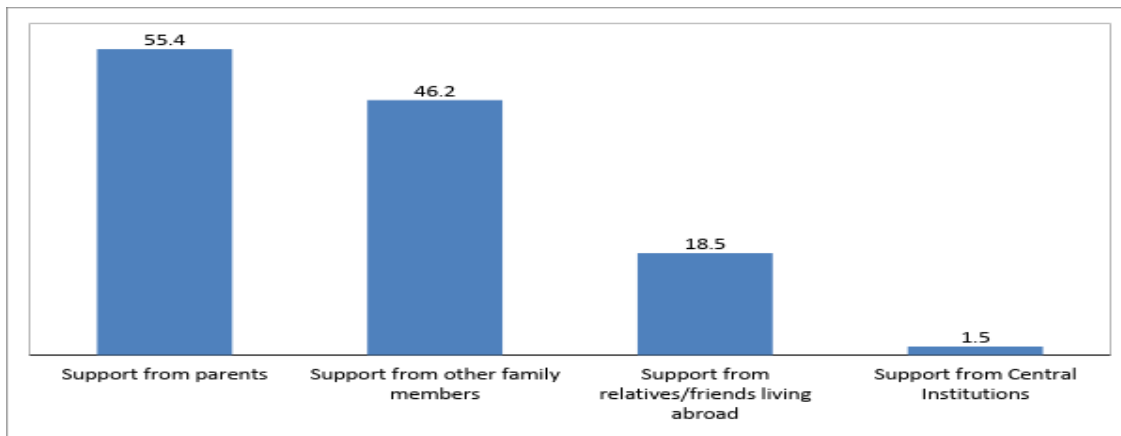
The main reason unemployed youth are not searching for jobs is because they are going to school or first want to finish school (48%). Family responsibilities, such as taking care for children, are the second most frequent reason (25%) for not searching for a job, followed by the lack of right qualifications (12%). “No jobs available in the area” is the answer given by 10.8% of respondents whereas another 6% stated they are not searching for a job because they do not know how to do it.

Figure 19. Respondents reasons for not searching for work



Almost all respondents stated that their parents or family members support them financially: 55% are supported by their parents, 46% by other family members, and 18.5% by relatives/friends who live abroad. Only 1.5% of respondents claim to have support from Kosovo institutions. Comparative analysis showed significant gender differences regarding support from other family members where female respondents (54%) are more dependent on family help than male respondents (29%). Support from the family is considered as the main financial source for younger participants (79%), while this is true only for 22% of older participants (25-35 years old).

Figure 20. Respondents origin of financial income/financial sustainability



Only one third of respondents reported to have work experience (33%) whereas 67% are without any experience in the labor market.

Figure 21. Respondents work experience

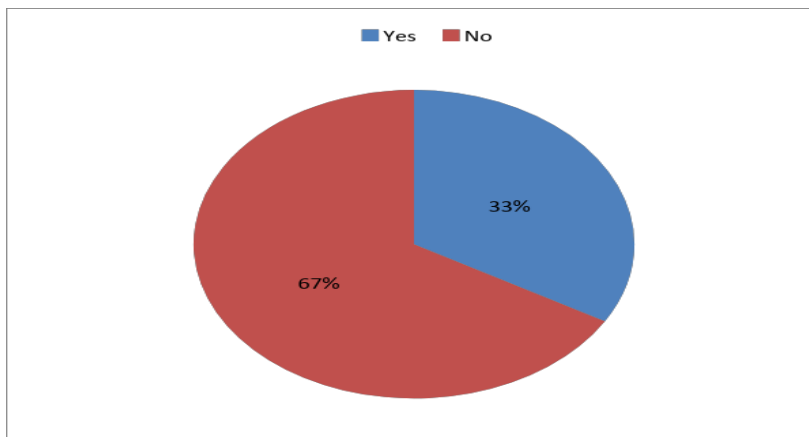
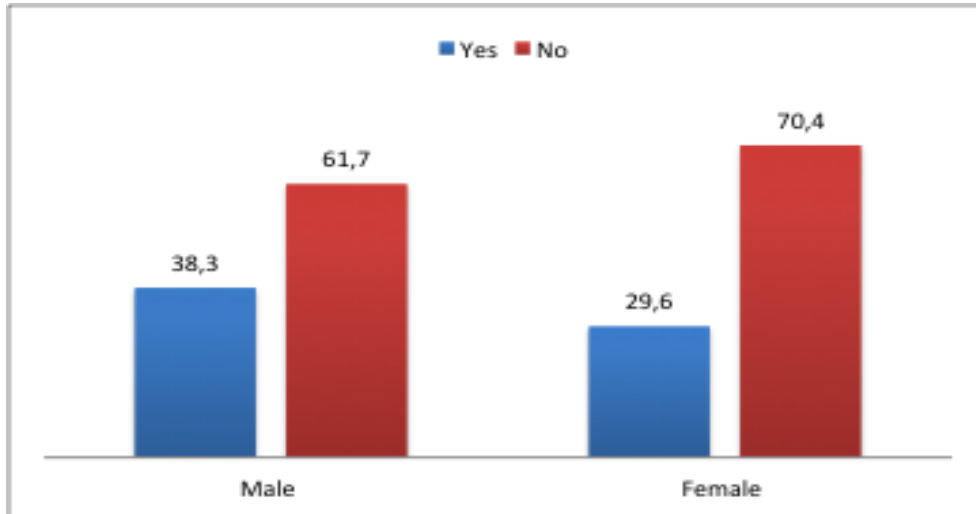


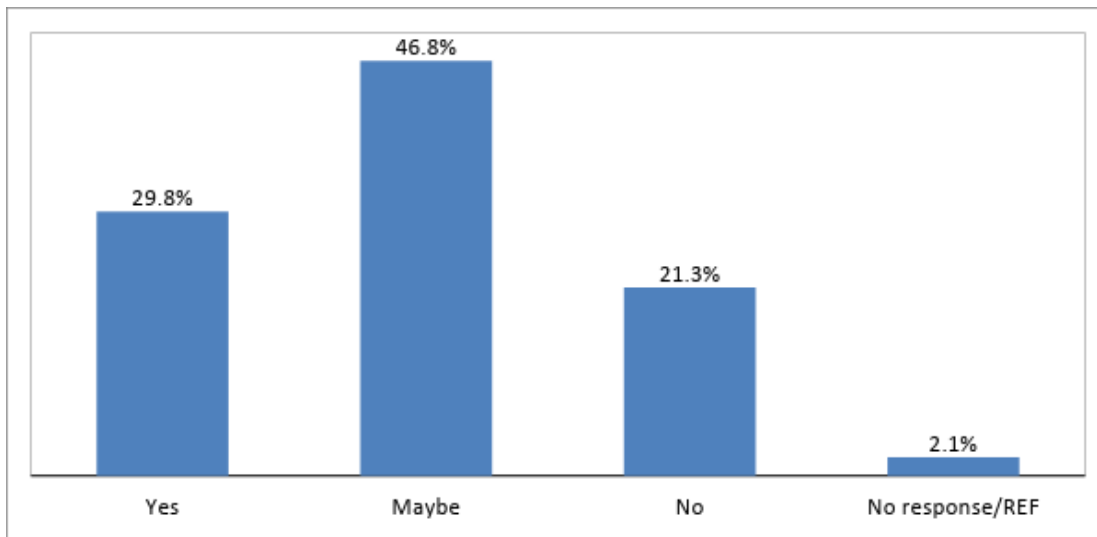
Figure 21.1 shows that more male (38%) than female respondents (30%) have working experience.

Figure 21.1 Respondents work experience, data by gender (presented values are in percentage)



Since they are without work experience and lack decent job opportunities around 30% of participants stated they would consider a low-income job and 21% stated they would not. The majority (47%) is not sure whether they would consider taking a low-income job. Comparative analysis showed no significant differences in responses like gender, age, or ethnicity.

Figure 22. Respondents answers on whether they would consider a low-income job



Discussions in focus groups yielded more in-depth information regarding perceptions about employment and challenges that arise in transition to employment. Most participants in focus

groups were employed and considered working as one of the key factors in their lives. Many who expressed dissatisfaction with their job claimed their salaries were very low. Others declared their current job does match the degree they achieved in undergraduate or other vocational schools. Differences were observed in how the participants explained the lack of suitability between qualifications and jobs. The participants who placed their personal strength as priority and saw employment as a result of their commitment, expressed an optimistic vision of finding work in the future compared to those participants who attributed their unemployment to the inadequate system.

<p>“I have a job. In the beginning of my search, I visited every institution relevant to my education and left my CV, and, in the end, I succeeded in getting a job. I am now working in a US organization in Prishtina; I have six years of working experience,” participant in Prishtinë/Priština.</p>
<p>“I don’t work because I don’t have relevant connections. In Kosovo, you can find a job only through political party in power. It’s been like that for years. Experience and education do not matter for getting a job,” participant in Graçanicë/Gračanica.</p>
<p>“I am looking for a job, but I need to find some connections that could help me get it, because finding a job without connections is almost impossible,” participant in Graçanicë/Gračanica.</p>

When asked what happened the last time they worked, 38% of respondents answered that their contract was terminated, 32% said that they had a short-term contract, 19% left work due to inadequate salary, and 17% resigned for personal or family reasons.

Figure 23. Respondents experiences in their last job

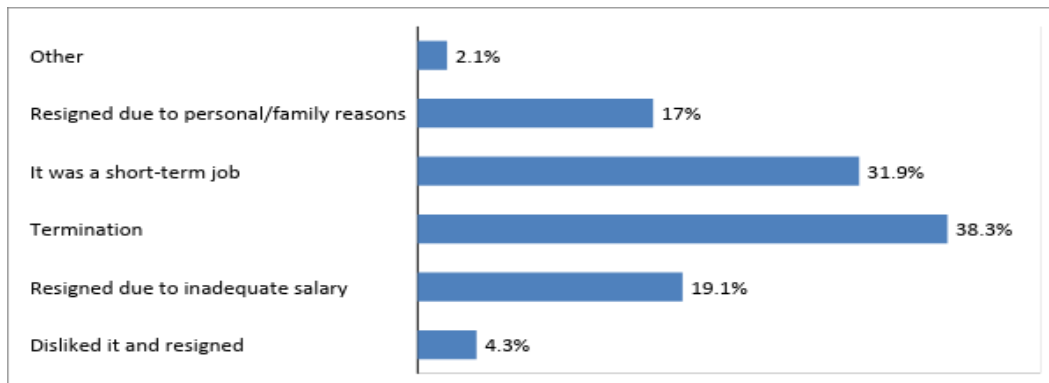
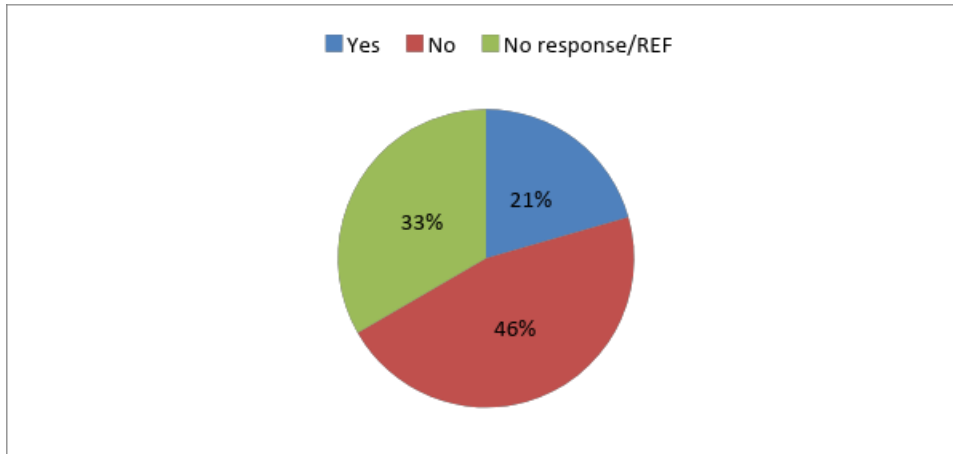


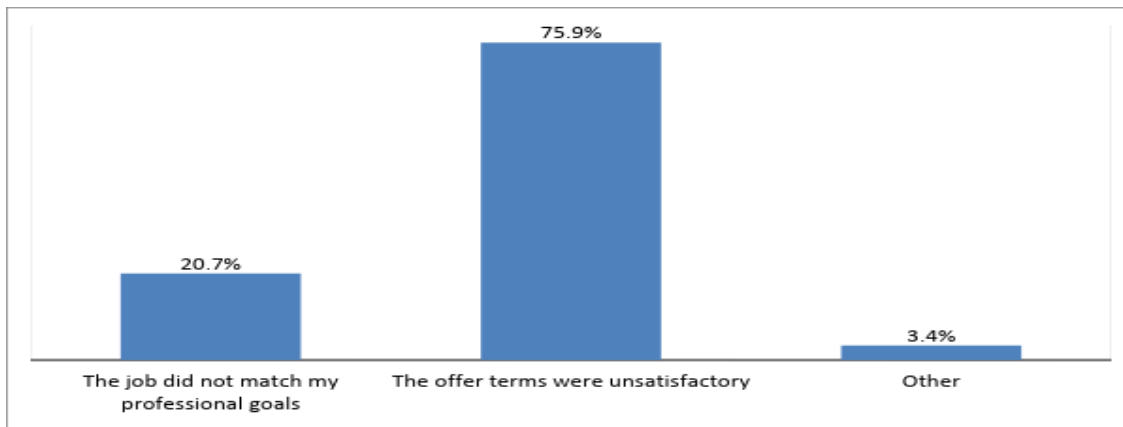
Figure 24 shows 21% of respondents refused and 46% have never refused a job offer. It also shows 33% of respondents did not respond to this question.

Figure 24. Respondents answers on whether they ever refused a job



The main reason why respondents refused the job offer was because of the unsatisfactory offer terms (76%), 21% indicated that the refusal was due to having different professional goals, and 3% provided other reasons for refusing a job. Only 5% of respondents have said that they have been pressured from colleagues, peers, or family to apply for a more lucrative job and ignore their professional development. On the other hand, the clear majority of respondents (62%) stated they never refused a job. There are no significant gender, age, or ethnicity differences regarding this aspect.

Figure 25. Respondents main reason for refusing a job



When asked why it is difficult to find a job in Kosovo, the most frequent reason reported was the lack of available jobs (43%), followed by corruption (42%), the lack of required professional qualifications (41%), absence of the required level of work experience (38%), nepotism in the selection process (37%), the drop-in demand for employment in the skill area (21%), and ethnic-

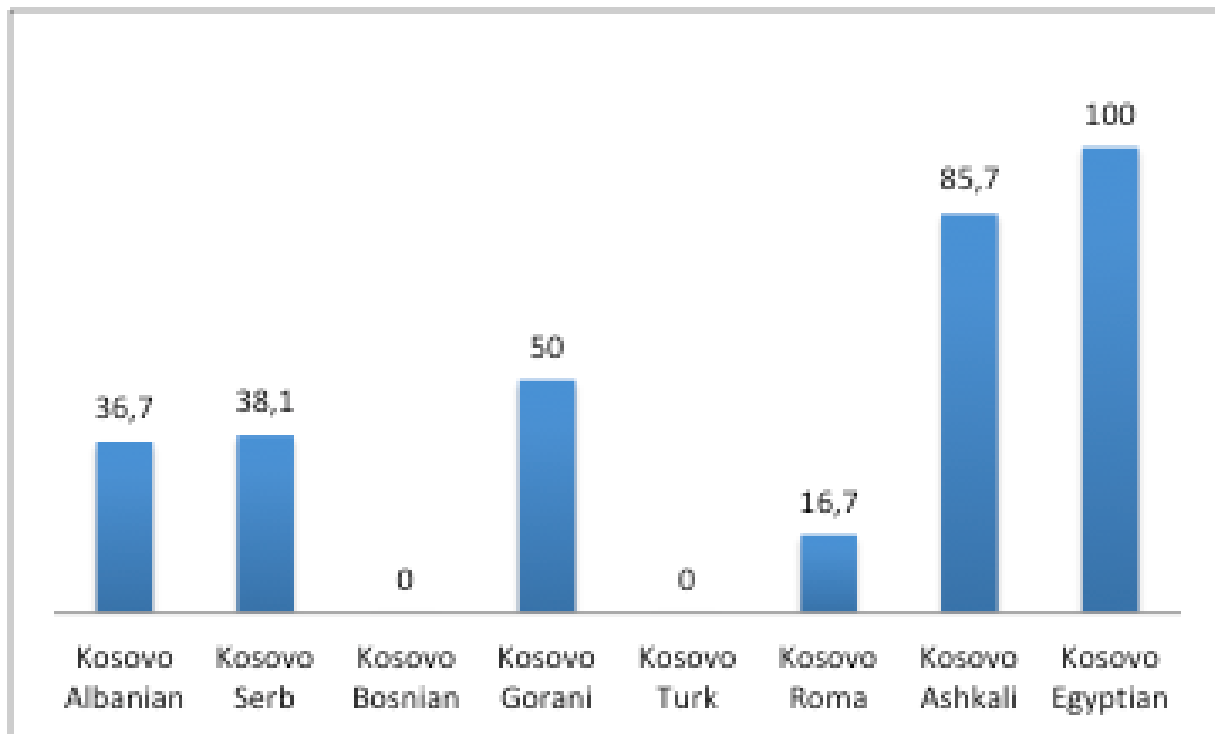
based discrimination (17%) are also believed to be some of the major causes of difficulty to secure employment. Issues such as religious beliefs and gender-based discrimination (3% respectively) are not as frequent. Gender differences were identified: 46% of female respondents and 36% of male respondents thought the lack of professional qualifications are the main reason it is difficult to secure employment.

Figure 26. Respondents opinion on why it is hard to find a job (presented values are in percentage)



Disaggregating data along the ethnicity showed slightly different opinions regarding factors that make securing employment difficult that mainly revolve around the jobs available and the perception of corruption. Whereas all Kosovo Egyptians consider that corruption is the main challenge to ensuring employment, 86% of Kosovo Ashkali, 50% of Kosovo Gorani, 38% Kosovo Serbs, and 37% Kosovo Albanian respondents consider the corruption as the challenge for employment.

Figure 26.1. Respondents opinion on corruption as challenge for employment, data by ethnicity (presented values are in percentage)



The important level of unemployment is joined by the high level of pessimism surrounding the process of finding a job within the next six months. Only 22% of respondents are very confident or somewhat confident that they will find a job in the next six months. On the other hand, most of respondents are not confident at all (38%) or have little confidence (35.5%) that they will find a job in the next six months. Kosovo Albanians showed the highest level of pessimism as the analysis shows that 60% of Kosovo Albanians, 43% of Kosovo Ashkali, and 33% of Kosovo Roma are not confident at all that they can find a job within the next six months.

Figure 27. Respondents confidence about finding a job in the next six months

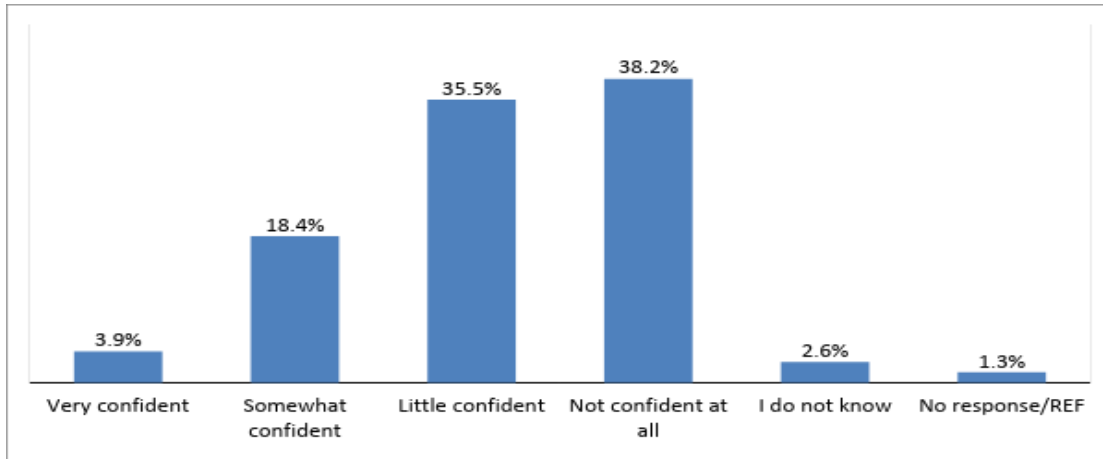
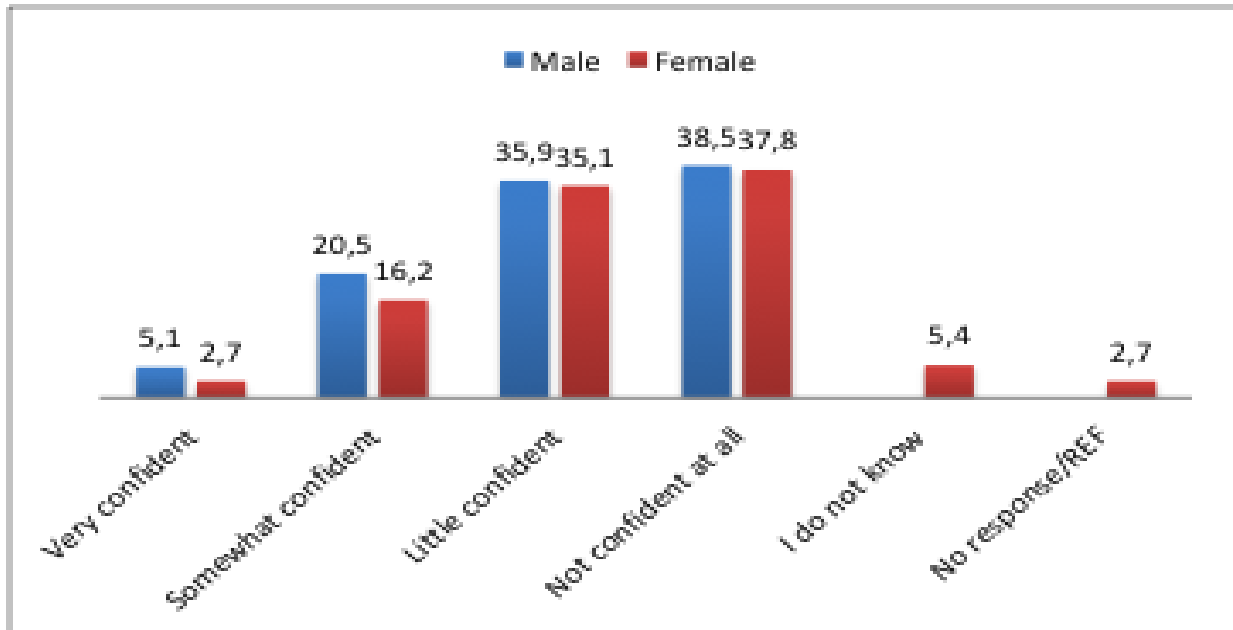


Figure 27.1 shows gender-disaggregated data on respondent’s confidence to find a job in the next six months. Male respondents are more confident they will find a job in next six months than female respondents.

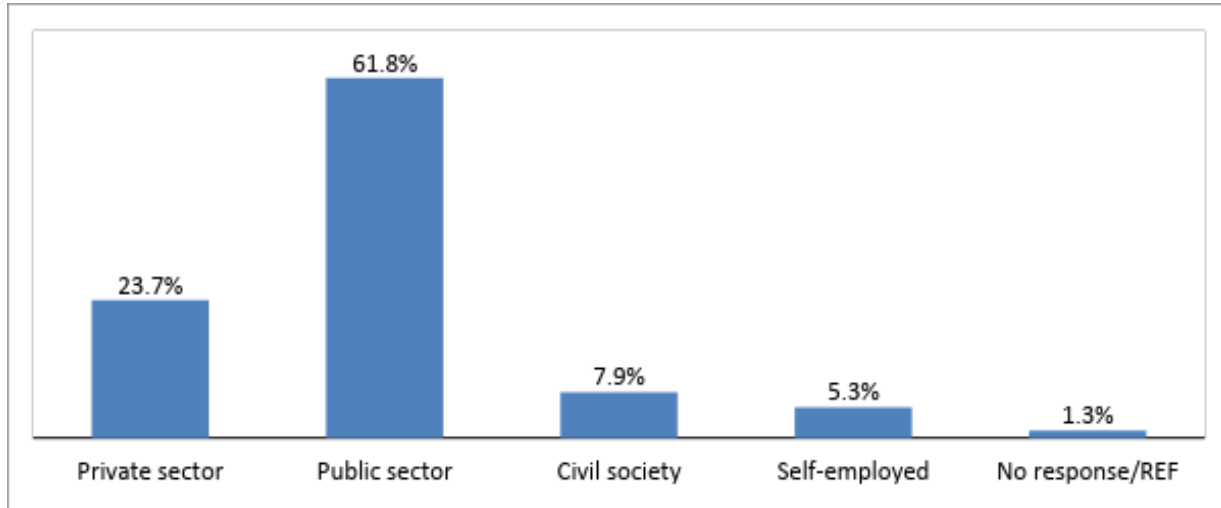
Figure 27.1. Gender differences regarding respondents confidence to find a job in the next six months (presented values are in percentage)



As far as respondent’s preferences for jobs is concerned, 62% respondents prefer working in the public sector, 24% would prefer finding a job in the private sector, and 5.3% prefer working in the

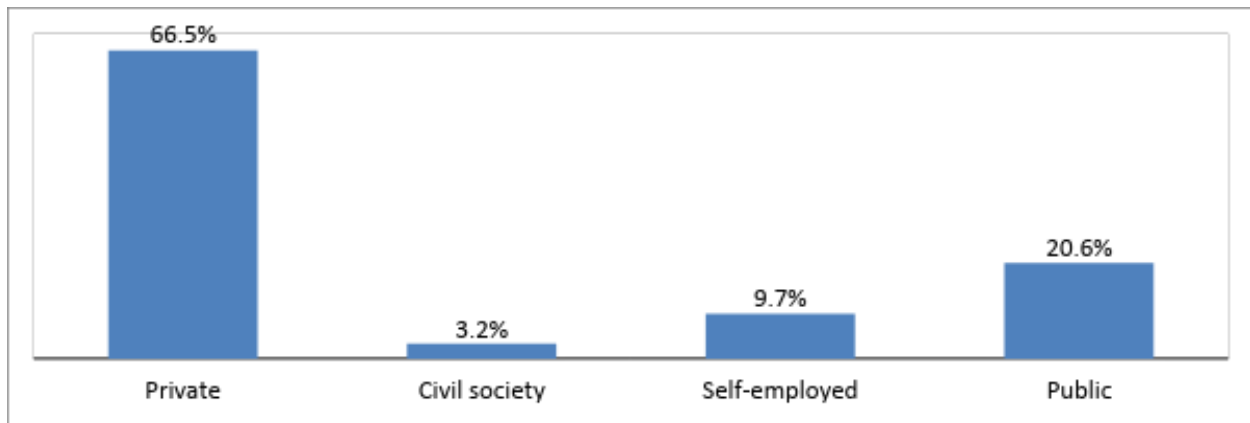
civil society organizations or being self-employed. Comparing means analysis showed no significant gender, age, or ethnicity differences.

Figure 28. Respondents job preferences



Even though over 60% of respondents said they would prefer to work in the public sector, 66.5% of respondents who claimed to have a job stated that they are working in the private sector, a little over 20% are working in the public sector, 10% are self-employed, and around 3% claim to be working for civil society organizations.

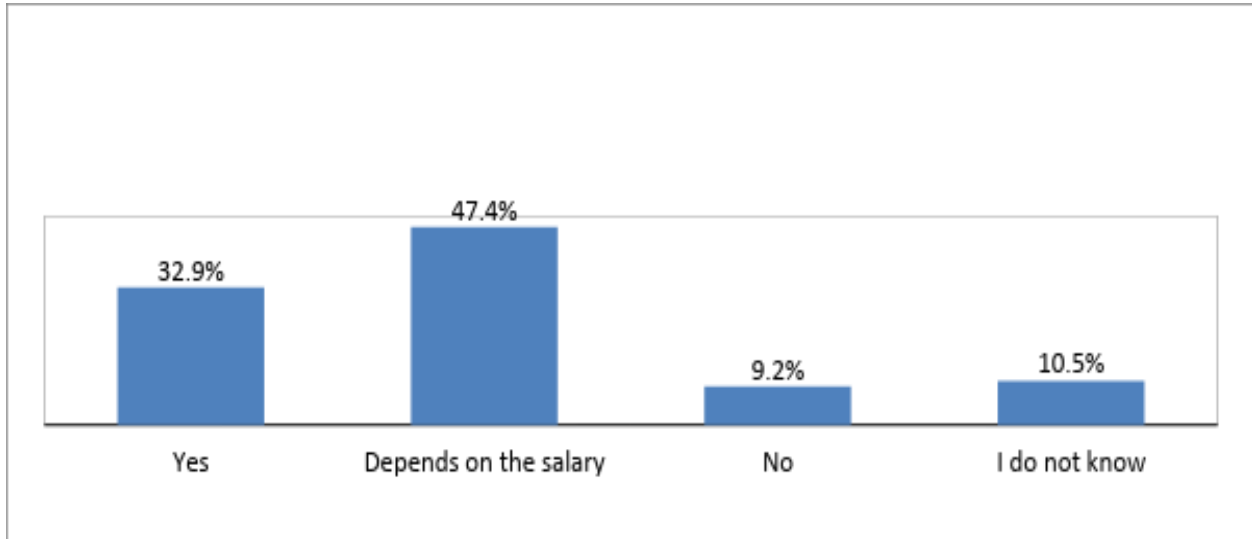
Figure 29. Respondents type of workplace



Salary is the main determinant factor why 47% of respondents would consider working in a field unrelated to their expertise. On the other hand, only 9% of respondents said they would reject an offer of a job unrelated to their profession, and 10.5% of respondents do not know if they would

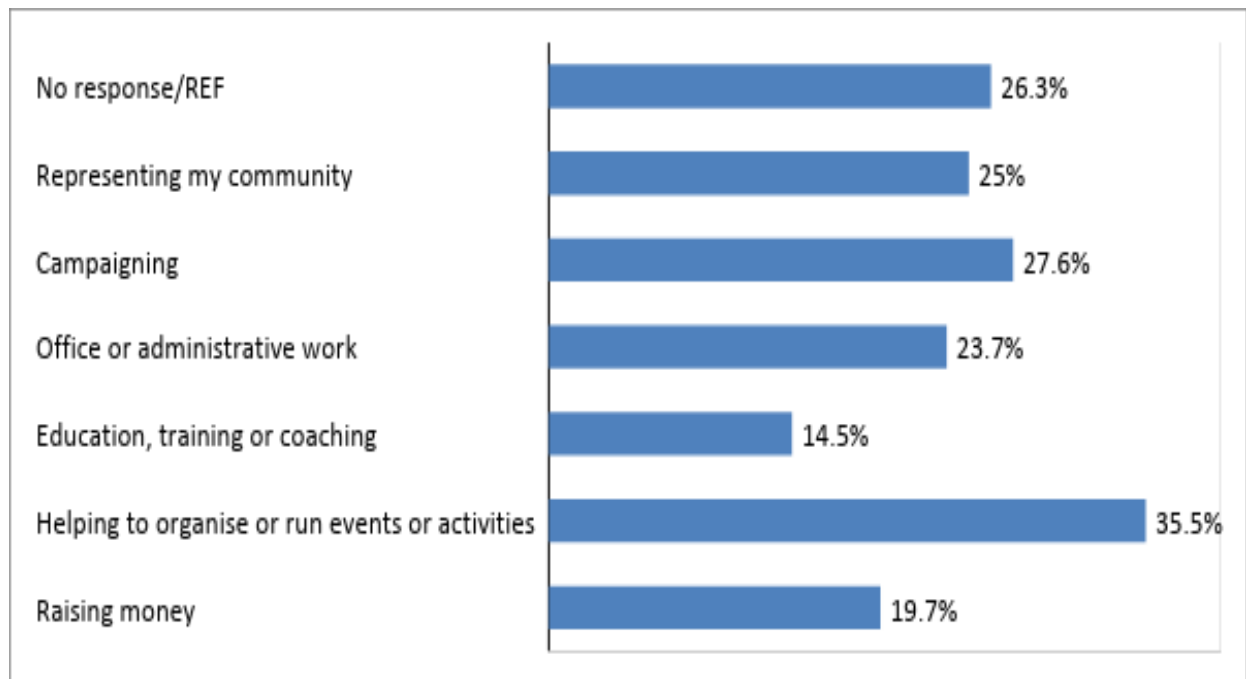
consider it at all. Comparing means analysis showed no significant gender, age, or ethnicity differences.

Figure 30. Respondents willingness to consider a job unrelated to their profession



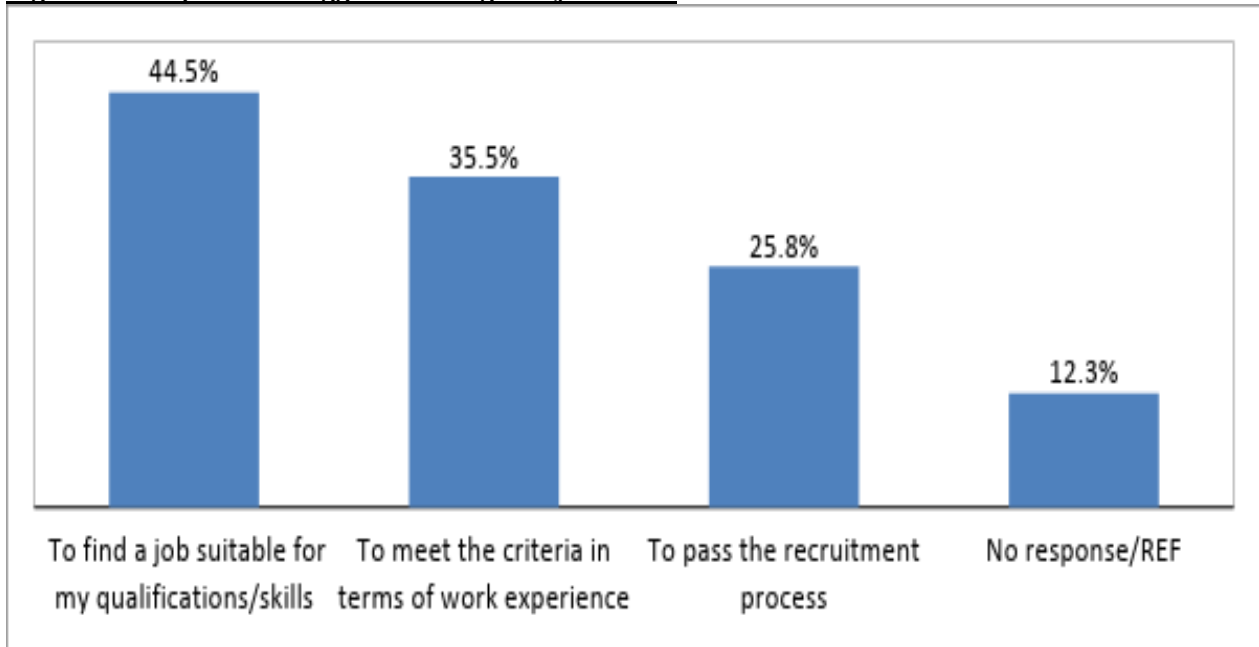
Respondents were asked also about the type of activities that they provide voluntarily. Helping organize or run events or activities is the most frequent (35.5%) unpaid activity respondents perform. Campaigning, community representation, and office or administrative works were listed among other frequently unpaid activities that are performed by 24% to 28% of respondents. Less frequently unpaid activities were those, which aimed to help education activities, training, or coaching (14.5%). In terms of gender differences, results shows that female tend to be involved much more in campaigning (81%) compare to male (64%), which is the only significant difference regarding unpaid activity.

Figure 31. Respondents voluntary/unpaid activities



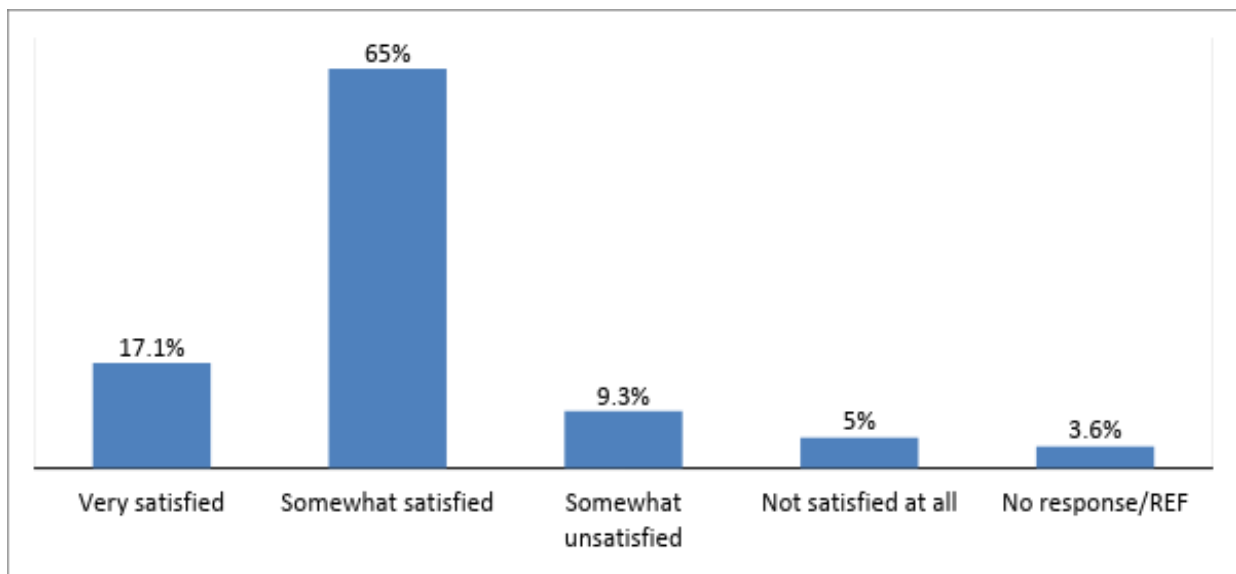
Respondents were asked also for the biggest challenges in becoming employed. Most respondents (45.5%) consider the main challenge to find a job that is suitable to their qualification or skills, and around 35% consider that the lack of work experience is the biggest challenge. Finally, one fourth of respondents agree that the recruitment process is a real challenge when looking for employment. Older participants (25-35 years old) are more concerned that they cannot find a job that is suitable for their qualifications than younger participants (18-24 years old).

Figure 32. Respondents biggest challenges to find work



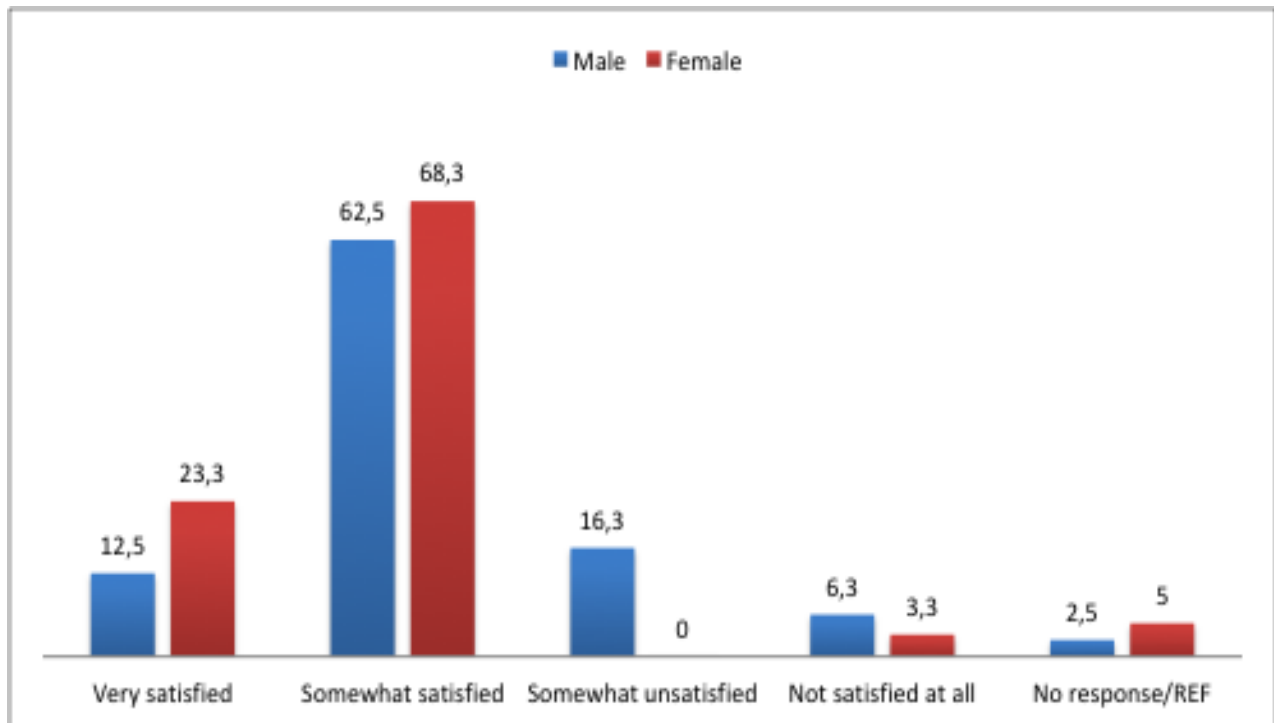
When asked to describe the level of satisfaction with their current job, 65% of respondents claimed they are somewhat satisfied with what they do, 17% claimed to be very satisfied with their job, only 5% said they are not satisfied at all, and 9% declared that they are somewhat unsatisfied with the current job.

Figure 33. Respondents satisfaction with their current job



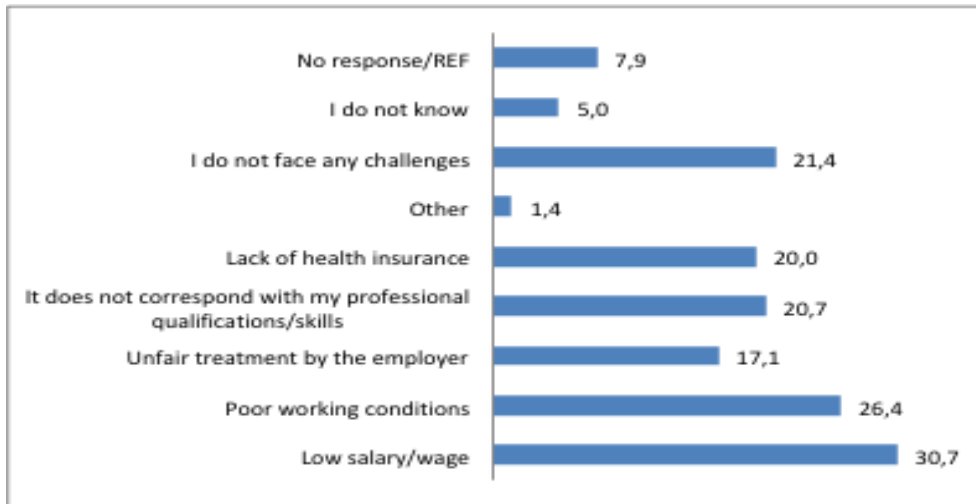
Female respondents tend to report higher satisfaction with their current job in comparison to male respondents. Figure 33.1 shows that only 12% of male respondents and 23% of female respondents reported to be very satisfied with their current job.

Figure 33.1. Gender differences regarding job satisfaction (presented values are in percentage)



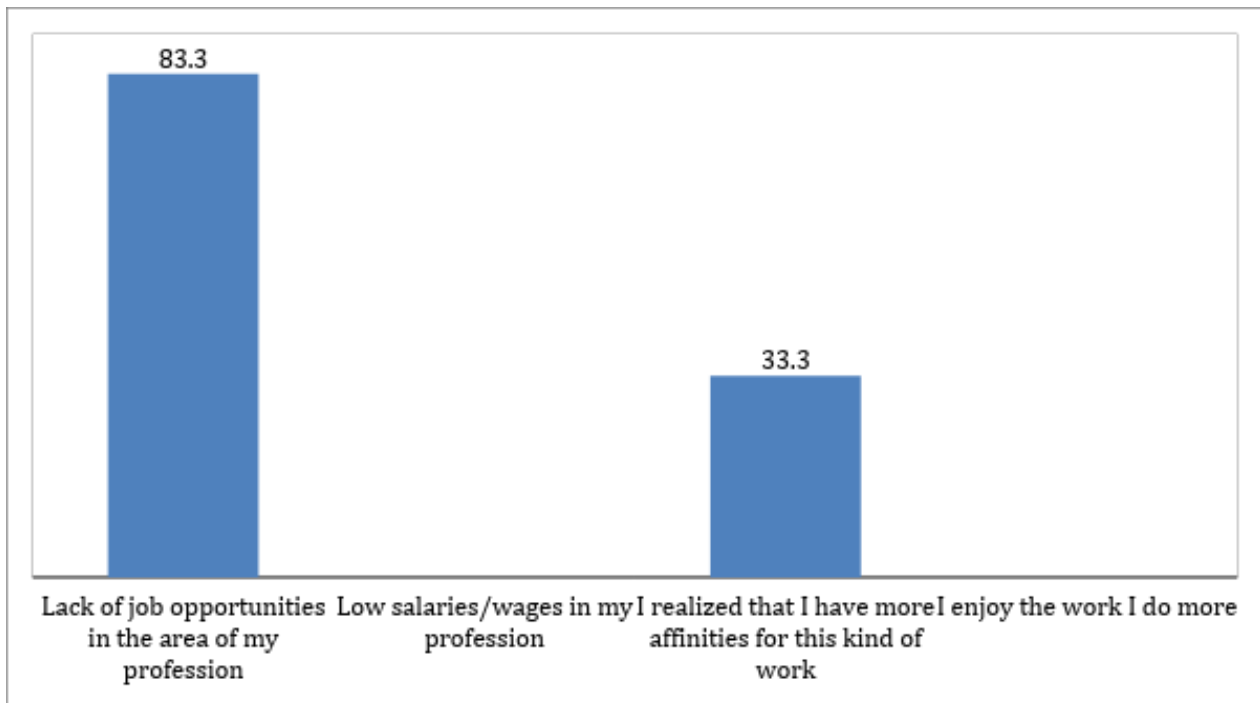
This study also aimed at identifying challenges the youth face in their work. Around 30% of respondents reported low income as the key challenge, 26% of respondents identified having to work under poor working conditions, and 21% the lack of adequate professional qualifications or skills for the job. Lack of health insurance (20%) and lack of fair treatment by the employers (17%) are some other challenges identified by employed youth.

Figure 34. Key challenges youth face in their jobs (presented values are in percentage)



According to 83% of respondents, the main reason they are not working in their profession is lack of opportunities in their respective area of expertise. However, 33% claim to have realized that they have more affinity for the kind of job they are currently doing. Comparing mean analysis showed no significant gender, age, or ethnicity differences.

Figure 35. Respondents opinion about reason they do not work in their profession (presented values are in percentage)



Youth perceptions regarding interethnic relations

Another key area of research was to find out the youth perceptions regarding interethnic relations. “Which of the following descriptions of the relations between Kosovo Albanians and Kosovo Serbs of your age is closest to your view?” was the question asked. Approximately 27% think that interethnic relations are tense and that this situation will remain the same. On the other hand, 28% of respondents described these relations tense but, according to them, there were some improvements made during recent years. Slightly more than 10% think interethnic relations are not so tense and around 7% of respondents claim that these relations are not tense at all. There are no gender differences.

Figure 36. Respondents opinion regarding interethnic relations between Kosovo Albanian and Kosovo Serb communities in Kosovo

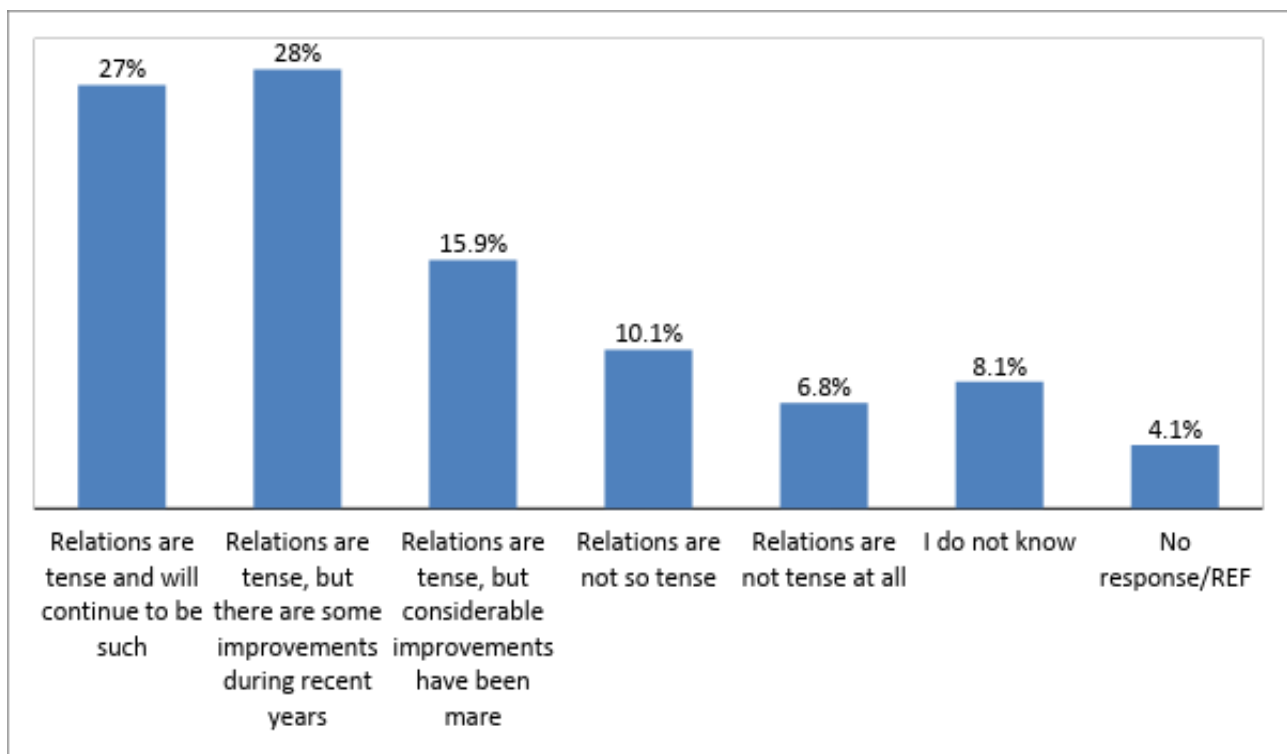


Table 1 shows that respondents of different ethnic background have different views on interethnic relations between Kosovo Albanian and Kosovo Serb communities in Kosovo. High number of Kosovo Albanians (30.4%) consider that interethnic relations are tense and will remain as such. Also, considerable percentage of the Kosovo Serb community (27%) consider interethnic relations are tense, but that considerable improvements have been made.

Table 2. Respondents opinion regarding interethnic relations between Kosovo Albanian and Kosovo

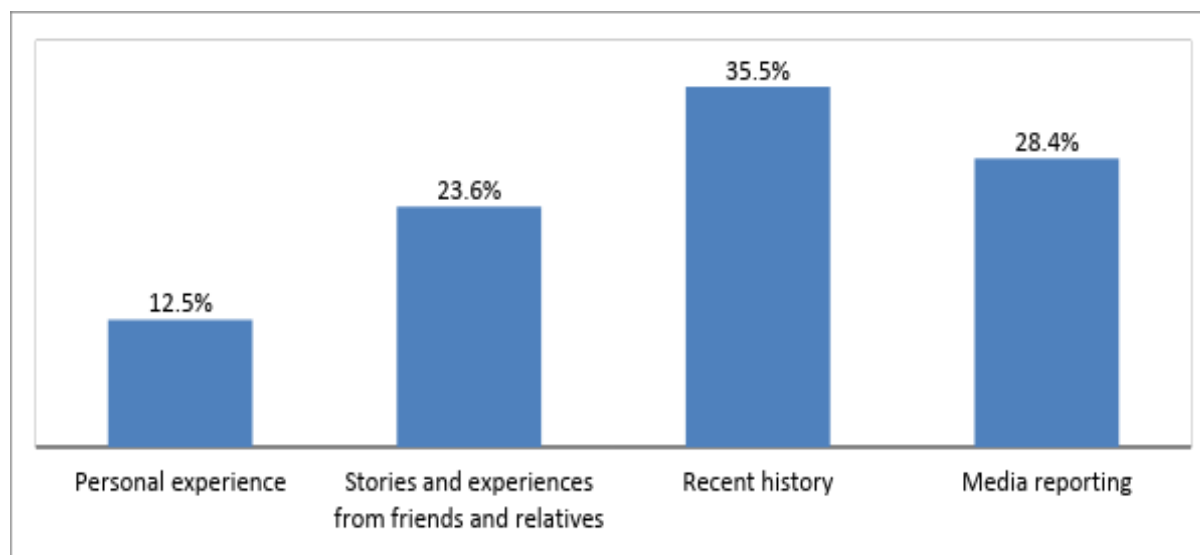
Serb communities in Kosovo, data by ethnicity

	Kosovo Albanian	Kosovo Serb	Kosovo Bosnian	Kosovo Gorani	Kosovo Turk	Kosovo Roma	Kosovo Ashkali	Kosovo Egyptian
Relations are tense and will continue to be such	30.4	25.3	0	6.3	0	22.2	25	14.3
Relations are tense, but there are some improvements during recent years	32.6	25.3	0	12.5	0	38.9	31.3	14.3
Relations are tense, but considerable improvements have been made	8.9	27.4	50	12.5	66.7	16.7	18.8	14.3
Relations are not so tense	8.1	9.5	0	37.5	0	0	6.3	42.9
Relations are not tense at all	6.7	5.3	0	18.8	0	5.6	6.3	0
I do not know	9.6	2.1	50	6.3	33.3	11.1	12.5	14.3
No response/REF	3.7	5.3	0	6.3	0	5.6	0	0

The focus group discussions revealed that, unlike Kosovo Albanians, Kosovo Serbs perceive the interethnic situation very tense. They say that they are discriminated against, they feel unsafe, and that Kosovo Albanians do not want to maintain good relations with them. Kosovo Serbs believe that a solution for this situation would be in mutual interethnic activities, which, according to them, are missing. The recent history³ is the main source of information (35.5%) for the youth assessment of the relations between Kosovo Serbs and Kosovo Albanians. Another important source in this regard is the media (28%). Stories and experiences from friends and relatives have affected the opinion of 24% of respondents whereas 12.5% claim to have given their assessment based on personal experiences. Comparing means analysis showed no significant gender, age, or ethnicity differences.

³ The term ‘recent history’ is used to describe recent times, mainly indicating a period 1990 - 2010.

Figure 37. Respondents answers on where they based the assessment of Kosovo Albanian-Kosovo Serb relations



Most Kosovo Albanians have formed their opinion on Kosovo Albanian-Kosovo Serb relations based on the recent history (31%) and media reporting (28%). Kosovo Serbs consider these two sources as the main sources for their assessment of these relations (32%).

Table 3. Respondents answers on where they based the assessment of Kosovo Albanian-Kosovo Serb relations, data by ethnicity

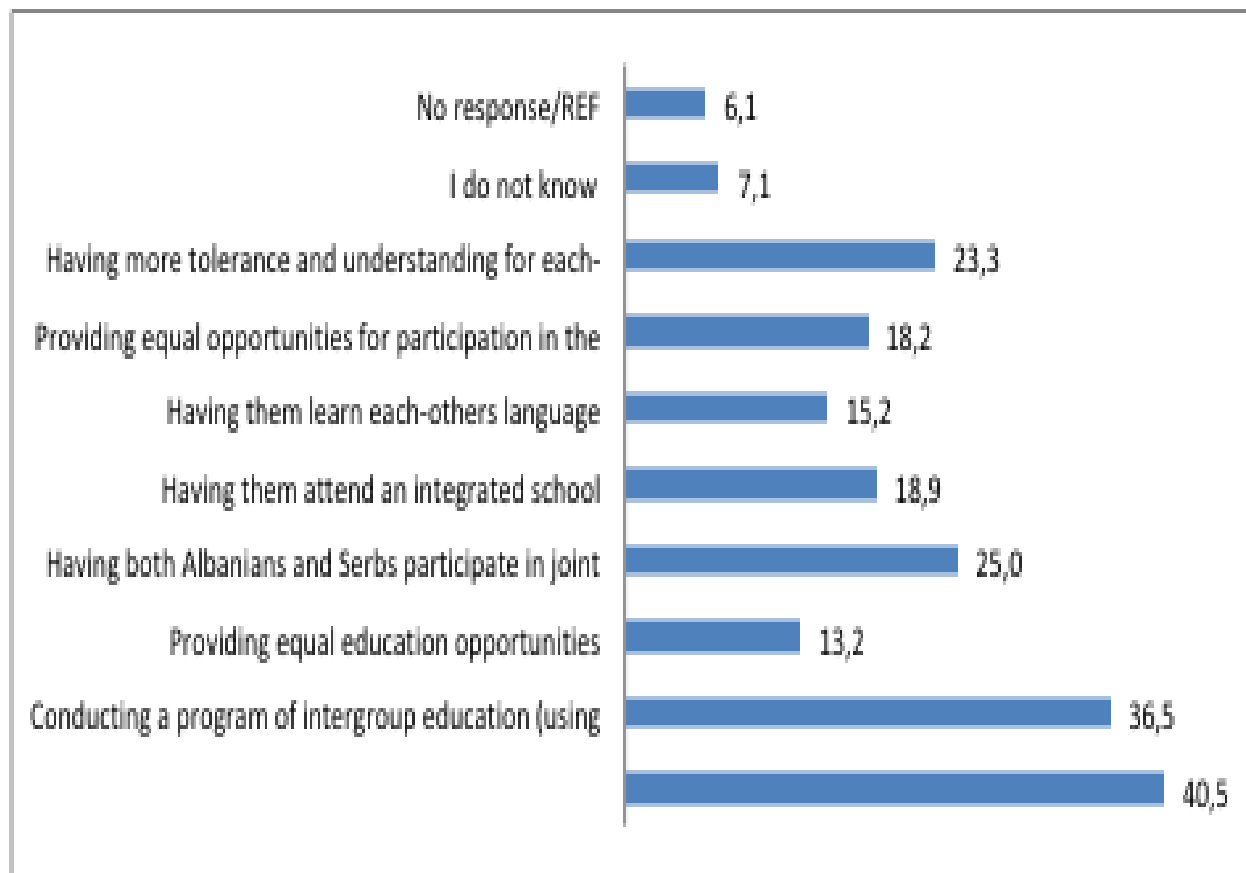
	Kosovo Albanian	Kosovo Serb	Kosovo Bosnian	Kosovo Gorani	Kosovo Turk	Kosovo Roma	Kosovo Ashkali	Kosovo Egyptian
Personal experience	17	5.3	50	18.8	0	0	8.7	18.2
Stories and experiences from friends and relatives	23.7	29.5	0	25	0	3.8	13	0
Recent history	31.1	32.6	50	31.3	0	50	30.4	18.2
Media reporting	28.1	32.6	0	25	0	15.4	17.4	27.3

When asked about the main reasons that contribute to relations between Kosovo Serb and Kosovo Albanian communities, 45% of respondents reported the impact of memories of the conflict. Furthermore, lack of readiness of Kosovo Serbs to integrate in Kosovo society (37%) and influence from older generations who have experienced the conflict (33%), are believed to

be the main reasons that are contributing to tense relations. There are significant differences between Kosovo Albanians and Kosovo Serbs regarding their view on the main reasons that have contributed to the tense situation. While 64% of Kosovo Albanians consider that the memories of the conflict are the most influential factors, this is true for only 12% of Kosovo Serbs.

The study also explored respondents' opinions about the best ways to improve relations between Kosovo Serb and Kosovo Albanian youth. Respondents suggested using an educational approach and exposing both groups to accurate information (40.5%) about the conflict, conducting a programme of intergroup education (36.5%), having both Kosovo Albanians and Kosovo Serbs participate in joint activities (25%), having more tolerance and understanding for each other (23%), having Kosovo Albanians and Kosovo Serbs to attend an integrated school (19%). Using an educational approach as the main way to improve relations between Kosovo Albanians and Kosovo Serbs is perceived as a solution by 59% of Kosovo Albanians, and by only 15% of Kosovo Serbs. Kosovo Albanians and Kosovo Serbs share more or less the same opinion on all other alternatives.

Figure 37.1. Respondents answers on the ways to improve Kosovo Albanian-Kosovo Serb relations (presented values are in percentage)



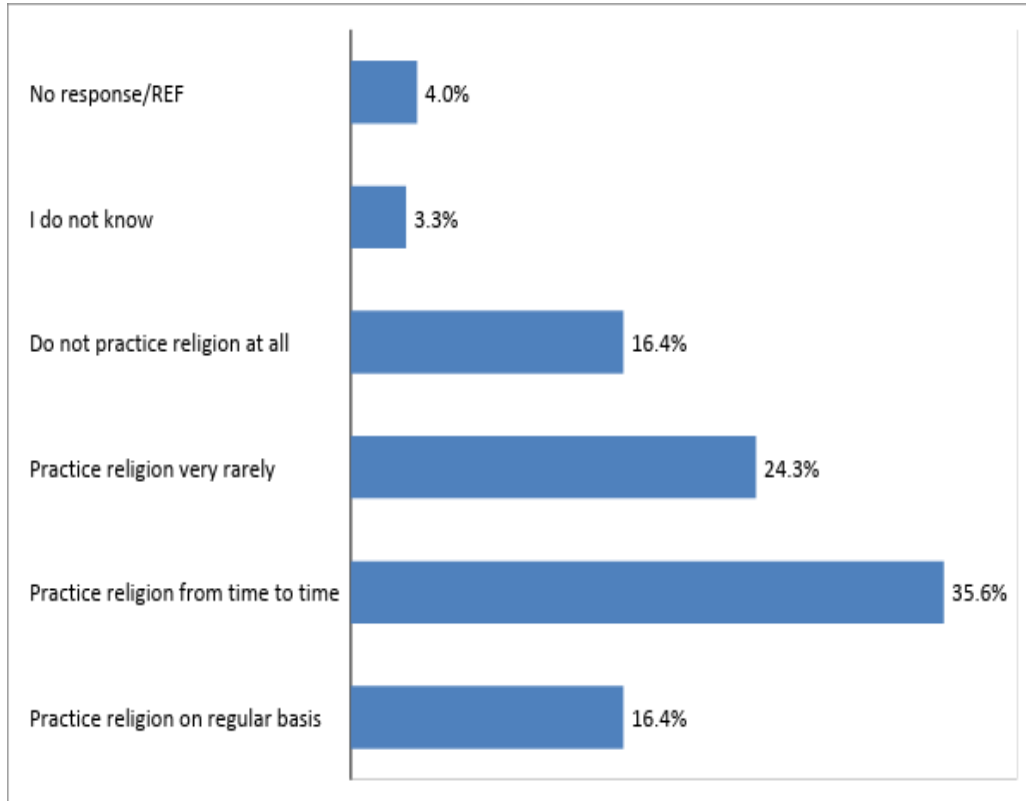
In addition to identifying common problems at Kosovo, the participants in focus groups also proposed ways to overcome the tensed interethnic relations. Overall proposals mostly involved economic improvement, as respondents consider that economic growth and new job opportunities can reduce tensions. Another perspective outlined in focus groups concerns the perception of interethnic relations. Kosovars expressed positive attitudes towards all ethnicities, including ethnic Serbs, apart from the focus group in Pejë/Peć, where some Kosovo Albanian participants said they do not want to hear anyone speaking Serbian and that they are not ready to live alongside the Serb community members.

Youth practicing religion

Respondents were also asked about their religious affiliation. In total, 76% of respondents practice religion: 16% on regular basis, 36% practice religion from time to time, 24% very rarely, and 16%

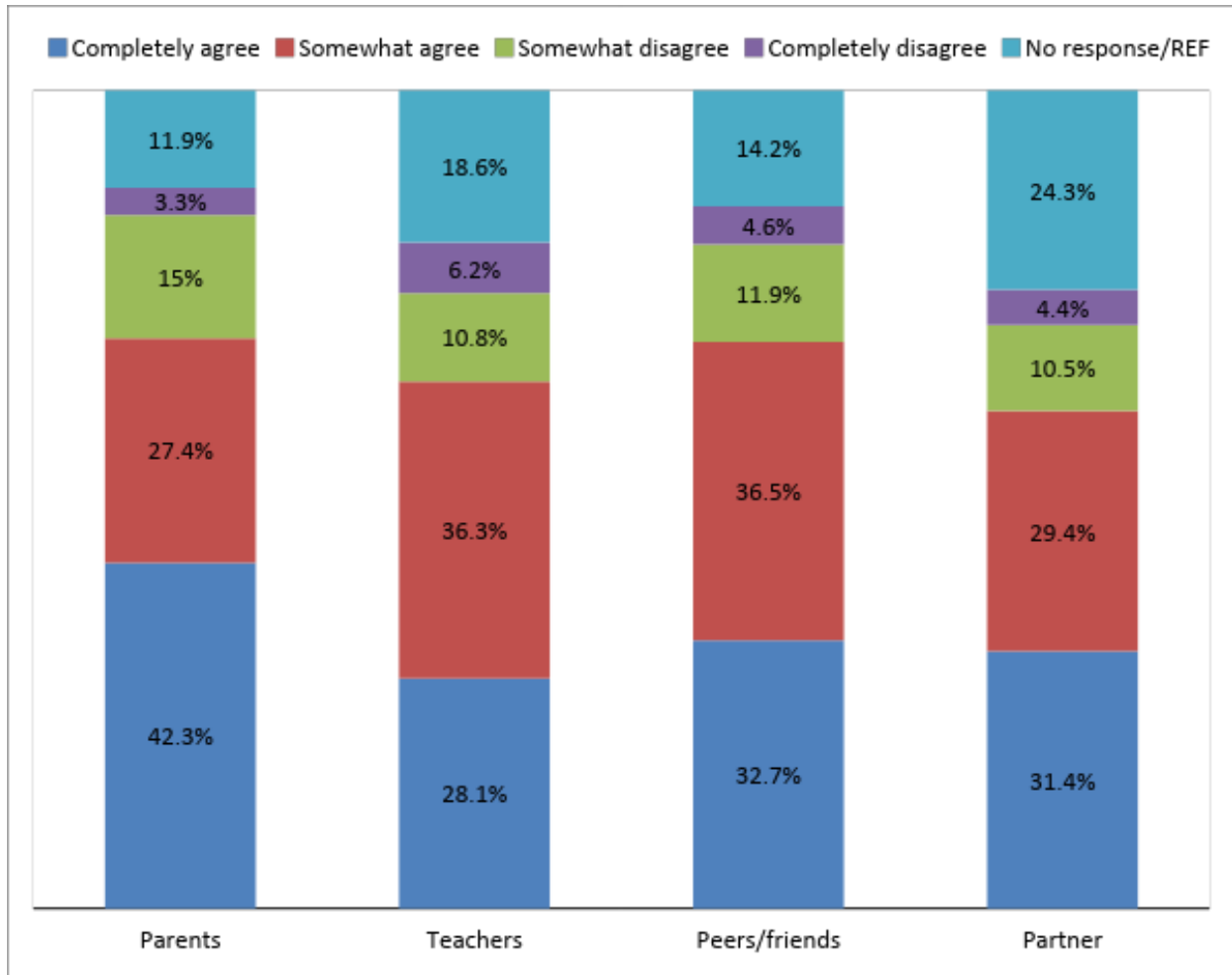
of respondents do not practice religion at all. Comparing means analysis showed no significant gender, age, or ethnicity differences.

Figure 38. Respondents frequency of practicing religion



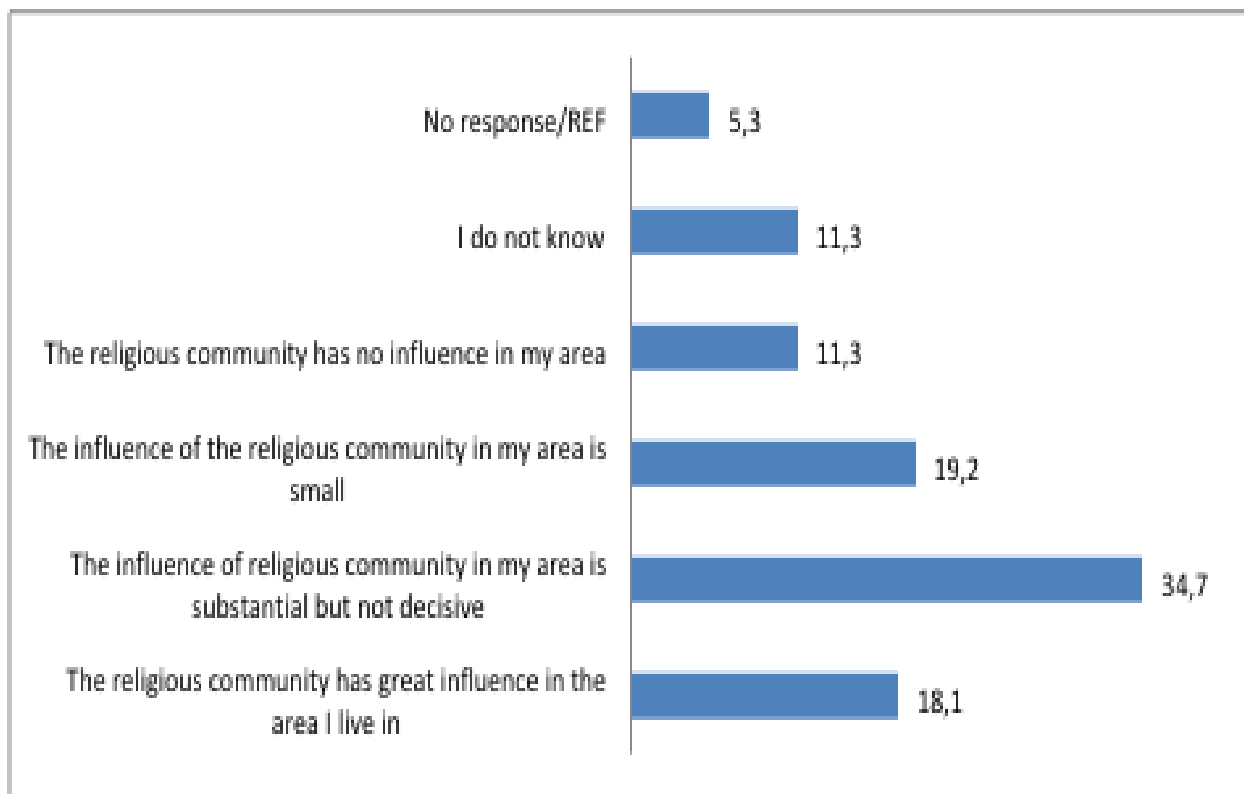
Forty two percent of respondents agree and 27% somewhat agree with their parents' religious views. Only 3% of respondents disagree entirely with their parents about their religious views. As for the teachers, only 28% of respondents agree completely, 36% agree, 10.8% somewhat disagree, and 6% of respondents completely disagree with their teachers' religious views. Peers/friends agree much more with each other on religious views: 33% of respondents completely agree, 36.5% somewhat agree, 12% somewhat disagree, and 5% completely disagree with their peers' and friends' religious views. Over 31% of respondents seem to agree completely with their partners' religious views and only 4% of respondents disagree completely with their partner on his/her religious views.

Figure 39. Respondents level of agreement about religion with parents, teachers, peers/friends, and partners



Majority of respondents (35%), agree that the influence of the religious community is substantial but not decisive for their activities in the area they live. Around 18% of participants believe that the religious community has strong influence in their area. On the other hand, 19% think that the religious community has a small influence and 11% share the opinion that the religious community has no influence at all in their area.

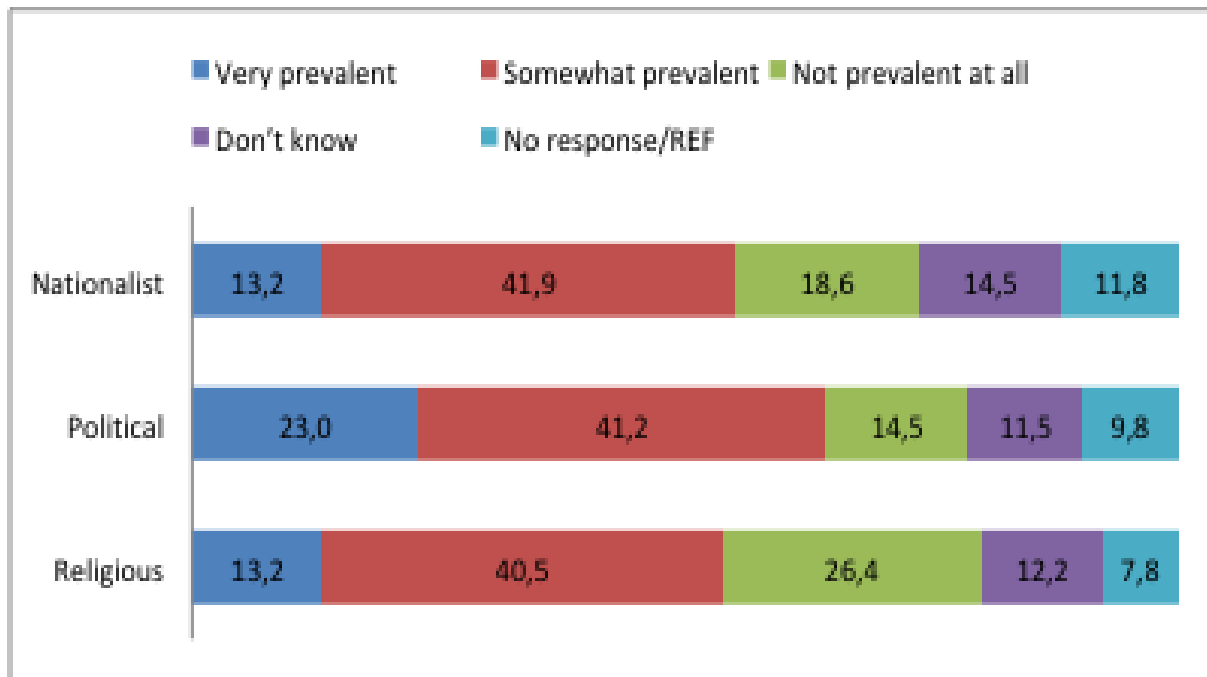
Figure 40. Respondents opinion about the influence of religion community in their area (presented values are in percentage)



Youth perceptions on the prevalence of extremism

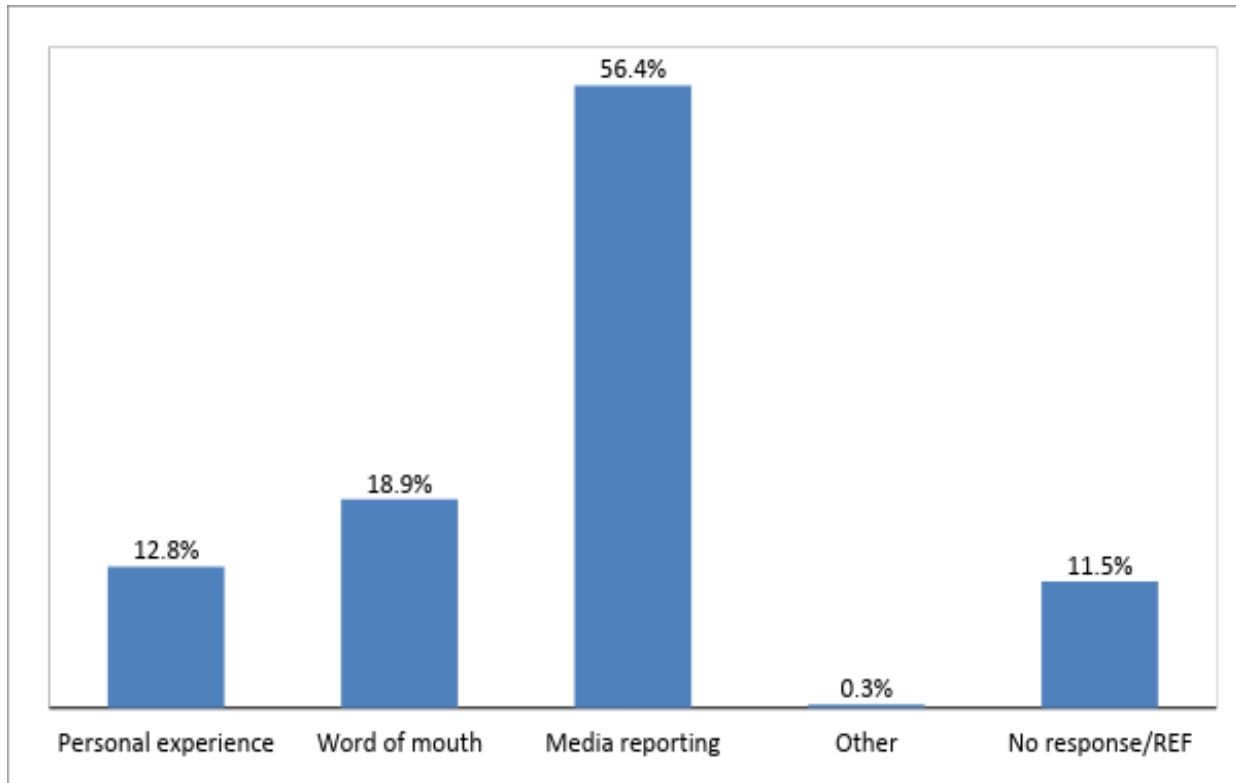
Participants in the study were also asked about their perception on the prevalence and the type of extremism in Kosovo. According to their opinion, there is a considerably high prevalence of extremism. More than 20% share the opinion that political extremism is “very prevalent,” 41% believes that this form of extremism is “somewhat prevalent” while 14.5% agree that political extremism is “not prevalent at all.” Nationalist extremism is “very prevalent” in Kosovo according to 13% of respondents and “somewhat prevalent” according to 42%. “Not prevalent at all” is answer offered by 19% of respondents. Like nationalist extremism, 13% of respondents think that religious extremism is “very prevalent.” In total, 40.5% believe that religious extremism is somewhat prevalent while 26% of respondents share the opinion that there is no prevalence of religious extremism in Kosovo. There are no gender, ethnic or ethnic differences regarding this dimension.

***Figure 41. Respondents opinion about religious, political, and nationalist extremism in Kosovo
(presented values are in percentage)***



Media is the main source of information for most respondents (56%) regarding the levels of religious extremism. Another 19% have created their opinion from the word of mouth. Comparing means analysis showed no significant gender, age, or ethnicity differences.

Figure 42. Respondents answers about the sources for their opinions on the level of religious extremism in Kosovo

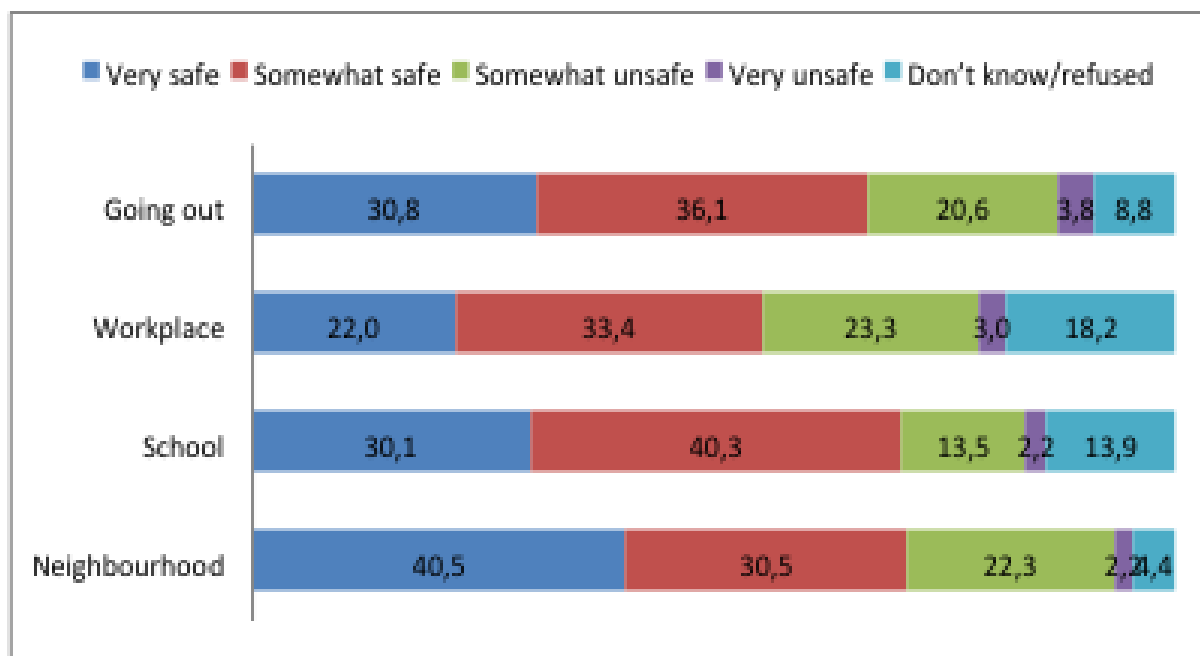


Focus groups expanded discussions about the level of extremism in Kosovo. The discussion supported findings from the quantitative aspects of research. Majority of participants from all municipalities claimed to be practicing religion and that religion plays an important role in their everyday life choices, as well as helps them to promote peace and tolerance. On the contrary, the participants from the Serb majority municipalities stated that they noted visible propagation of religious extremism in Kosovo, especially from the Islamic religion.

Youth perceptions about safety

It appears that neighborhoods and schools are two of the safest environments for 70% of respondents. The workplace is safe to somewhat safe for 52% of respondents and going out is considered safe to somewhat safe by 56% of respondents to this study.

Figure 43. Respondents feelings regarding safety within their neighborhood, school, workplace, and while going out (presented values are in percentage)



There are significant ethnic differences in the perception of safety as Kosovo Serbs respondents reported the highest level of insecurity compared to other ethnicities.

Table 4. Respondents feelings regarding safety within their neighborhood, data by ethnicity (presented values are in percentage)

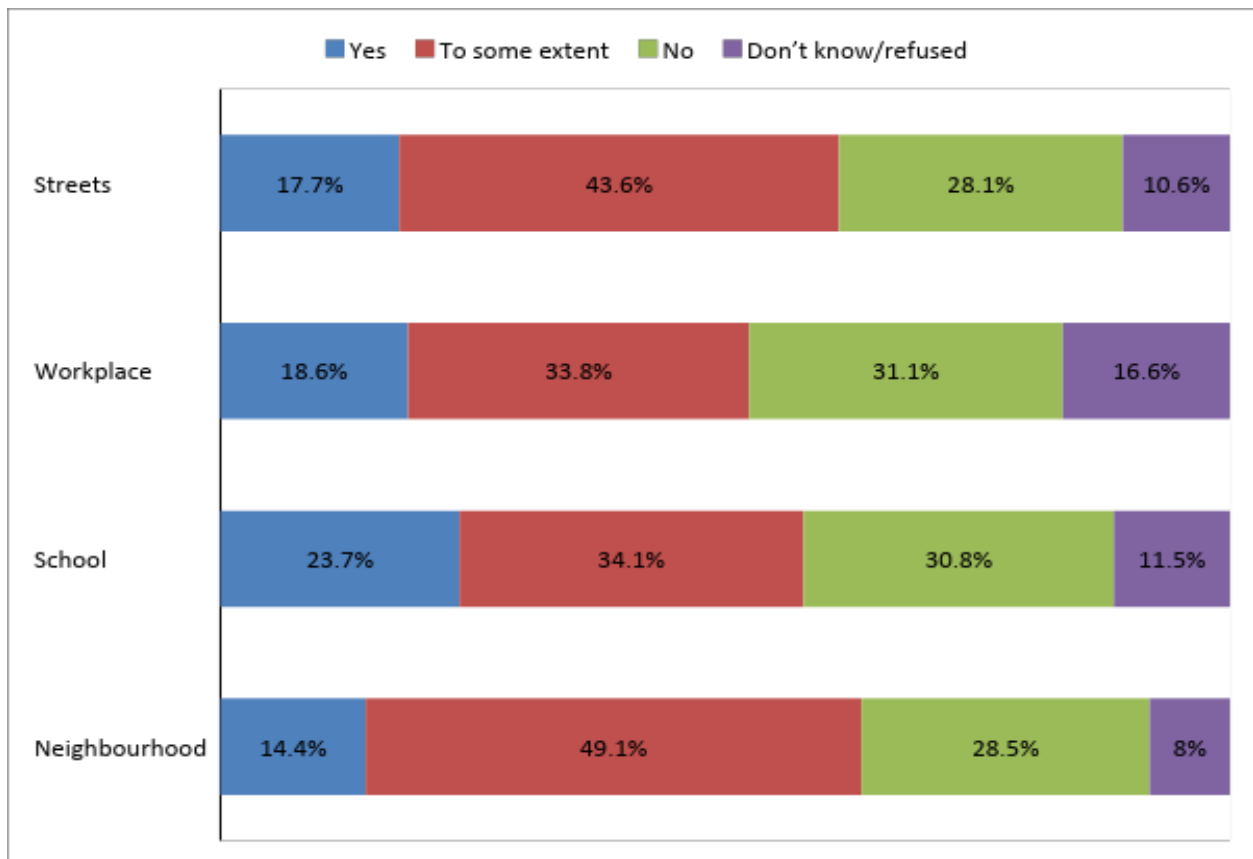
	Kosovo Albanian	Kosovo Serb	Kosovo Bosnian	Kosovo Gorani	Kosovo Turk	Kosovo Roma	Kosovo Ashkali	Kosovo Egyptian
Very safe	56.9	2.7	0	70.8	63.6	65.4	43.5	81.8
Somewhat safe	35.8	32.7	100	16.7	9.1	19.2	26.1	9.1
Somewhat unsafe	4.4	52	0	8.3	18.2	11.5	26.1	0
Very unsafe	1	2.7	0	4.2	0	3.8	4.3	9.1
Don't know/refused	2	10	0	0	9.1	0	0	0

Kosovo's central level institutions are not doing enough to provide safety in the streets, according to 30% of respondents. Approximately the same percentage of respondents (31%)

considers Kosovo institutions are not doing enough to provide effective safety at their workplaces. On the other hand, around one third believe that public institutions have not done enough to provide safety in the neighborhoods and in the streets.

In the focus group discussion, Kosovo Serb majority groups, as well as southern Mitrovicë/Mitrovica adolescents, perceived security as the main problem. Kosovo Serbs receive limited support from local institutions, hence they rely more on support from institutions in Serbia. Kosovo Albanian adolescents in the southern part of Mitrovicë/Mitrovica expressed concern and great insecurity when they cross over to the northern part of Kosovo because of the potential conflict that could be generated by Kosovo Serb groups.

Figure 44. Respondents opinion about the dedication of central level institutions in Kosovo to provide safe environment in the streets, workplaces, schools, and neighborhoods

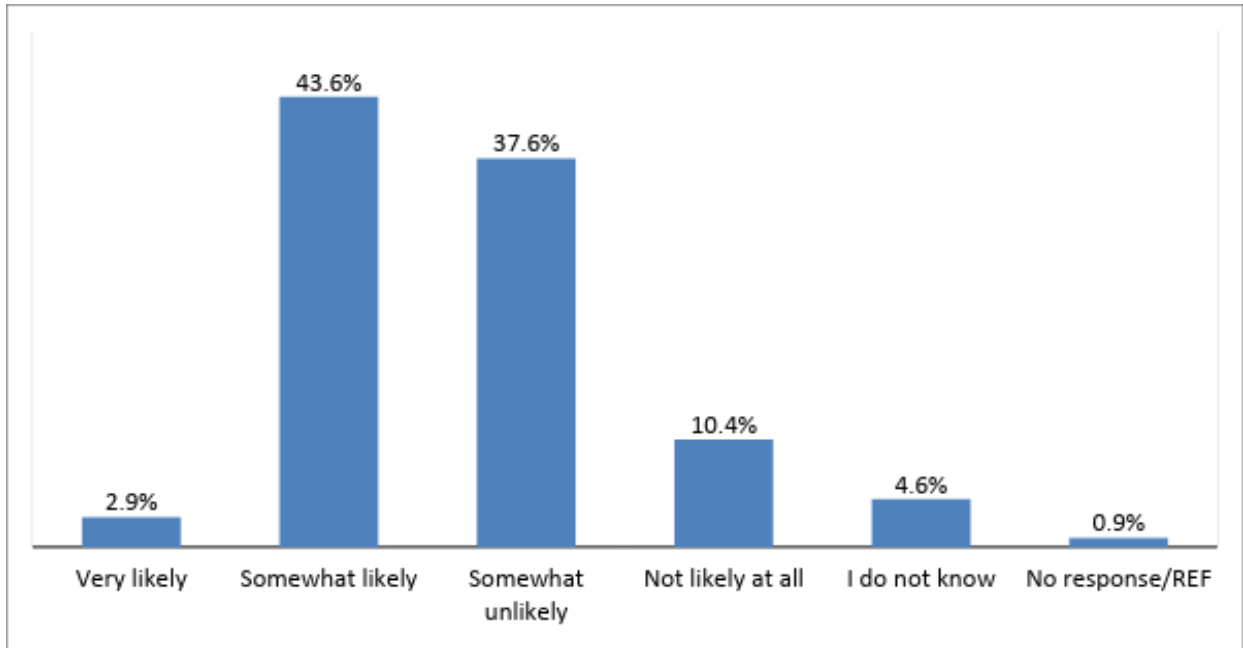


Expectations regarding the future

Based on the respondents perceptions about the future of youth in Kosovo, only 3% think that it

is very likely that the youth will have a better life in five years from now. However, 10% are convinced that this is not likely at all. Somewhat likely is how 44% of respondents see this situation although 38% think that it is somewhat unlikely that Kosovo youth will have a better life than today.

Figure 45. Respondents’ opinion about the better life for the youth in the future



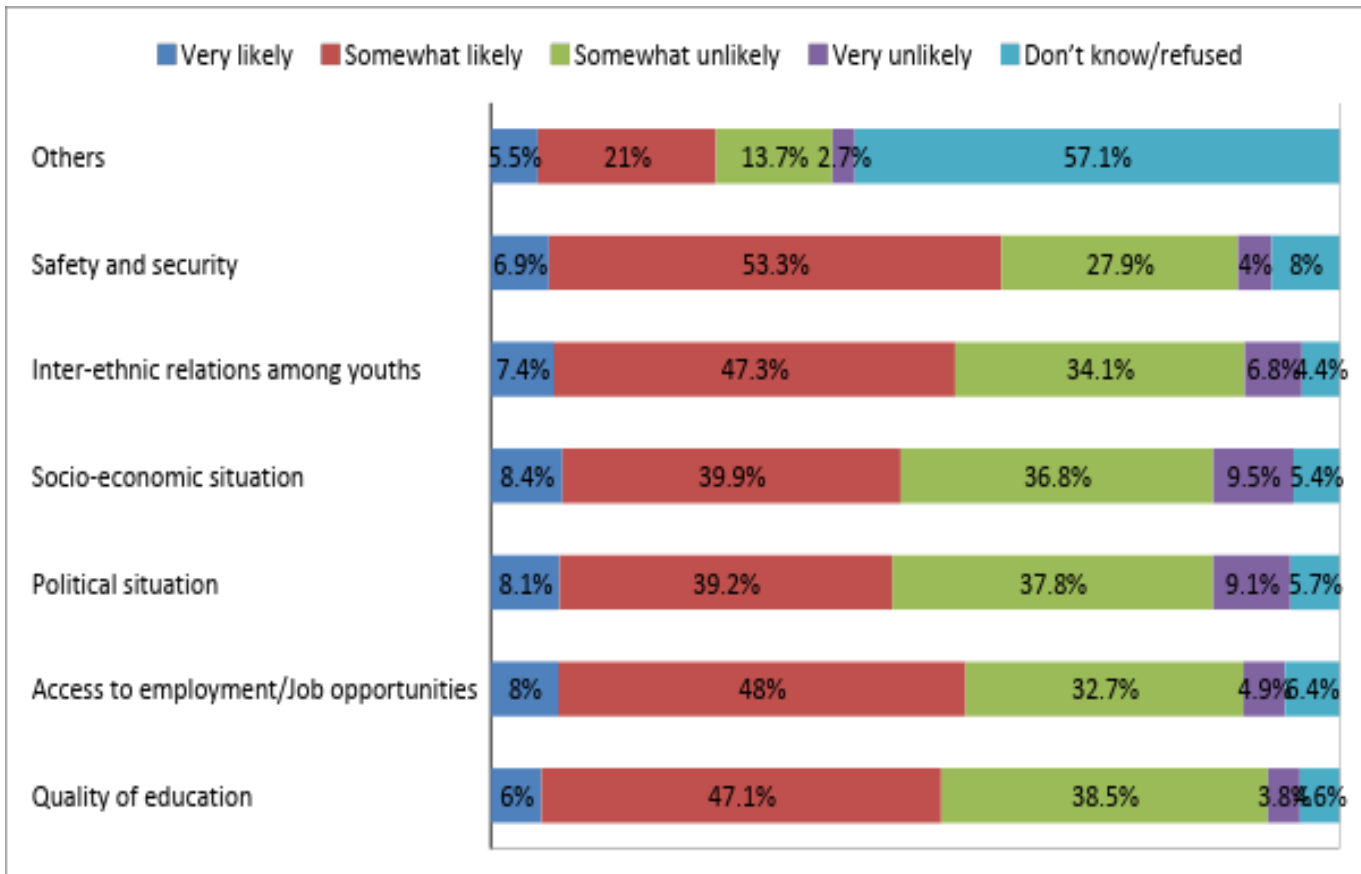
Even though not significant, there are modest gender differences regarding their opinion about the future.

Table 5. Respondents opinion about the better life in the future, data by ethnicity

	Male	Female
Very likely	2.6	3.2
Somewhat likely	44.6	42.5
Somewhat unlikely	37.2	38
Not likely at all	10.8	10

Even more pessimistic is respondents' opinion about the chances of improvement in political and economic situation as more than 40% of respondents consider these improvements unlikely. There is a significant age difference about perceptions of the political situation: 55% of the younger respondents in comparison to only 42% of the older respondents are optimistic about the political situation in the future.

Figure 46. Respondents expectations about improvement of life in Kosovo



The highest numbers of participants who have a pessimistic view regarding the improvement in all aspects of life in Kosovo are Kosovo Serbs, followed by Kosovo Bosnians, Kosovo Ashkali and Kosovo Roma.

Table 5. Respondents expectations about improvement of life in Kosovo, data by nationality (presented values are in percentage)

Percent	Kosovo Albanian	Kosovo Serb	Kosovo Bosnian	Kosovo Gorani	Kosovo Turk	Kosovo Roma	Kosovo Ashkali	Kosovo Egyptian
Very likely	5.9	2	0	25	27.3	7.7	13	81.8
Somewhat likely	59.3	29.3	50	45.8	63.6	57.7	39.1	18.2
Somewhat unlikely	27.9	55.3	50	25	0	34.6	39.1	0
Very unlikely	3.9	4.7	0	0	0	0	4.3	0

Discussion

Kosovo is challenged in many aspects and that increases the dissatisfaction of young people. According to the findings of this research, many young Kosovars consider the situation in Kosovo hopeless. Kosovo's youth mainly have negative opinions towards the current situation in Kosovo. The majority of respondents declared that the situation in Kosovo is going in the wrong direction. They identified three main problems: lack of job opportunities, unfavorable economic situation in the family/low income, and lack of personal perspective. In response, 27% of Kosovo youth would take the first chance they are given to migrate within the next three years. Over 55% of respondents have listed unemployment as the main reason to leave Kosovo. The present research also confirmed previous findings that showed a high unemployment rate in Kosovo (47%). This data matches closely the data presented by the Kosovo Agency for Statistics (2018), according to which, 56% of youth in Kosovo are unemployed. As far as interethnic relations are concerned, the young respondents consider that the relations between young Kosovo Albanian and Kosovo Serb community members are tense and that much must be done to improve interethnic relations. Approximately 45% agree that issues, such as the memories of conflict still influence and contribute to tense relations. Finally, the youth perspective about the future was mainly negative, with only 9.5% believing that Kosovo is moving in the right direction and 32% being sure that Kosovo is in the wrong track.

Recommendations

In order to address the main challenges and to strengthen the perspective of youth in Kosovo, the following recommendations are offered:

- Kosovo institutions should promote economic development, reduce poverty, and fight nepotism and corruption.
 - Kosovo institutions and local authorities should provide strategies to fight corruption and nepotism, which were identified as main challenges by the Kosovo youth.
 - Youth are encouraged to be involved in different programmes and campaigns against poverty, nepotism, and corruption.
- Kosovo institutions are strongly encouraged to implement the National Development Strategy, especially the point 1. Enhanced quality of teaching, point 3. Better linkage between education system and labor market and point 7. Addressing informal employment and creating adequate working conditions.
 - Kosovo institutions should intensify evidence-based attempts to promote development in Kosovo.
- Kosovo institutions need to create new plans and strategic documents regarding youth employment in Kosovo, considering the high number of unemployment among youth.
 - Further actions are needed from Kosovo institutions to strengthen private sector (legislation, export promotion, credit availability) consequently providing more opportunities for youth employment in this sector.
- Youth in Kosovo should be strongly encouraged to develop plans and strategies to strengthen their position and enhance their employment rate.
- Kosovo institutions, political parties, non-governmental (NGO) and civil society organizations should develop new campaigns and intervention programmes, which encourage youth in Kosovo to participate in local and national elections.
- Kosovo institutions, in close collaboration with municipalities, NGOs, and civil society organizations should develop new intervention projects aiming at reducing stress, work problems, discrimination, and school problems.

- The employment of psychologists in schools should be considered as a way to improve youth mental health and reduce the level of stress identified as the main issue of extreme concern from youth.
- Kosovo institutions, in close collaboration with municipalities, NGOs, and civil society organizations should develop new programmes which enable legal labor migration to Western European countries, considering the high migration tendencies reported by youth. Knowing that the main reason for migration is unfavorable economic situation, Kosovo institutions, in close collaboration with municipalities, NGOs, civil society and businesses, should create programmes for legal circular labor migration which is a temporary movement of migrant workers between home and host areas.
- Kosovo institutions, in close collaboration with municipalities, NGOs and civil society should generate strategies and come up with a pilot plan to enhance the quality of education in Kosovo.
 - The Ministry of Education, Science and Technology (MEST) should implement new reform on curricula, professional education, career guidance, and skills development, and try to align educational curricula with the needs of the private sector in Kosovo.
 - The MEST should work to address the poor school infrastructure, poor quality of the education programmes, lack of study materials, and overcrowded classes, which are all, considered to be huge barriers by young people.
 - Youth are encouraged to participate in different meetings, debates, and curriculum designs to express their opinions and contribute to the process of enhancement of education quality.
 - Knowing that 33% of the respondents never heard about the vocational training, the Ministry of Education, Science and Technology (MEST), in close collaboration with municipalities, NGOs and civil society should generate campaigns to promote the vocational education.
- Kosovo institutions, in close collaboration with municipalities, NGOs, and civil society organizations should stimulate open discussion about interethnic relations and stimulate cooperation between youth of different ethnicities, considering that 27% of respondents think that interethnic relations are tense.

- Kosovo institutions, in close collaboration with municipalities, NGOs, and civil society organizations should develop new intervention programme against all types of extremism, reported to be high from the youth in this survey.

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