

# Employment and Representation of Women in Central Public Enterprises in Kosovo

Statistical Report – 2024



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Studies

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# Summary

Over the years, many public enterprises have failed to implement the Law on Gender Equality, which is also incorporated into the Law on Public Enterprises and mandates equal representation of men and women in senior management positions. Additionally, the employment rate of women in public enterprises remains disproportionately lower than that of men, whether in management roles, administrative positions, or fieldwork. This report examines employment and representation data for women in 16 central public enterprises, focusing on management and senior positions, as well as roles in administration and fieldwork.

In 2023, these enterprises collectively employed 12,278 persons. Overall, 22% of all employees in public enterprises work in administration and management, while 78% are engaged in fieldwork. In recent years, a more positive trend has been observed, particularly in the representation of women on enterprise boards and in senior management positions. Specifically, as of December 2024, in 14 of the 16 analyzed enterprises, over 40% of board members are women. Notably, in cases such as Telecom (80%), Mitrovica RWC (60%), Kosovo Post (50%), and Radoniqi RWC (50%), women make up 50% or more of board members. However, between 2021 and 2023, certain enterprises—such as Trepça, the Kosovo Landfill Management Company (2021), Trainkos (2021), and Drini i Bardhë RWC—had boards composed entirely of men, creating significant gender imbalance. By December 2024, the gender ratio in most of these enterprises' boards improved to 60% men and 40% women.

On the other hand, the representation of women in senior management remains relatively low. Nonetheless, 2023 saw some positive developments, with the percentage of women holding such positions in these 16 public enterprises increasing from 21% to 26%. In administrative roles, 31% of employees are women, compared to 69% men. A more significant disparity exists in fieldwork or manufacturing roles within these enterprises, where 96% of employees are men, and only 4% are women. Between 2021 and 2023, a decline in the total number of employees in these public enterprises was observed, with 2023 recording approximately 8.8% fewer employees than in 2021. For example, Kosovo Telecom had 488 fewer employees (-21.2%), Trepça 290 fewer (-19.6%), and KEK 146 fewer (-3.9%), among others. The factors contributing to the reduction in the number of employees include an aging workforce and voluntary redundancy packages adopted by some enterprises, as well as the reorganization or restructuring of job positions. In terms of workforce growth, only Prishtina RWC has shown a significant increase (+11.9%), with 65 more employees in 2023 compared to 2021.

The data used in this report was obtained from the Public Enterprise Policy and Monitoring Unit within the Ministry of Economy. In some cases, the processed employment data reveals discrepancies with the official data published in the enterprises' own annual reports. Additionally, there is a mismatch between the number of employees by category and the total number of employees. This indicates that enterprises have either not updated their organizational structure to reflect employees by division or department, or they do not adhere to the same structure during recruitment processes.

<sup>1</sup>The enterprises included in this publication are Kosovo Energy Corporation (KEK), Kosovo Postal Service, Kosovo Telecom, Trepça, Infracos, Trainkos, Kosovo Landfill Management Company (KMDK), Ibër Lepenci, Prishtina Regional Water Company (RWC), Mitrovica RWC, Hidroregjioni Jugor RWC, Hidromorava RWC, Radoniqi-Dukagjini RWC, Bifurkacioni RWC, Drini i Bardhë RWC, and Gjakova RWC. While Hidrodrini RWC did not provide the requested data.

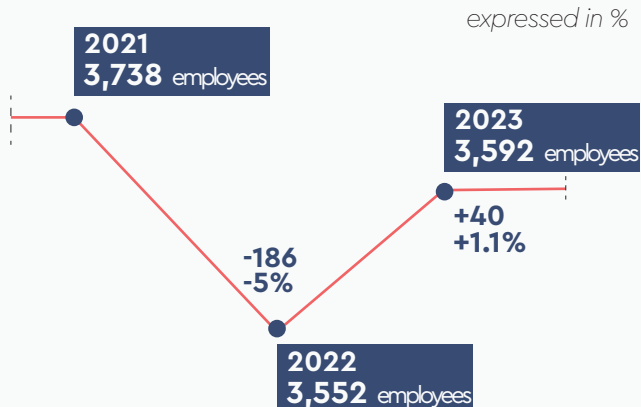
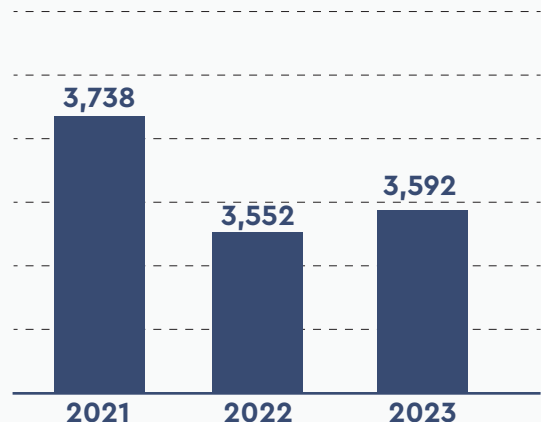
<sup>2</sup>In this context, senior management is classified as consisting of the four highest positions within public enterprises: the Chief Executive Officer, Chief Financial Officer, Internal Auditor, and Secretary of the enterprise, as well as departmental directors.

<sup>3</sup>Administrative work is considered to include all tasks related to bureaucratic matters conducted within the offices of the enterprises. For the purpose of this study, employment in departments such as finance, human resources, legal affairs, strategic planning, and customer service is categorized as administrative work. However, there is no clear classification in some enterprises, particularly concerning the finance department, which limits the scope of this statistical report. This is because, in the finance department, roles such as field collectors, who primarily work outside the office, may also be included.

# Kosovo Energy Corporation – KEC

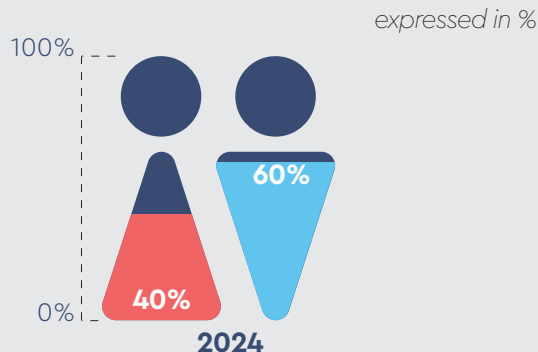


## Total Employees



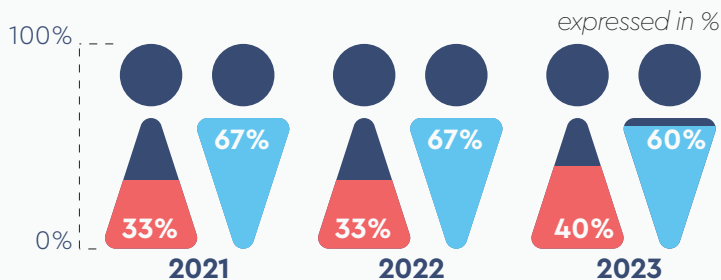
## Current Board (December 2024)

Mustafa Pllana	M
Merita Kasapolli	W
Valdrin Krasniqi – Board Chair	M
Valbona Raifi	W
Bekir Gerguri	M



## Board by Gender

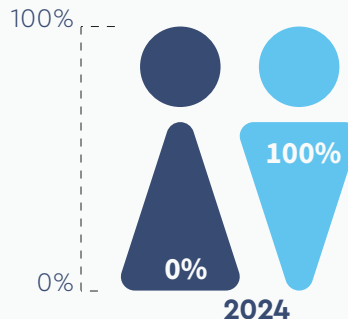
Board	2021	2022	2023
Men	2	4	3
Women	1	2	2



## Gender Breakdown of Management

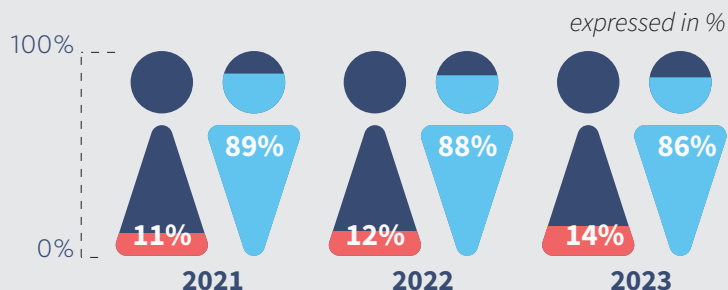
(December 2024 – Senior Positions)

<b>Bekir Gerguri</b>	KE	M
<b>Alban Krasniqi</b>	Sekretar	M
<b>Gramos Hashani</b>	ZKF	M
<b>Irfan Krasniqi</b>	Auditor i Brendshëm	M



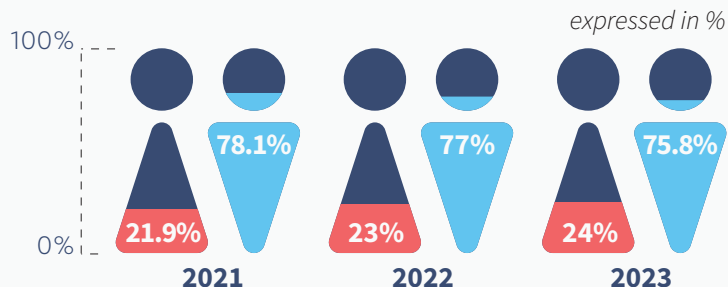
## Gender Breakdown of Management

	2021	2022	2023
<b>Men</b>	98	101	101
<b>Women</b>	12	14	17



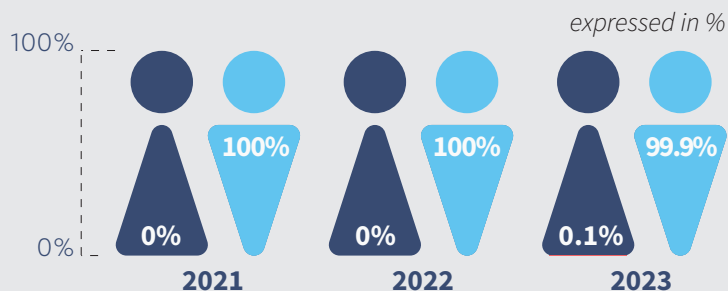
## Administration

	2021	2022	2023
<b>Men</b>	343	342	332
<b>Women</b>	96	102	106



## Fieldwork (Manufacturing/Services)

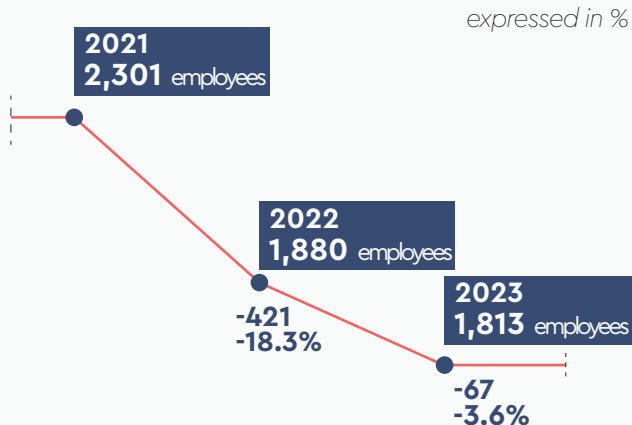
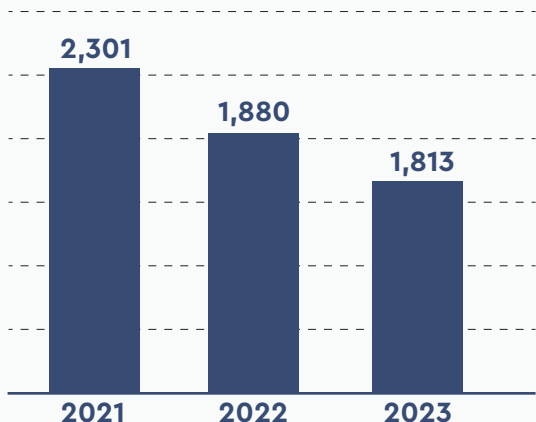
	2021	2022	2023
<b>Men</b>	3,299	3,108	3,152
<b>Women</b>	0	0	2



# Telecom of Kosovo

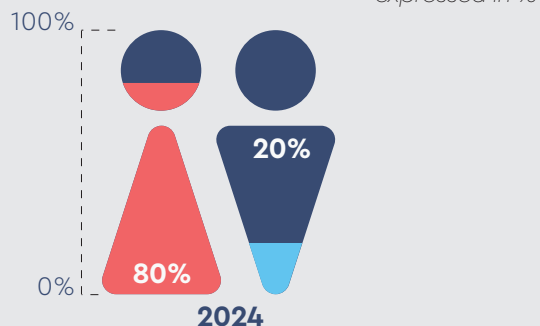


## Total Employees



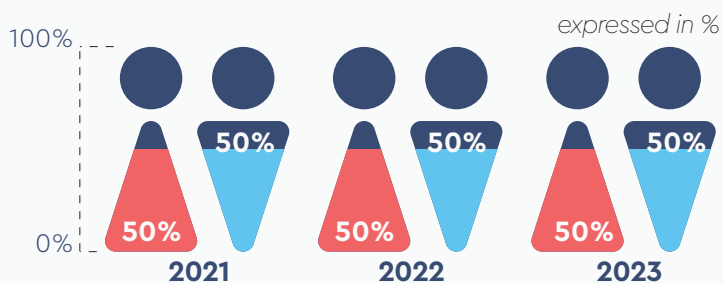
## Current Board (December 2024)

<b>Petrit Nahi</b> – Board Chair	M
<b>Sajmie Thaqi</b>	W
<b>Rrezarta Pllana</b>	W
<b>Lendita Toqi</b>	W
<b>Burbuqe Hana</b>	W



## Board by Gender

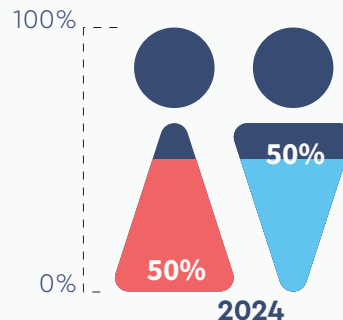
Board	2021	2022	2023
Men	3	3	3
Women	3	3	3



## Gender Breakdown of Management

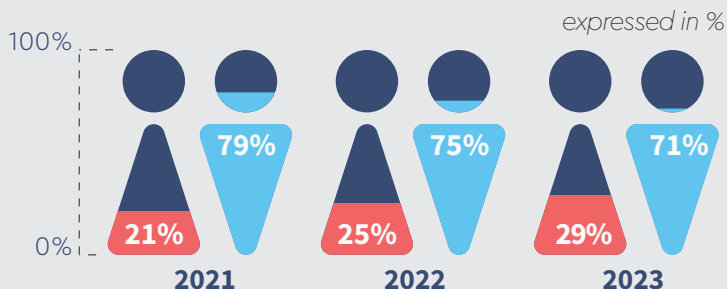
(December 2024 – Senior Positions)

Burbuqe Hana	KE	W
Shekip Fazliu	Sekretar	M
Feim Kelmendi	ZKF	M
Mimoza Vila	Auditor i Brendshëm	W



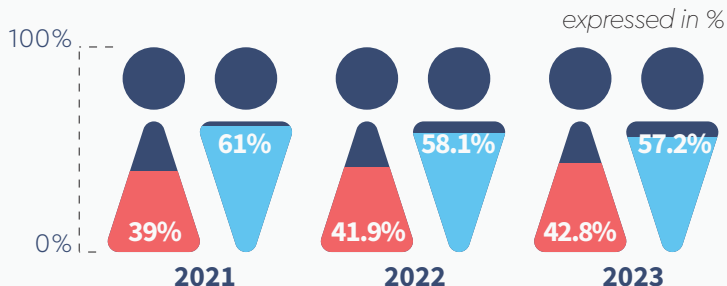
## Gender Breakdown of Management

	2021	2022	2023
Men	77	53	47
Women	21	18	19



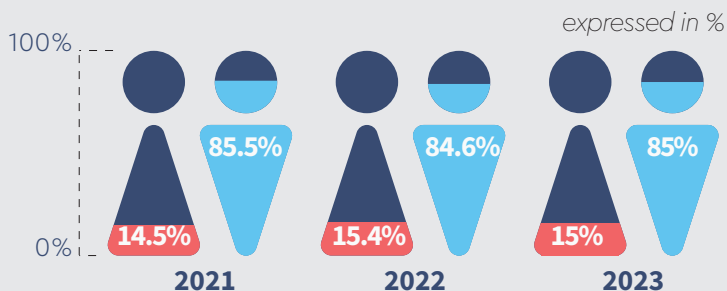
## Administration

	2021	2022	2023
Men	690	543	518
Women	442	391	388



## Fieldwork (Manufacturing/Services)

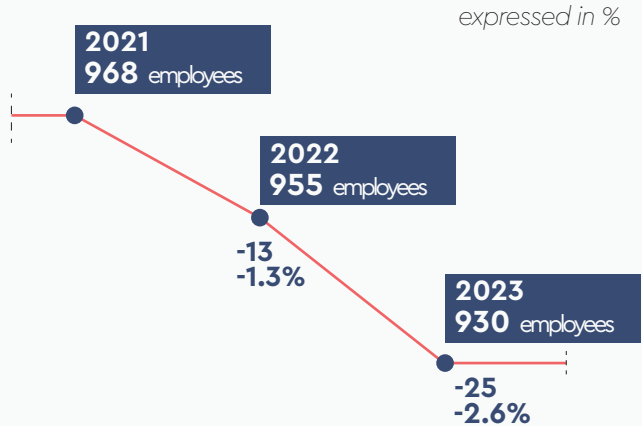
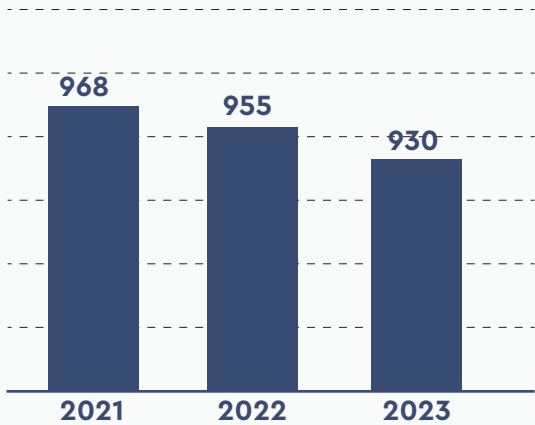
	2021	2022	2023
Men	999	800	771
Women	170	146	136



# Post of Kosovo

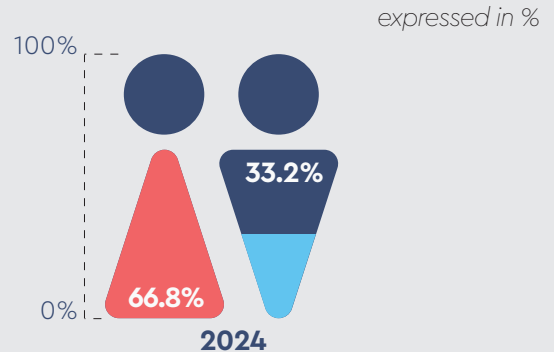


## Total Employees



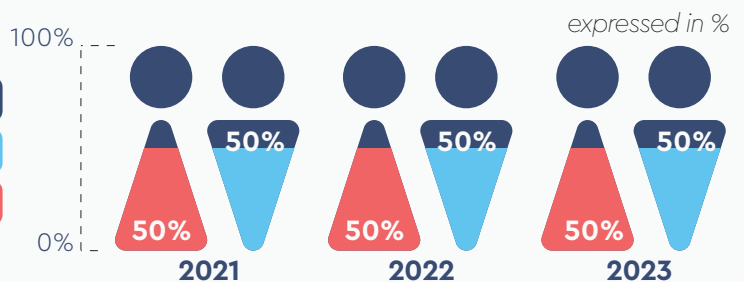
## Current Board (December 2024)

Hyrmet Mydyti	W
Safija Beseni	W
Sebahate Krasniqi	W
Visar Nura	M
Gëzim Paci – Board Chair	M
Nora Rraci	W



## Board by Gender

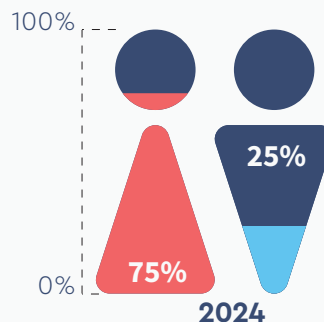
Board	2021	2022	2023
Men	2	2	3
Women	2	2	3



## Gender Breakdown of Management

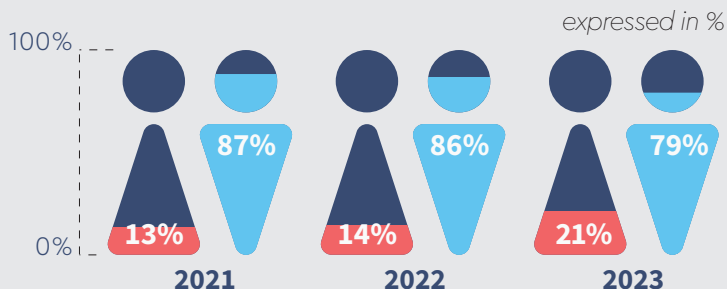
(December 2024 – Senior Positions)

Nora Rraci	KE	W
Florent Tahiraj	Sekretar	M
Nermin Misini	ZKA	W
Mjellma Vokshi	Auditor i Brendshëm	W



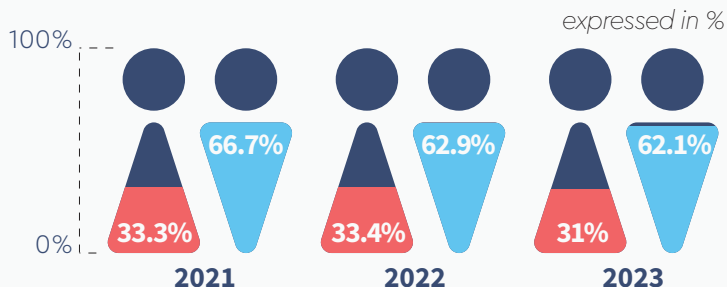
## Gender Breakdown of Management

	2021	2022	2023
Men	13	12	11
Women	2	2	3



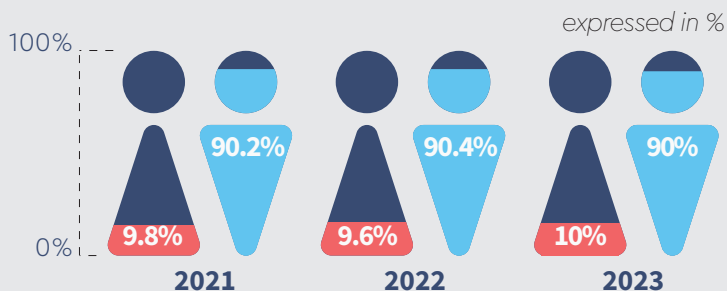
## Administration

	2021	2022	2023
Men	387	365	360
Women	193	194	180



## Fieldwork (Manufacturing/Services)

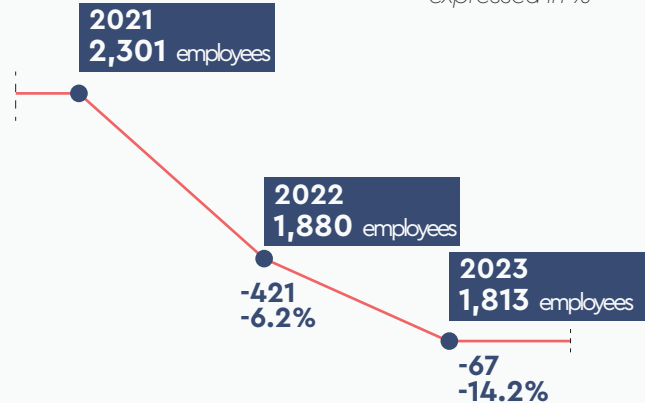
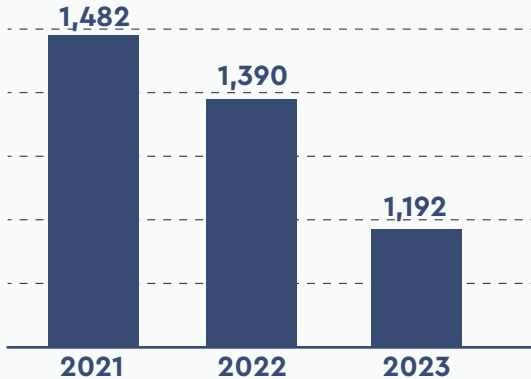
	2021	2022	2023
Men	350	358	351
Women	38	38	39



# Trepça

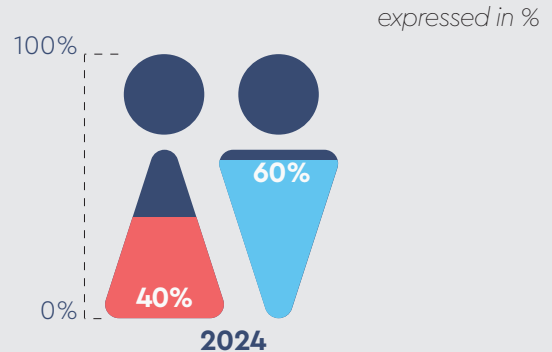


## Total Employees



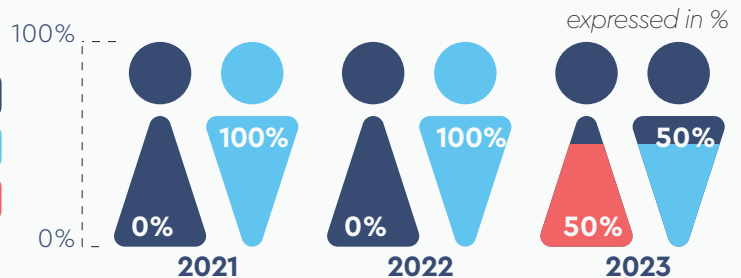
## Current Board (December 2024)

Mentor Berisha – Board Chair	M
Fadil Bejta	M
Merita Gashi – Beqiri	W
Alban Krasniqi	M
Sadije Gashi	W



## Board by Gender

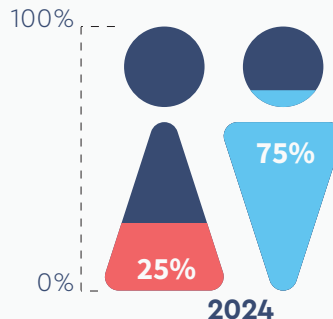
Board	2021	2022	2023
Men	5	5	2
Women	0	0	2



## Gender Breakdown of Management

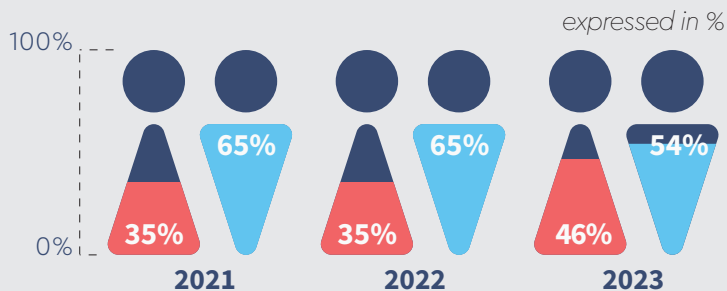
(December 2024 – Senior Positions)

Faton Ahmeti	KE (ud)	M
Hasan Preteni	Sekretar	M
Shukri Gashi	ZKF	M
Elheme Kajtazi	Auditor i Brendshëm	W



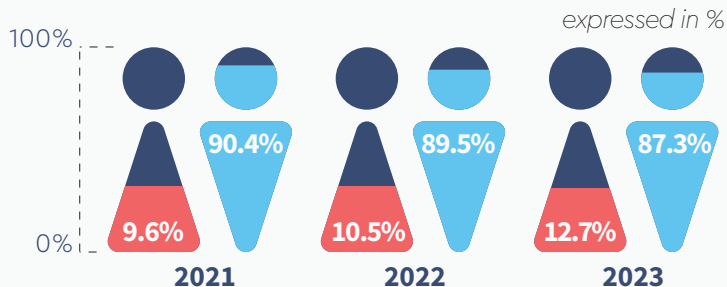
## Gender Breakdown of Management

	2021	2022	2023
Men	37	34	22
Women	20	18	19



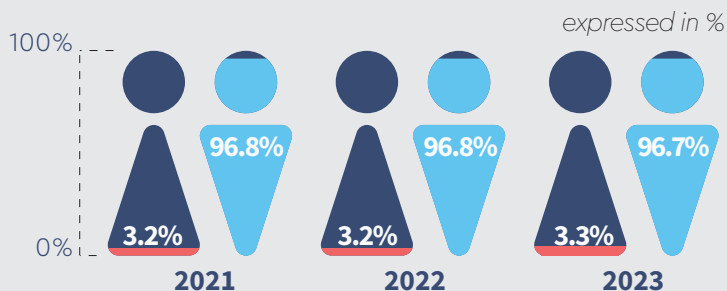
## Administration

	2021	2022	2023
Men	310	281	214
Women	33	33	31

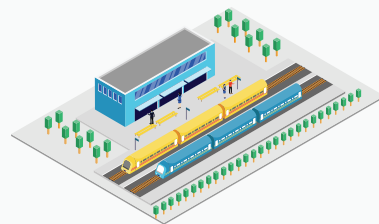


## Fieldwork (Manufacturing/Services)

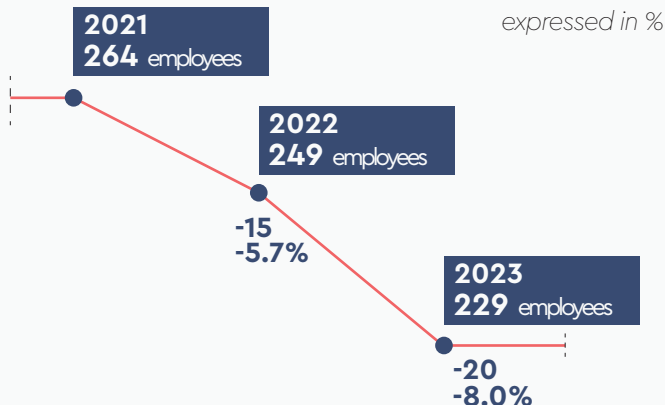
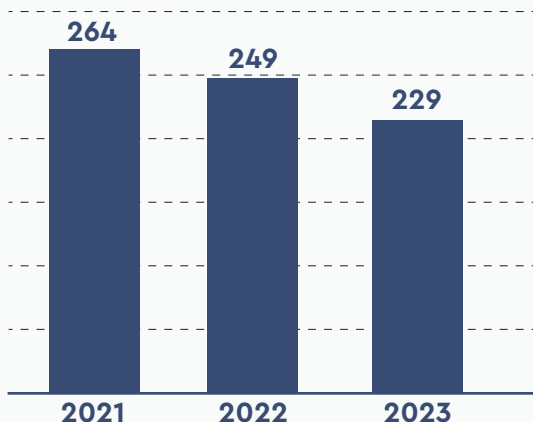
	2021	2022	2023
Men	1,102	1,042	916
Women	37	34	31



# Infrakos

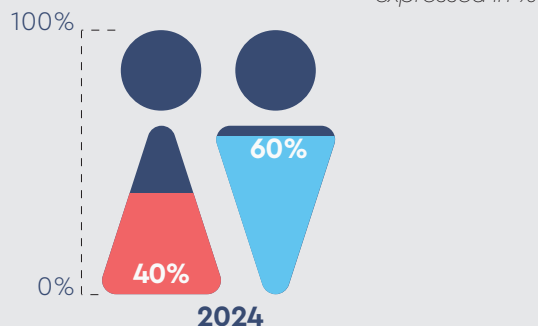


## Total Employees



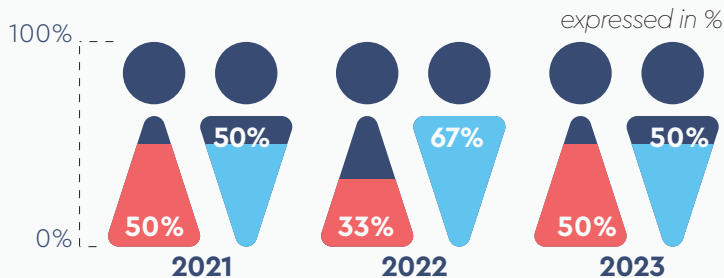
## Current Board (December 2024)

<b>Edona Nahi</b> – Board Chair	W
<b>Besarta Zuka</b>	W
<b>Fitim Rraci</b>	M
<b>Genc Hundozi</b>	M
<b>Naser Krasniqi</b>	M



## Board by Gender

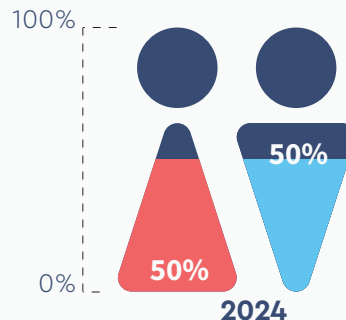
Board	2021	2022	2023
Men	2	4	2
Women	2	2	2



## Gender Breakdown of Management

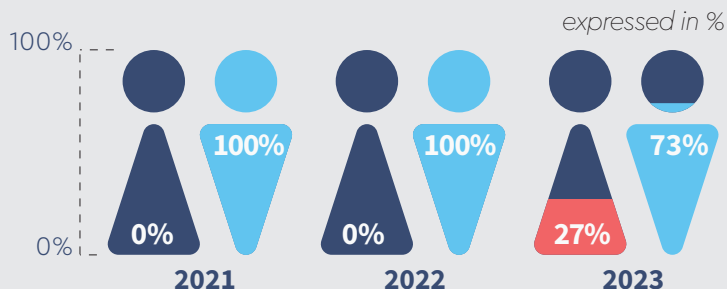
(December 2024 – Senior Positions)

Naser Krasniqi	KE	M
Arsim Deliu	Sekretar	M
Syleme Ahmeti Bllaca	ZKF	W
Mimoza Vila	Auditor i Brendshëm	W



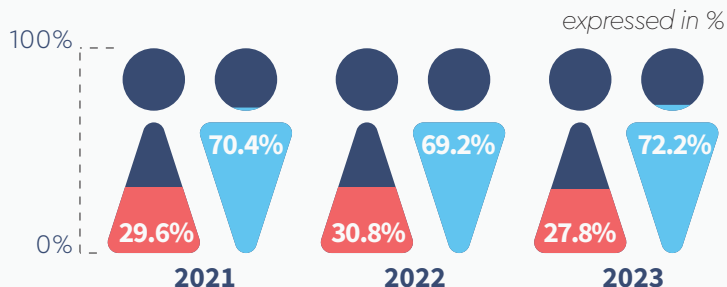
## Gender Breakdown of Management

	2021	2022	2023
Men	11	11	11
Women	0	0	4



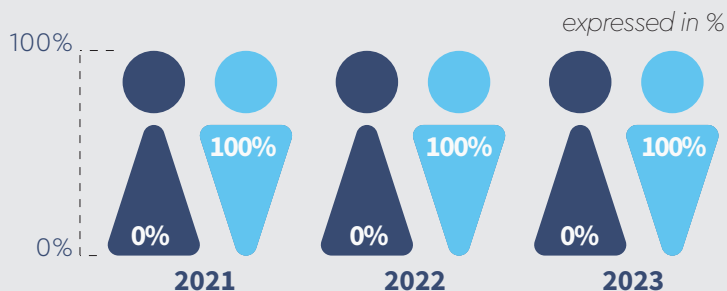
## Administration

	2021	2022	2023
Men	38	36	39
Women	16	16	15

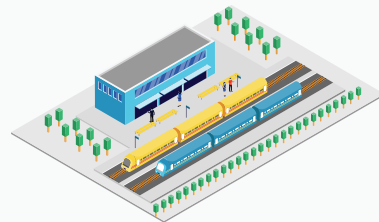


## Fieldwork (Manufacturing/Services)

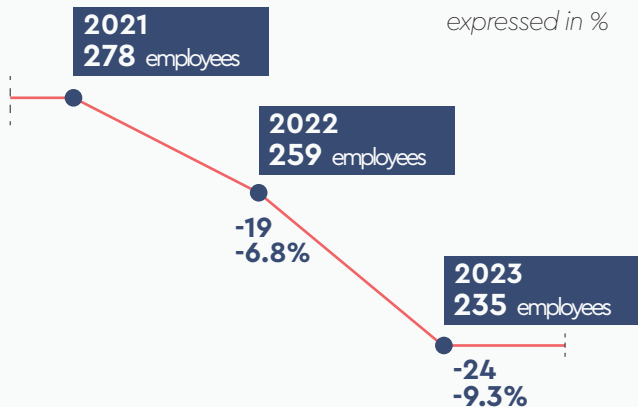
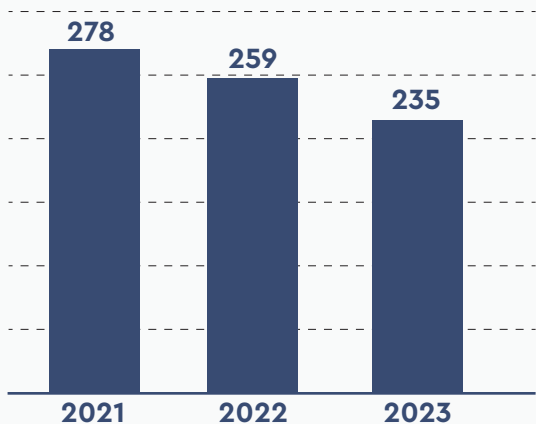
	2021	2022	2023
Men	210	197	175
Women	0	0	0



# Trainkos

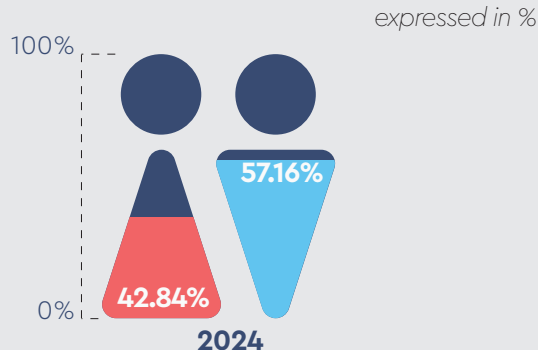


## Total Employees



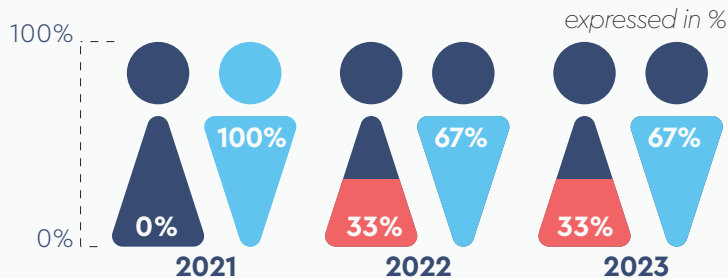
## Current Board (December 2024)

Jetmir Nuka – Board Chair	M
Vjollca Salihu	W
Luljeta Lutfiu	W
Ruzhdi Zeqiri	M
Kimete Fazliu	W
Afrim Bulluti	M
Agron Statovci	M



## Board by Gender

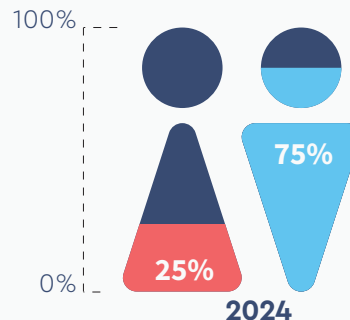
Board	2021	2022	2023
Men	5	4	4
Women	0	2	2



## Gender Breakdown of Management

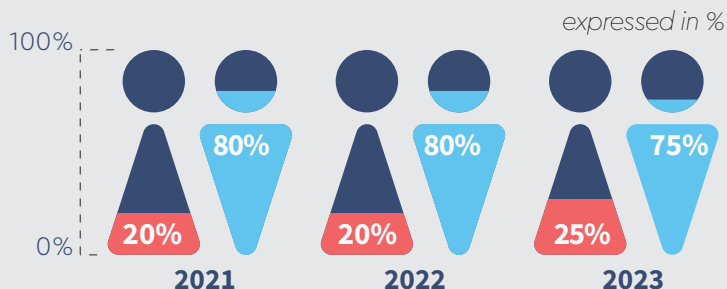
(December 2024 – Senior Positions)

<b>Agron Statovci</b>	KE (ud)	M
<b>Afrim Kuleta</b>	Sekretar (ud)	M
<b>Besarta Rrahmani</b>	ZKF (ud)	W
<b>Armend Shehu</b>	Auditor i Brendshëm (ud)	M



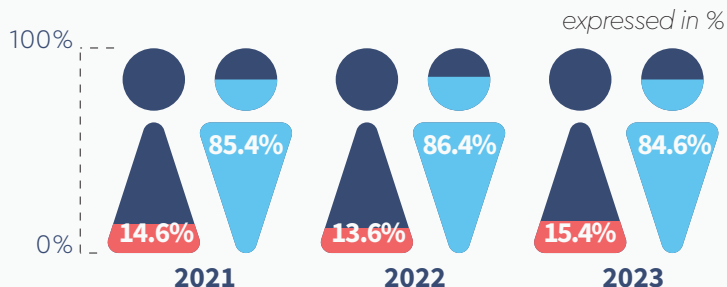
## Gender Breakdown of Management

	2021	2022	2023
<b>Men</b>	4	4	3
<b>Women</b>	1	1	1



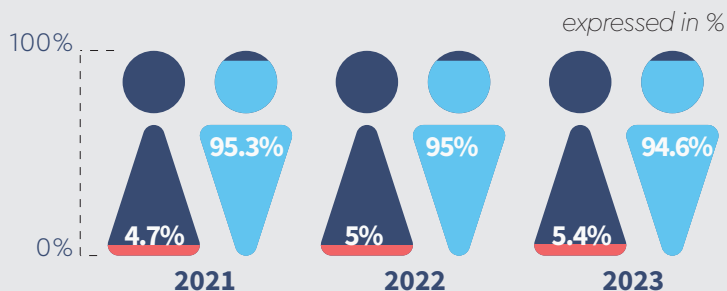
## Administration

	2021	2022	2023
<b>Men</b>	129	121	104
<b>Women</b>	22	19	19

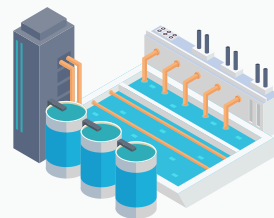


## Fieldwork (Manufacturing/Services)

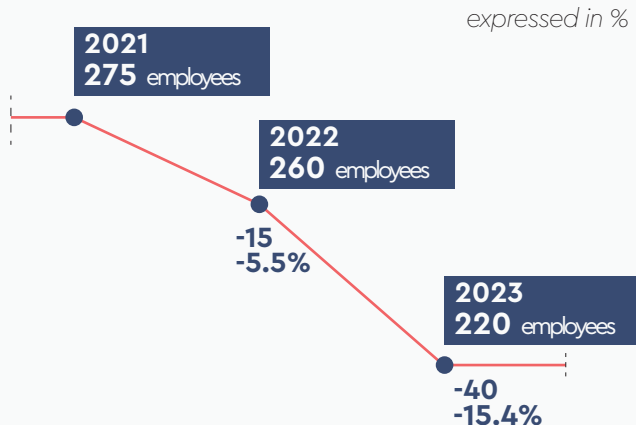
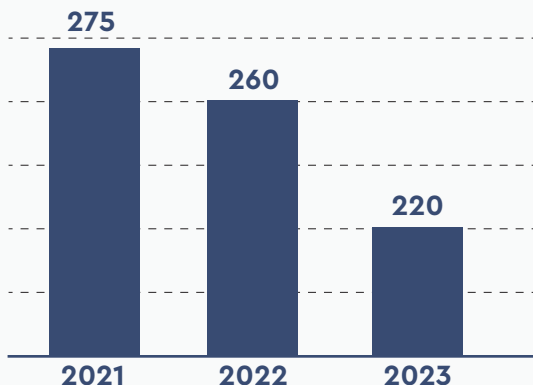
	2021	2022	2023
<b>Men</b>	121	113	106
<b>Women</b>	6	6	6



# Ibër Lepenci

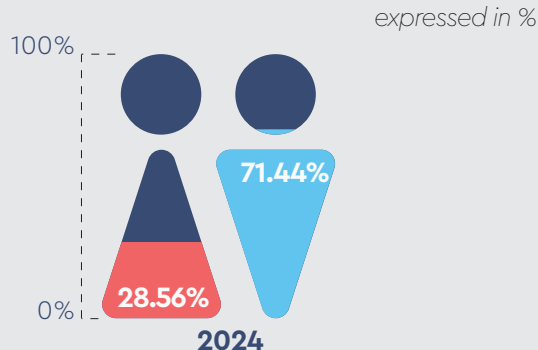


## Total Employees



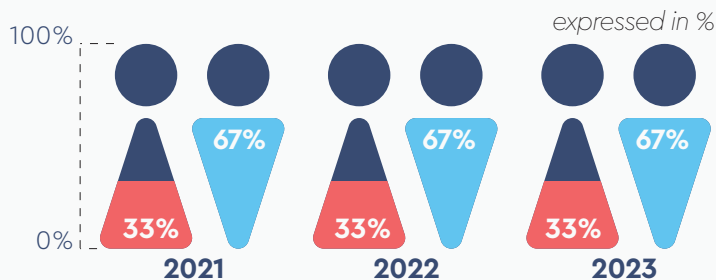
## Current Board (December 2024)

Bajram Mustafa – Board Chair	M
Denis Dautaj	M
Abdullah Nishori	M
Valmira Latifi	W
Muzafer Luma	M
Violeta Hoxha	W
Faruk Mujka	M



## Board by Gender

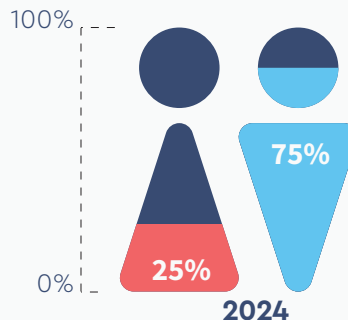
Board	2021	2022	2023
Men	4	4	4
Women	2	2	2



## Gender Breakdown of Management

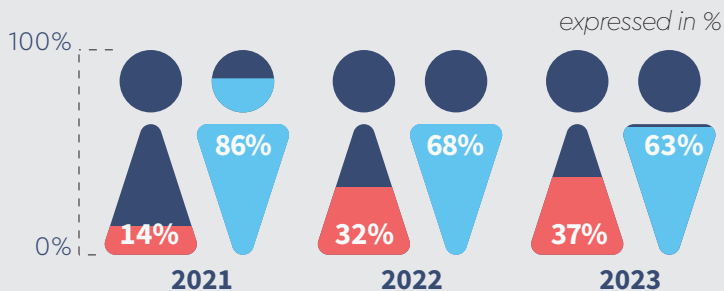
(December 2024 – Senior Positions)

Faruk Mujka	KE	M
Hysni Mustafa	Sekretar	M
Enver Bajcinca	ZKF	M
Arta Birixhiku	Auditor i Brendshëm	W



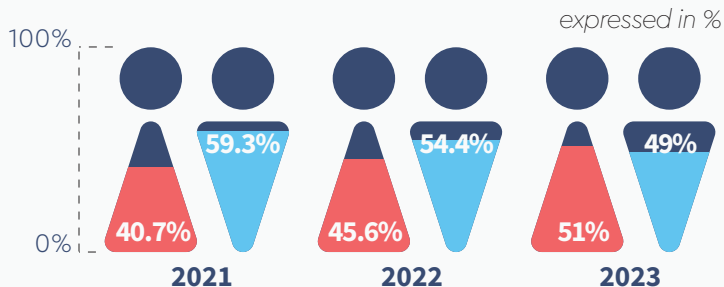
## Gender Breakdown of Management

	2021	2022	2023
Men	18	15	12
Women	3	7	7



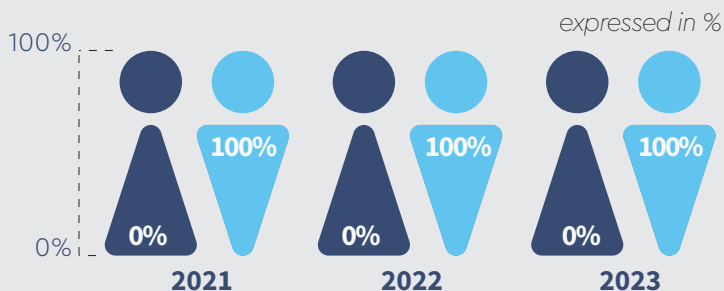
## Administration

	2021	2022	2023
Men	32	31	25
Women	22	26	26

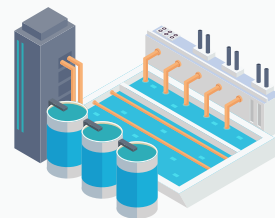


## Fieldwork (Manufacturing/Services)

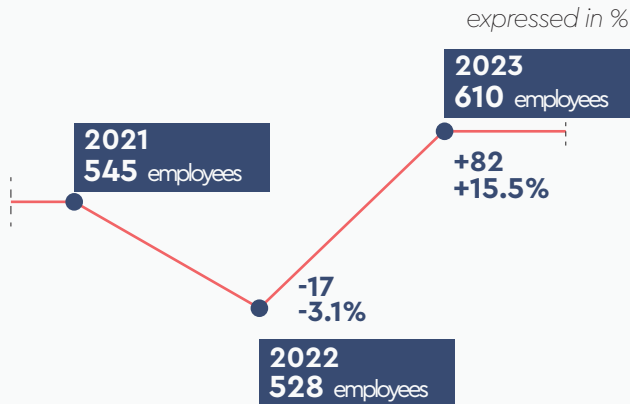
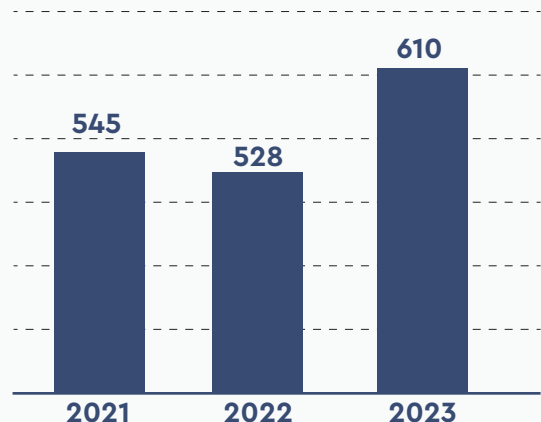
	2021	2022	2023
Men	221	203	169
Women	0	0	0



# Regional Water Company – Prishtina

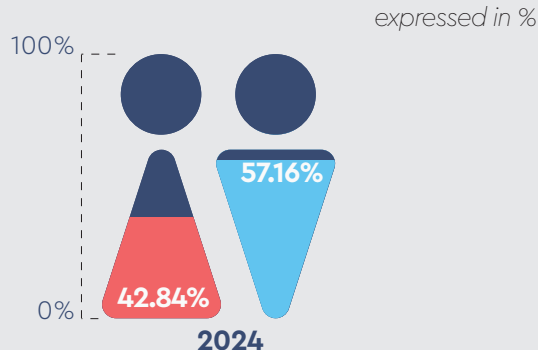


## Total Employees



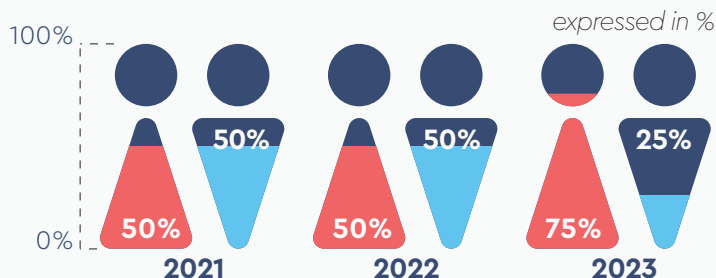
## Current Board (December 2024)

Bashkim Pllana – Board Chair	M
Albana Berisha – Qehaja	W
Fadil Berisha	M
Saxhide Berisha	W
Teuta Ukshini	W
Fatos Budeci	M
Arsim Fetahu	M



## Board by Gender

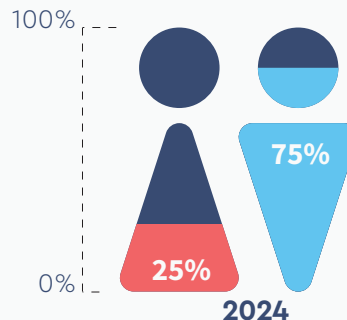
Board	2021	2022	2023
Men	2	2	1
Women	2	2	3



## Gender Breakdown of Management

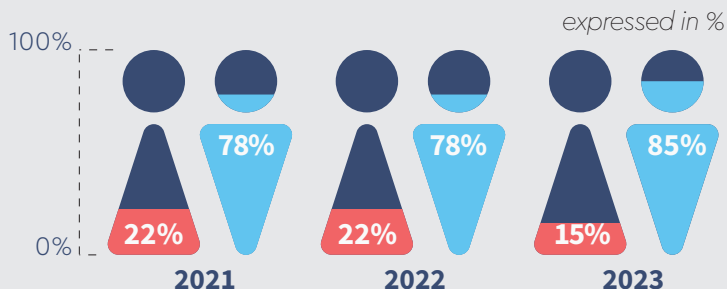
(December 2024 – Senior Positions)

Arsim Fetahu	KE	M
Avni Kastrati	Sekretar	M
Riza Spanca	ZKF	M
Ferdane Tahiri Sylejmani	Auditor i Brendshëm	W



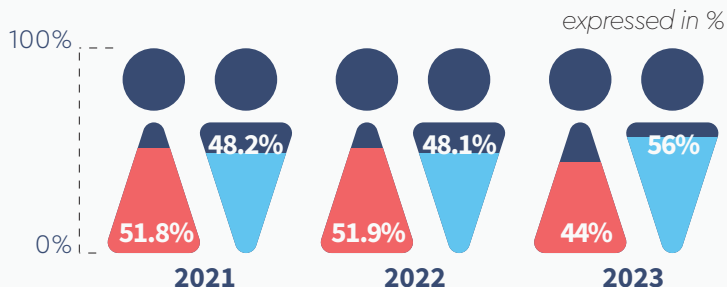
## Gender Breakdown of Management

	2021	2022	2023
Men	14	14	23
Women	4	4	4



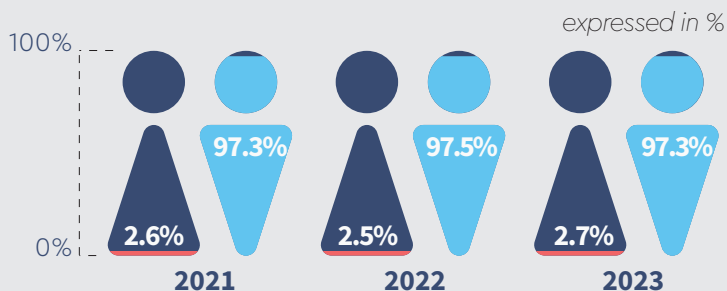
## Administration

	2021	2022	2023
Men	41	39	56
Women	44	42	44

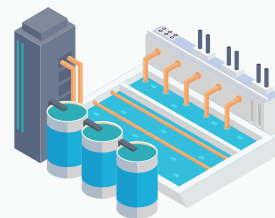


## Fieldwork (Manufacturing/Services)

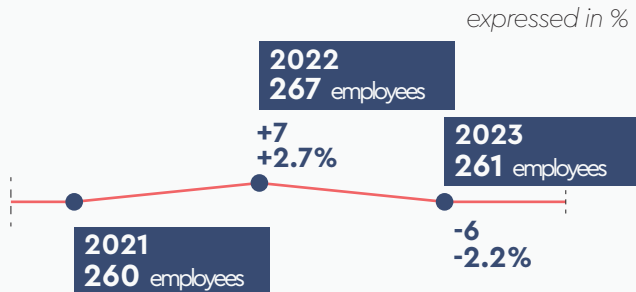
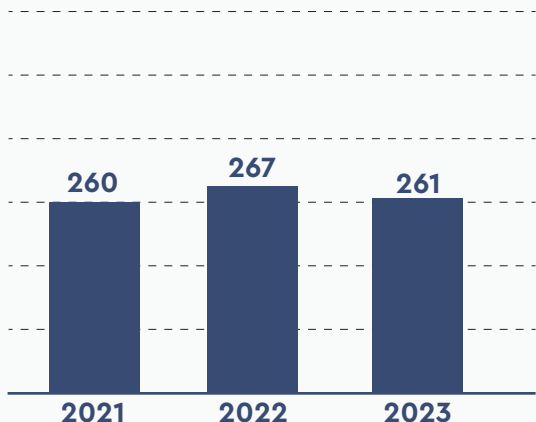
	2021	2022	2023
Men	448	436	496
Women	12	11	14



# Regional Water Company – Mitrovica

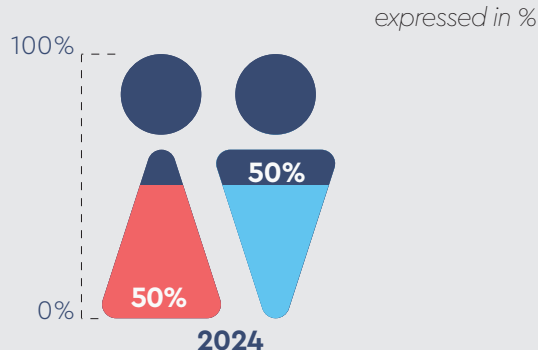


## Total Employees



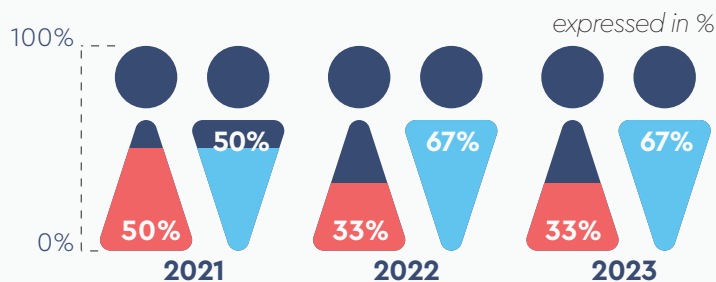
## Current Board (December 2024)

Kumrije Kelmendi Aliu – Board Chair	M
Bashkim Halabaku	W
Zijadin Lutolli	M
Aurora Dinaj	W



## Board by Gender

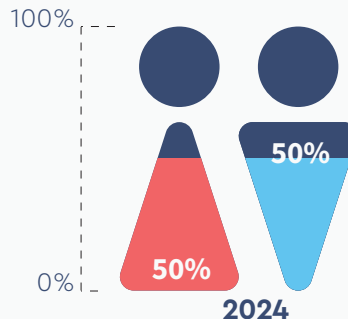
Board	2021	2022	2023
Men	2	2	2
Women	2	1	1



## Gender Breakdown of Management

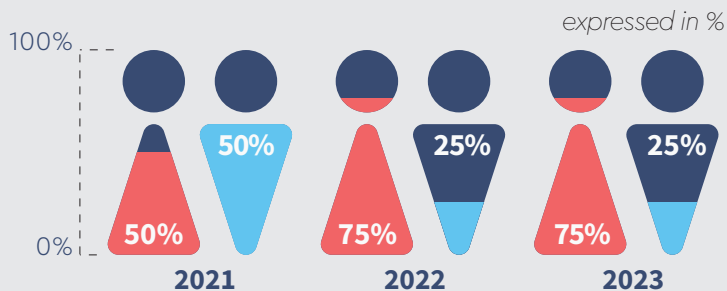
(December 2024 – Senior Positions)

<b>Bashkim Kurti</b>	KE	M
<b>Luljeta Sylaj Hasani</b>	Sekretare	W
<b>Shpejtim Qerkini</b>	ZKF	M
<b>Vildane Maloku Avdiu</b>	Auditor i Brendshëm	W



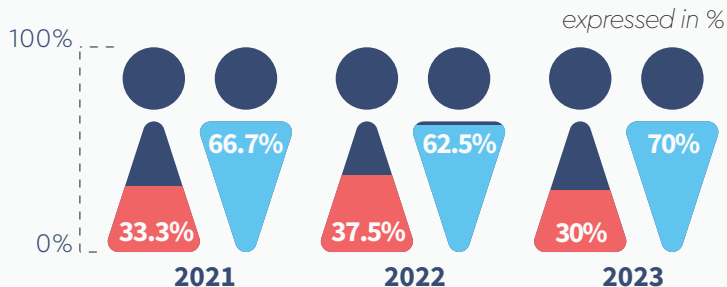
## Gender Breakdown of Management

	2021	2022	2023
<b>Men</b>	2	1	1
<b>Women</b>	2	3	3



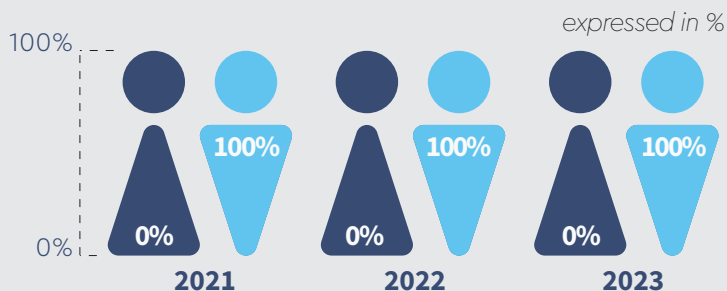
## Administration

	2021	2022	2023
<b>Men</b>	10	5	7
<b>Women</b>	5	3	3

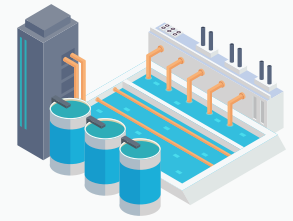


## Fieldwork (Manufacturing/Services)

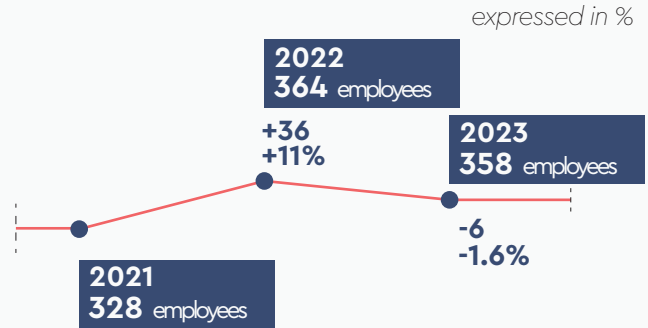
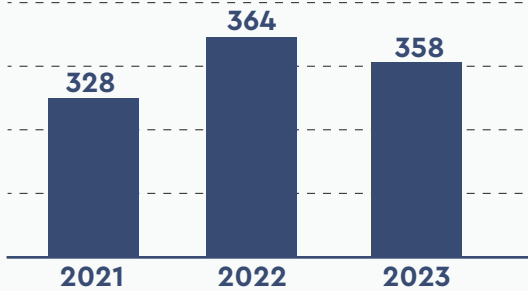
	2021	2022	2023
<b>Men</b>	245	259	251
<b>Women</b>	0	0	0



# Regional Water Company – Hidroregjioni Jugor

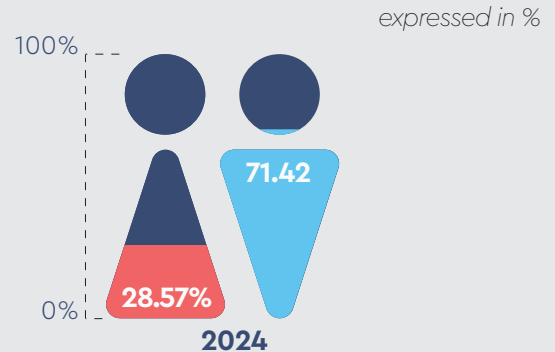


## Total Employees



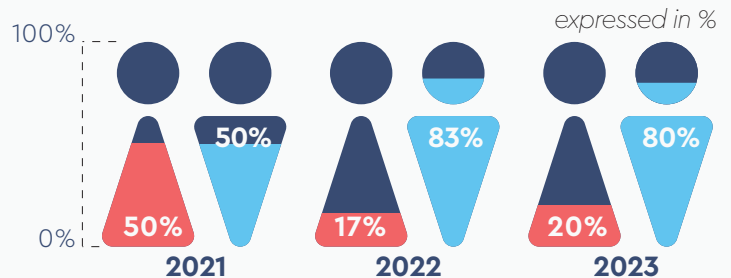
## Current Board (December 2024)

Hysni Çanta	M
Ismet Vrapçani	M
Naim Kukaj	M
Sibel Halko Shatri	W
Arben Hajrizi	M
Biljal Karadolami	M
Dhurata Gutaj	W



## Board by Gender

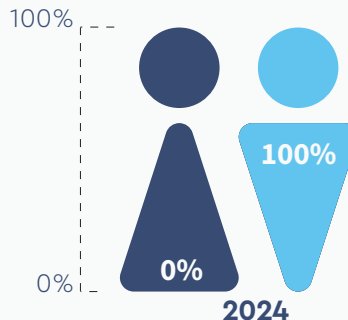
Board	2021	2022	2023
Men	2	5	4
Women	2	1	1



## Gender Breakdown of Management

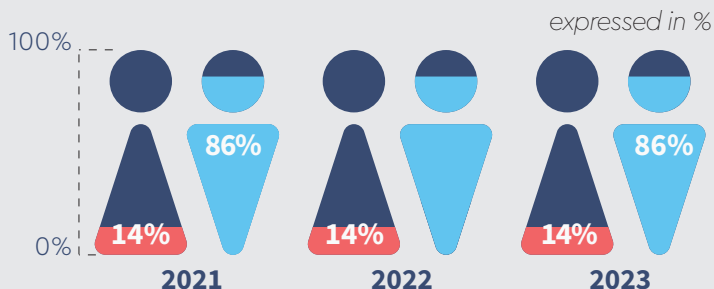
(December 2024 – Senior Positions)

Fadil Berisha	KE	M
Vetim Shala	Sekretar	M
Ruzhdi Baftjaraj	ZKF	M
Ymerdin Sylejmani	Auditor i Brendshëm	M



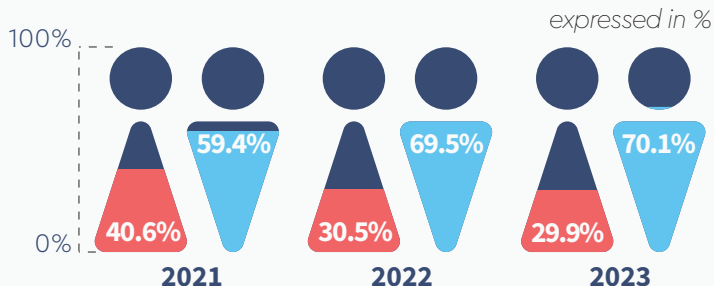
## Gender Breakdown of Management

	2021	2022	2023
Men	6	6	6
Women	1	1	1



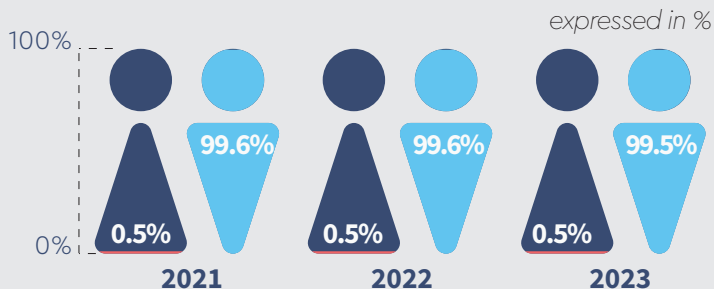
## Administration

	2021	2022	2023
Men	60	98	96
Women	41	43	41

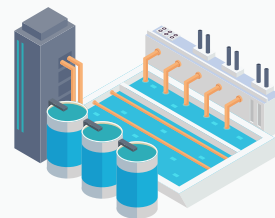


## Fieldwork (Manufacturing/Services)

	2021	2022	2023
Men	226	222	220
Women	1	1	1

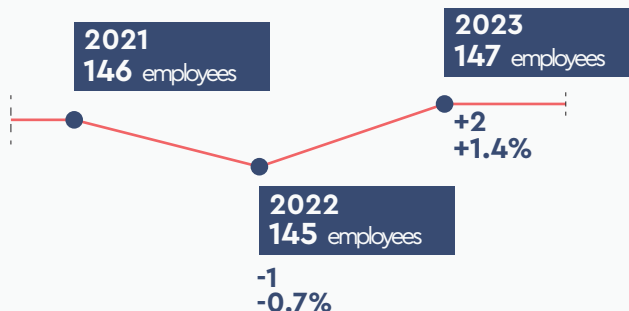
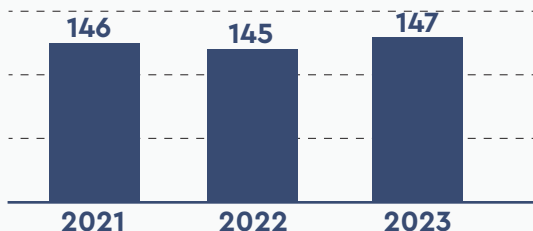


# Regional Water Company – Hidromorava



expressed in %

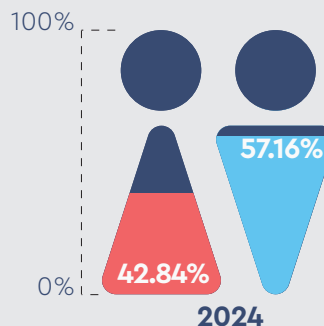
## Total Employees



## Current Board (December 2024)

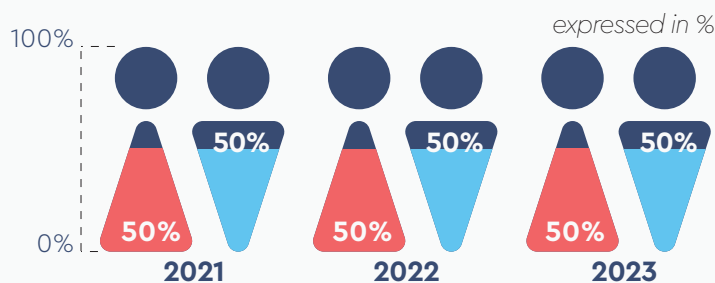
Filloreta Gashi Sadiku –Board Chair	W
Habil Zeqiri	M
Ferdane Tahiri Sylejmani	W
Arban Hoxha	M
Lindita Spahiu	W
Agim Zeka	M
Ymer Salihu	M

expressed in %



## Board by Gender

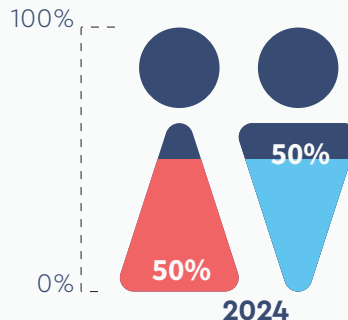
Board	2021	2022	2023
Men	3	3	3
Women	3	3	3



## Gender Breakdown of Management

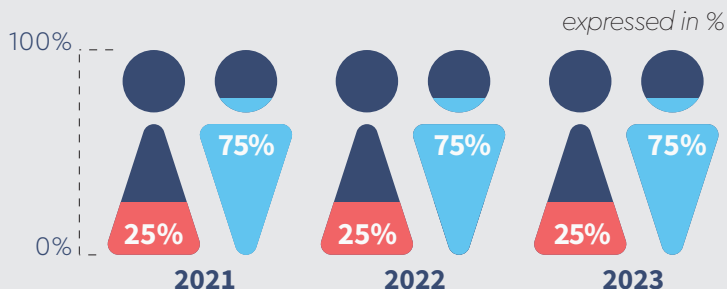
(December 2024 – Senior Positions)

Ymer Salihu	KE	M
Ajsun Sadiku	Sekretare	W
Merita Dauti	ZKF	W
Artan Hajdini	Auditor i Brendshëm	M



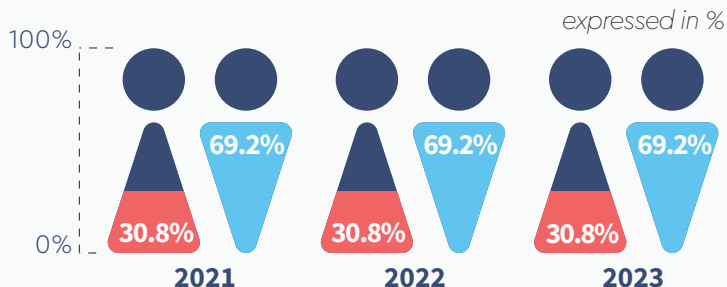
## Gender Breakdown of Management

	2021	2022	2023
Men	3	3	3
Women	1	1	1



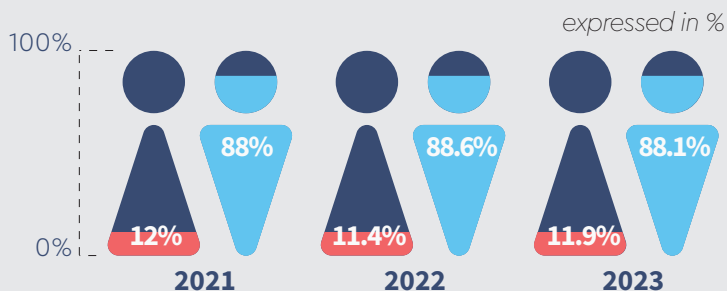
## Administration

	2021	2022	2023
Men	9	9	9
Women	4	4	4

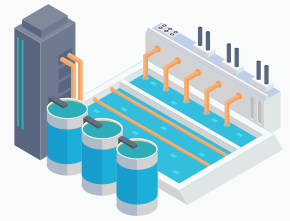


## Fieldwork (Manufacturing/Services)

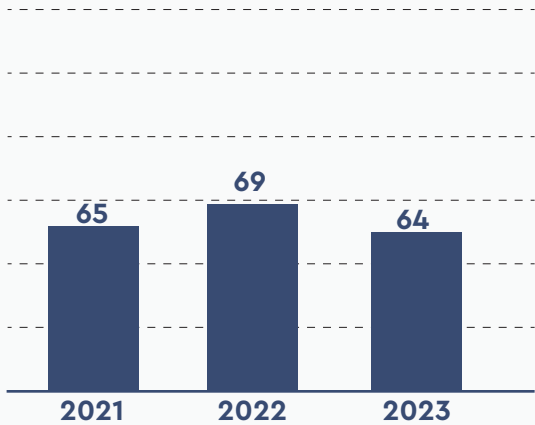
	2021	2022	2023
Men	117	117	118
Women	16	15	16



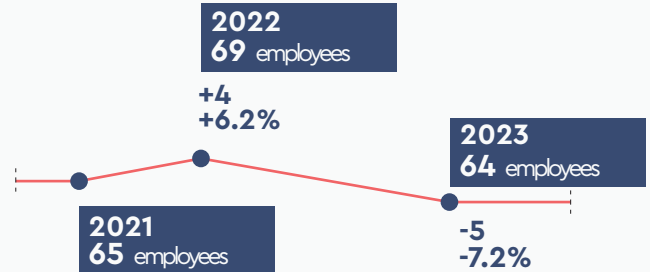
# Regional Water Company – Radoniqi-Dukagjini



## Total Employees



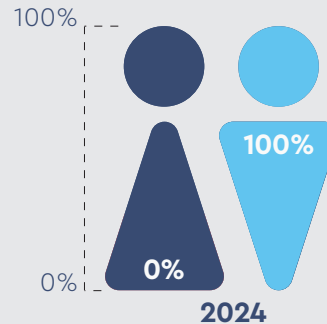
expressed in %



## Current Board (December 2024)

Ilir Dula – Chair Board	M
Agron Tafarshiku	M
Krenar Bajgora	M
Vehbi Duraku	M
Fidan Qufaj	M

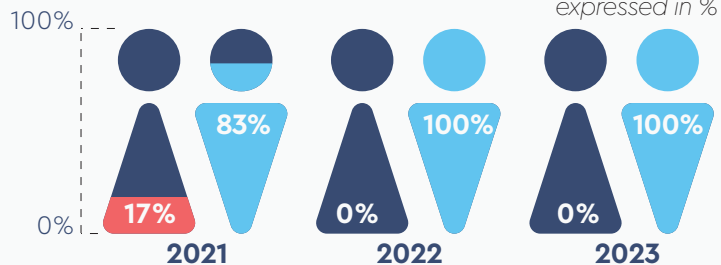
expressed in %



## Board by Gender

Board	2021	2022	2023
Men	5	4	4
Women	1	0	0

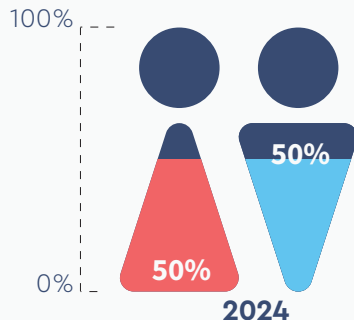
expressed in %



## Gender Breakdown of Management

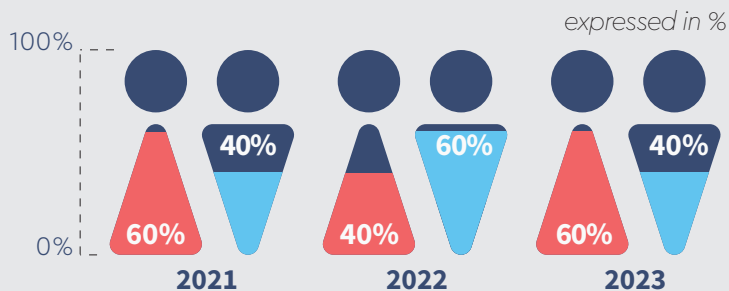
(December 2024 – Senior Positions)

Fidan Qufaj	KE	M
Blerim Pruthi	Sekretare	M
Luljeta Mornia	ZKF	W
Blerina Këpuska	Auditor i Brendshëm	W



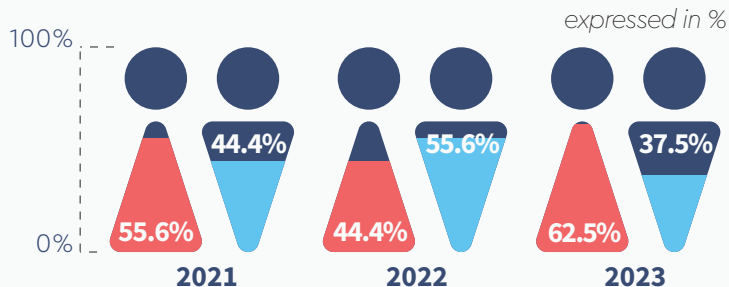
## Gender Breakdown of Management

	2021	2022	2023
Men	2	3	2
Women	3	2	3



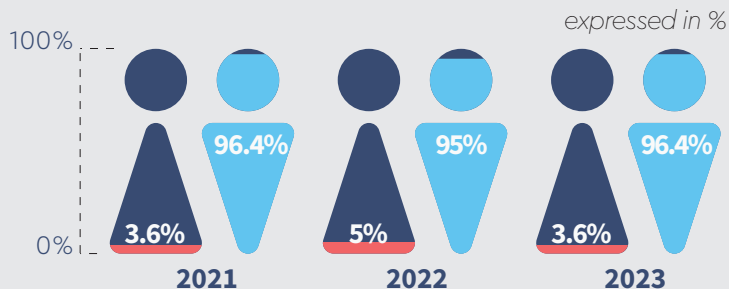
## Administration

	2021	2022	2023
Men	4	5	3
Women	5	4	5

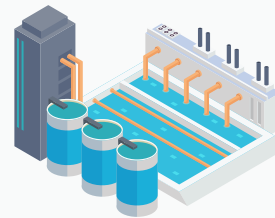


## Fieldwork (Manufacturing/Services)

	2021	2022	2023
Men	54	57	54
Women	2	3	2

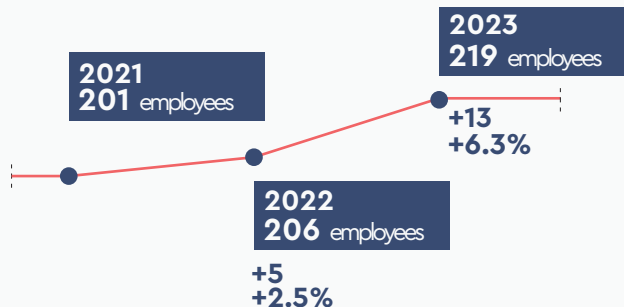
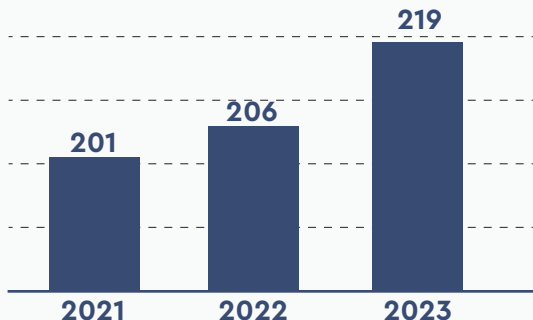


# Regional Water Company – Bifurkacioni



expressed in %

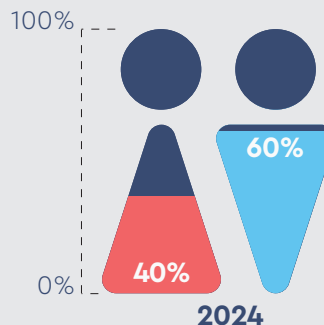
## Total Employees



## Current Board (December 2024)

Naim Rexhaj – Board Chair	M
Donat Rexha	M
Kujtesa Mashkulli Ahmeti	W
Kujtesa Ibushi Ramadani	W
Jeton Shabani	M

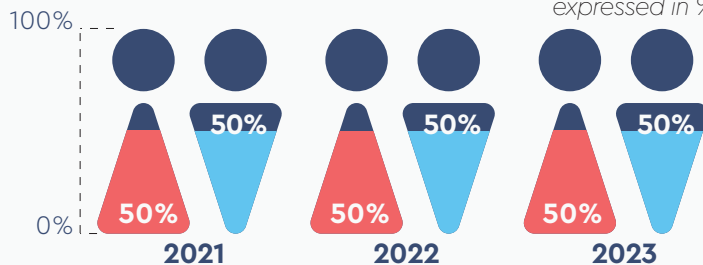
expressed in %



## Board by Gender

Board	2021	2022	2023
Men	2	2	2
Women	2	2	2

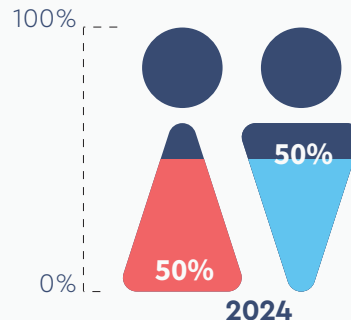
expressed in %



## Gender Breakdown of Management

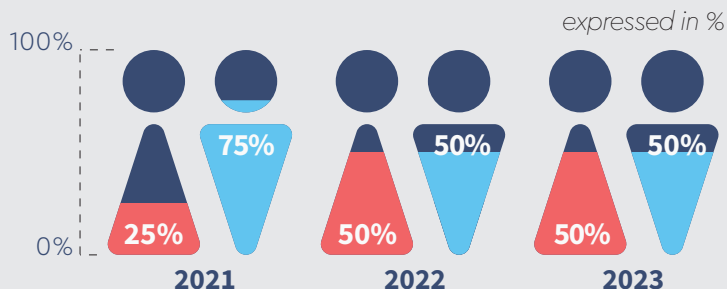
(December 2024 – Senior Positions)

Jeton Shabani	KE	M
Fadil Spahiu	Sekretare	M
Ibadete Zejnullahu	ZKF	W
Shkurte Aziri	Auditor i Brendshëm	W



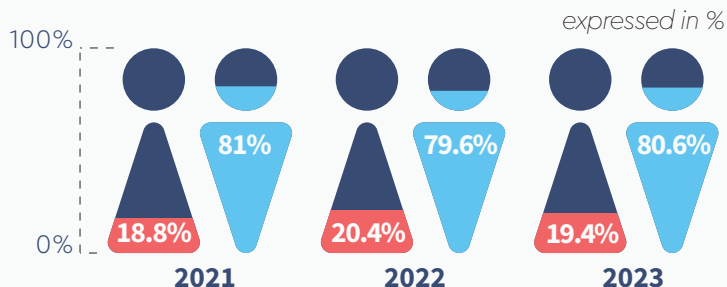
## Gender Breakdown of Management

	2021	2022	2023
Men	3	2	2
Women	1	2	2



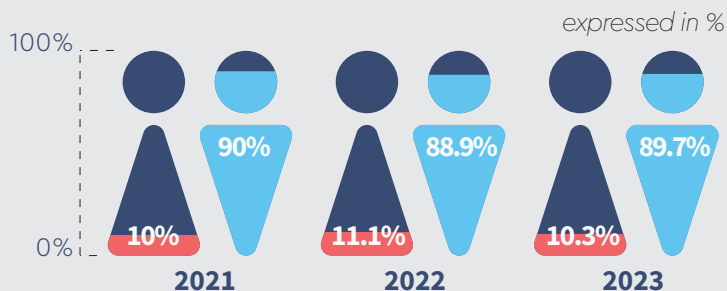
## Administration

	2021	2022	2023
Men	82	78	83
Women	19	20	20

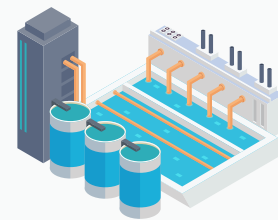


## Fieldwork (Manufacturing/Services)

	2021	2022	2023
Men	90	96	104
Women	10	12	12

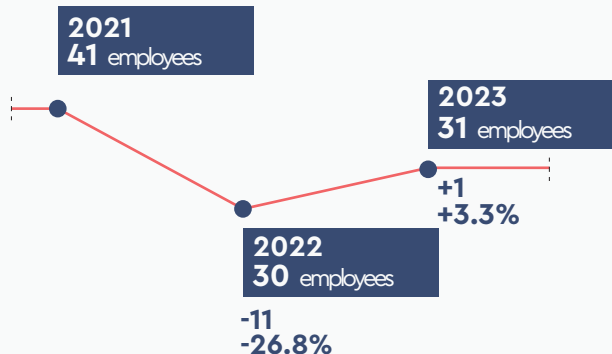
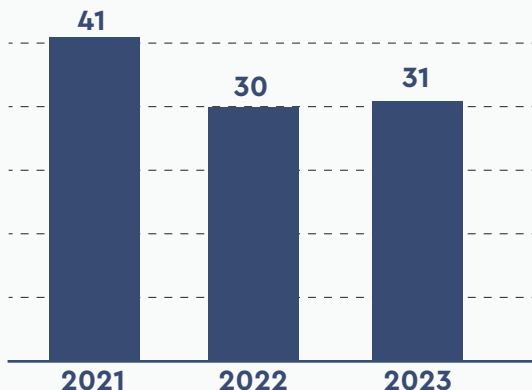


# Regional Water Company – Drini i Bardhë



expressed in %

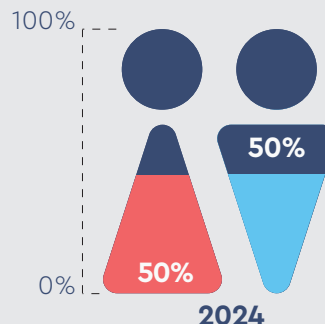
## Total Employees



## Current Board (December 2024)

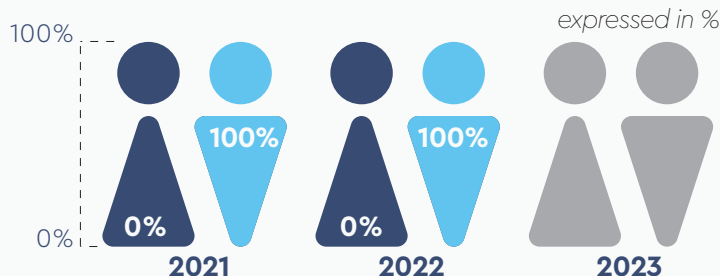
Arjeta Zeka – Board Chair	G
Ilaz Halili	B
Shkodran Gazherri	B
Zamire Deçani Beqiri	G
Rina Sylafeta Kumanova	G
Besim Kajabrgolli	B

expressed in %



## Board by Gender

Board	2021	2022	2023
Men	5	5	0
Women	0	0	0

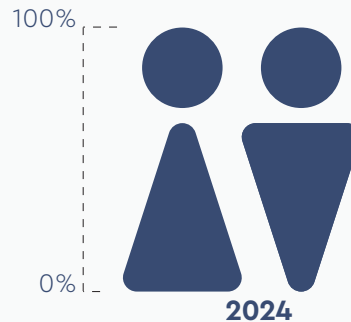


\*The enterprise did not provide data for this year.

## Gender Breakdown of Management

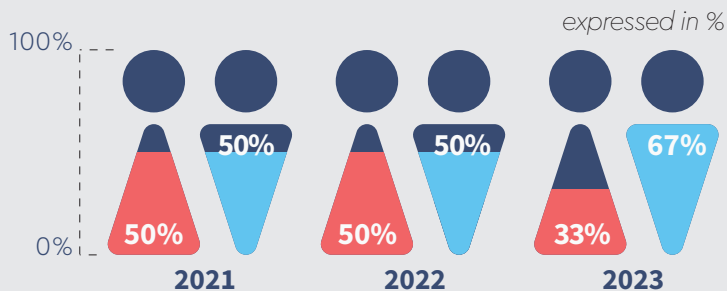
(December 2024 – Senior Positions)

<b>Bedri Haxhijaj</b>	KE	M
	Sekretar/e	
<b>Bekë Hoxhaj</b>	ZKF	M
	Auditor i Brendshëm	



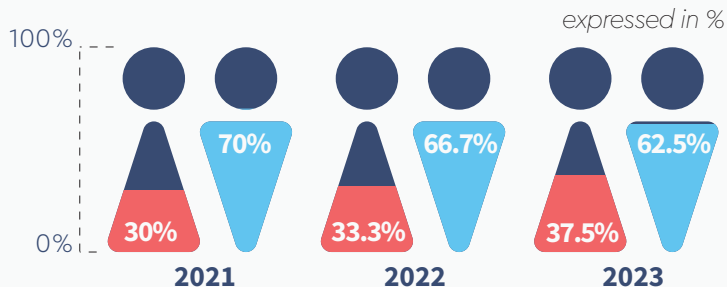
## Gender Breakdown of Management

	2021	2022	2023
<b>Men</b>	2	2	2
<b>Women</b>	2	2	1



## Administration

	2021	2022	2023
<b>Burra</b>	14	12	10
<b>Women</b>	6	6	6

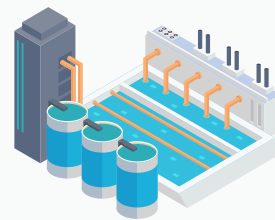


## Fieldwork (Manufacturing/Services)

	2021	2022	2023
<b>Men</b>	21	12	15
<b>Women</b>	0	0	0

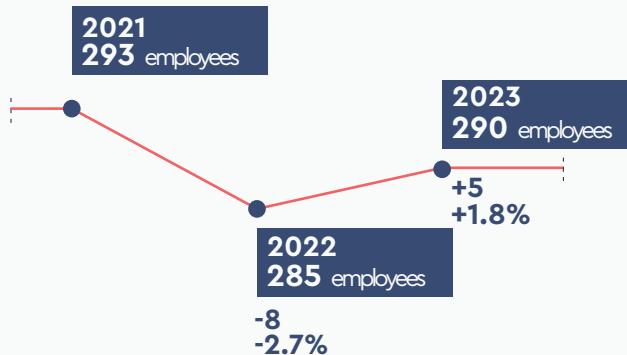
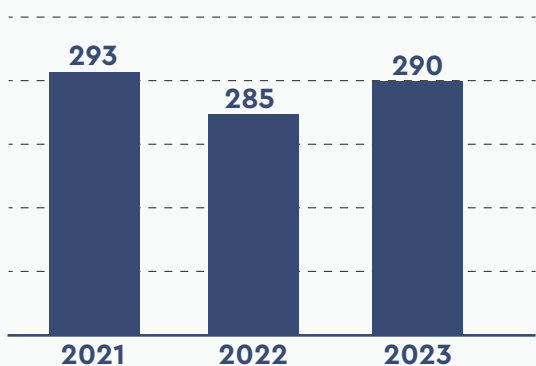


# Regional Water Company – Gjakova



expressed in %

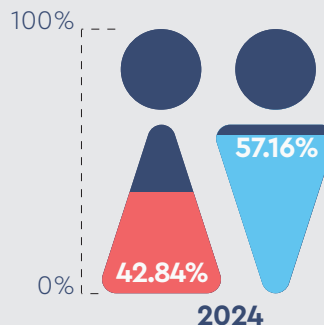
## Total Employees



## Current Board (December 2024)

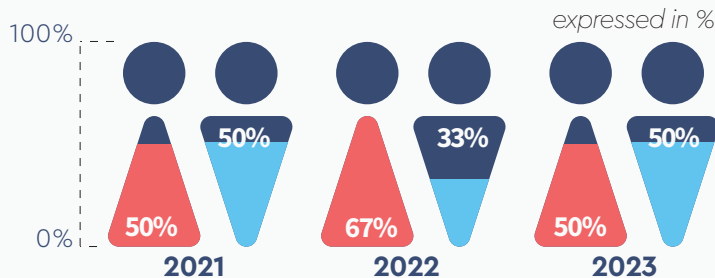
Urim Gashi – Board Chair	M
Vildane Maloku	W
Arianeta Nura	W
Fortuna Haxhikadrja	W
Faton Osmani	M
Armend Behluli	M
Hasan Krasniqi	M

expressed in %



## Board by Gender

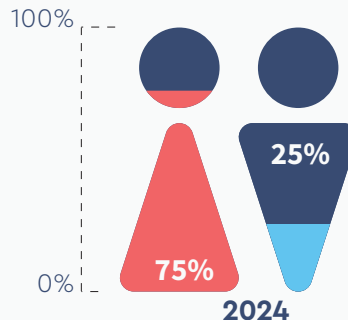
Board	2021	2022	2023
Men	2	1	3
Women	2	2	3



## Gender Breakdown of Management

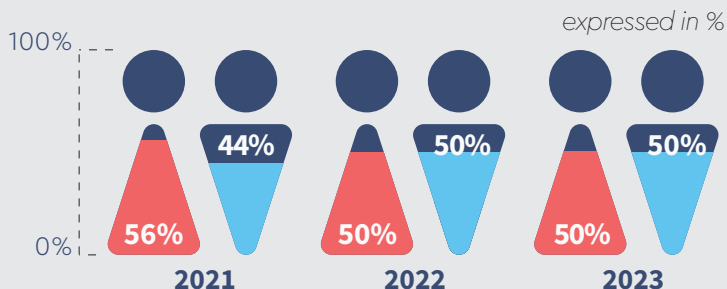
(December 2024 – Senior Positions)

<b>Jeton Shabani</b>	KE	M
<b>Saranda Baruti</b>	Sekretare	W
<b>Sihana Asllani</b>	ZKF (ud)	W
<b>Arbresha Dina Thaqi</b>	Auditor i Brendshëm	W



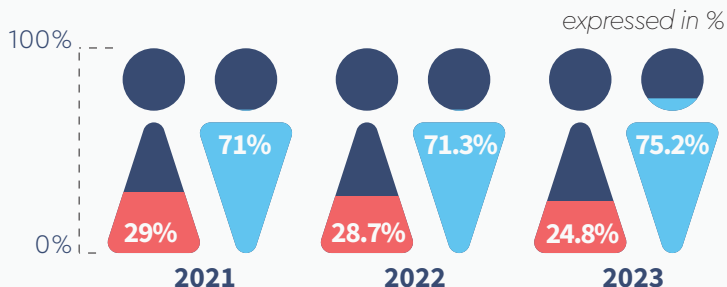
## Gender Breakdown of Management

	2021	2022	2023
<b>Men</b>	4	5	3
<b>Women</b>	5	5	3



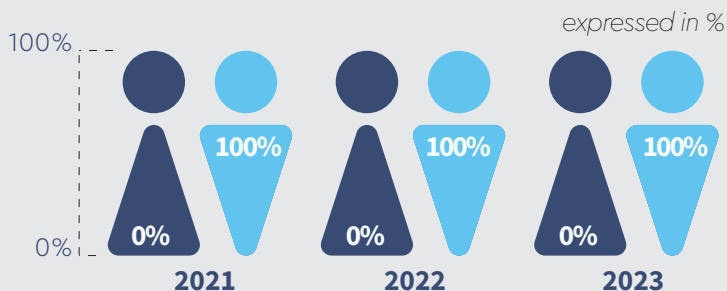
## Administration

	2021	2022	2023
<b>Men</b>	71	67	76
<b>Women</b>	29	27	25



## Fieldwork (Manufacturing/Services)

	2021	2022	2023
<b>Men</b>	193	191	189
<b>Women</b>	0	0	0

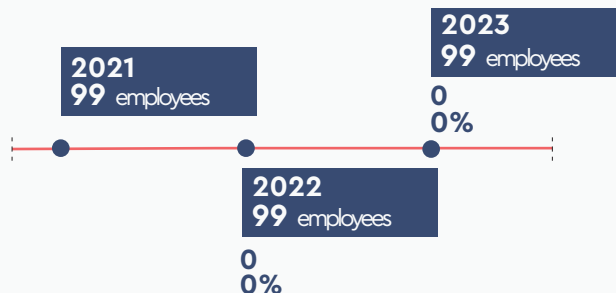
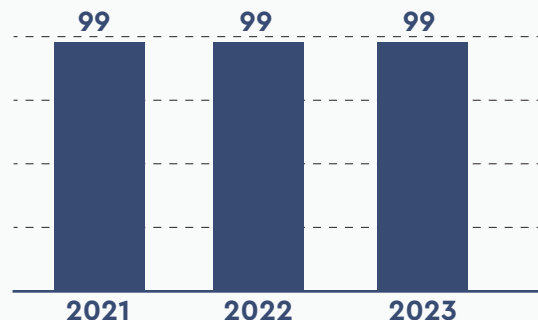


# Kosovo Waste Management Company



expressed in %

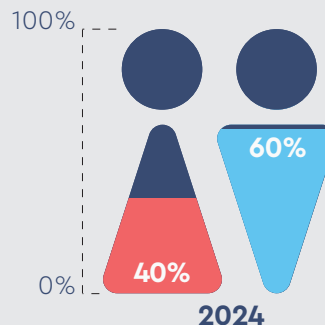
## Total Employees



## Current Board (December 2024)

Afrim Konjufca – Kryesues BD	M
Emine Talaku	W
Valbona Shala Thaqi	W
Petrit Pantina	M
Dardan Velija	M

expressed in %

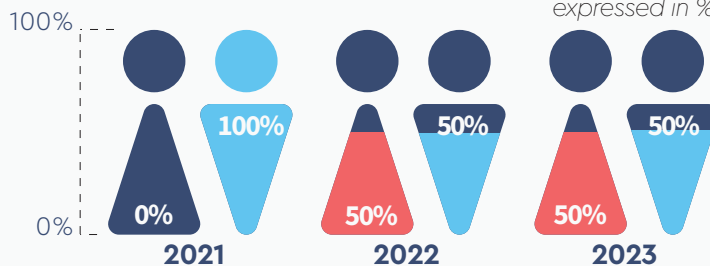


## Board by Gender

Board	2021	2022	2023
Men	6	3	3
Women	0	3	3



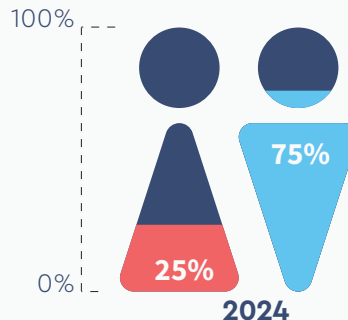
expressed in %



## Gender Breakdown of Management

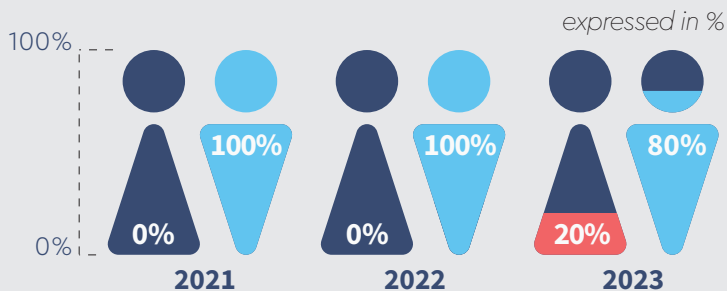
(December 2024 – Senior Positions)

Dardan Velija	KE	M
Lule Pashku	Sekretare	W
Shpend Gjogja	ZKF (ud)	M
Valmir Musliu	Auditor i Brendshëm	M



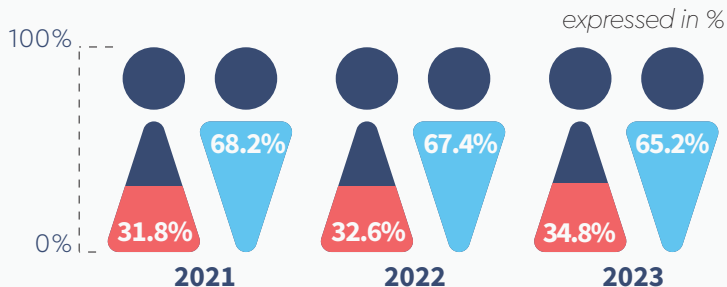
## Gender Breakdown of Management

	2021	2022	2023
Men	4	4	3
Women	0	0	1



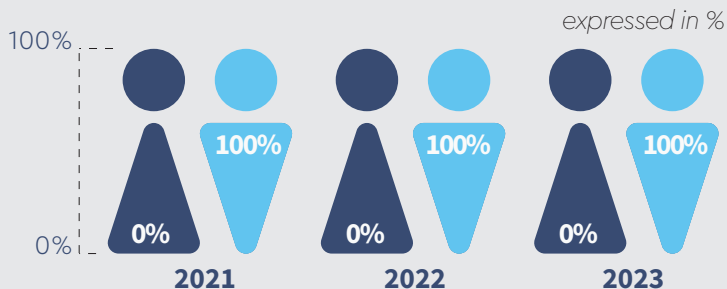
## Administration

	2021	2022	2023
Men	30	31	30
Women	14	15	16



## Fieldwork (Manufacturing/Services)

	2021	2022	2023
Men	55	53	53
Women	0	0	0







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