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**2013**  
**Annual Review of**  
**Labour Relations and Social Dialogue in South East Europe:**  
**Kosovo**  
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## **1. Summary**

2013 has not been characterized by any major changes in economy, labour relations or socio-economic development. In terms of politics, the two central events of 2013 were 1) the dialogue process with Serbia and 2) the local elections that took place in November and December. As a result of the dialogue with its northern neighbour, during

2013 several written agreements regulating different spheres of life were produced. On another note, the local elections organized under Kosovo laws for the first time (as a direct consequence of the Brussels talks), also included the three northern municipalities populated mainly by ethnic Serbs.

In terms of the EU integration process, Kosovo has begun formal negotiations with EU for a Stabilization Association Agreement, the signing of which would mark the first contractual relations with the European Union. Its formal signing is expected to take place in the first quarter of 2014.

The slow global economy recovery from the consequences of economic and financial crisis which characterized most of 2012 has inevitably impacted the pace of development in Kosovo throughout in 2013. The global growth rate of 3.2% and significant decline in FDI and remittances, were major characteristics of 2012 in terms of macroeconomic developments. The privatization of the publicly owned Post and Telekom has been seen as favourable by trade unionists who had opposed this process since its conception.

## 2. Socio Economic Developments

Kosovo showed stability and maintained a positive growth rate of 2.5% in real GDP terms in 2012, a drop from 4.4% in 2011. The preliminary data for 2013 show that the performance of some indicators during the first half of the year was better which implies that 2013 is expected to have higher growth rates than the previous year. The calculated growth rate in monetary terms increased from the 2012 GDP value of 5,021 Billion EUR, by 130 Mil EUR in 2013. Given the negative growth recorded in most of the countries in the SEE region, the growth rate recorded in Kosovo is among the highest.

Between 2012 and 2013, the Kosovo Agency of Statistics reported a decrease in Gross Capital Formation of 8.7%, principally caused by a decrease in FDI. In 2013 however, improvements in the external sector, as foreign direct investments and remittances, which during the first two quarters increased by 7% and 7.3% respectively<sup>1</sup>, as well as increase of exports showed increased activity in the country's economy<sup>2</sup>. Price developments during Q2 2013 were relatively stable, reaching an annual inflation rate of 2.7 percent.<sup>3</sup> The latest data available for consumer price index changes were reported in November 2013. As compared with October 2013, the overall index of consumer prices in Kosovo was higher by 0.2% in November 2013. The inflation rate in November 2013 as compared to November 2012 was 0.8%<sup>4</sup>. It could be argued that the consumer price index (CPI) has witnessed a stabilizing pace in 2012, as macroeconomic indicators show a 2.5% inflation rate, a positive change from a 7.3% inflation rate inherited in 2011. The main contributor to the stabilization of the price index is attributed to a decline in food prices, and it represents a positive effect on the standard of living, as seen in the positive changes of the GDP/capita rate, from 2,668 EUR in 2011 up to 2,721 in 2012 EUR<sup>5</sup>.

The reforms in trade policies and business registration and operation infrastructure have resulted in a 28 position improvement in the World Bank Doing Business Report for 2013 as compared to 2012.

<sup>1</sup> CBK Quarterly Assessment of Economy, Nr. 2, Q1, 2013 <http://www.bqk-kos.org/repository/docs/2013/Q1%202013.pdf>

<sup>2</sup> CBK Quarterly Assessment of Economy, Nr. 3, Q2, 2013 [http://www.bqk-kos.org/repository/docs/2013/CBK\\_Q2\\_2013.pdf](http://www.bqk-kos.org/repository/docs/2013/CBK_Q2_2013.pdf)

<sup>3</sup> CBK Quarterly Assessment of Economy, Nr. 3, Q2, 2013; [http://www.bqk-kos.org/repository/docs/2013/CBK\\_Q2\\_2013.pdf](http://www.bqk-kos.org/repository/docs/2013/CBK_Q2_2013.pdf)

<sup>4</sup> Kosovo Statistics Agency. Consumer Price Index, November 2013. <http://esk.rks-gov.net/ENG/price/publications>

<sup>5</sup> IQ Consulting. IFC's Investors' Perceptions of Kosovo Business Environment 2013

High unemployment remains one of the biggest challenges for Kosovo. The increased inflow of remittances recorded in the first two quarters of 2013 has somewhat alleviated the consequences of high unemployment, but in the long run, they may never become a substitute for the impact of employment and real growth.

The data provided by the Statistics Agency indicates that almost two-thirds of Kosovo's population is of working age (15-64 years)<sup>6</sup>. Because of the very young population structure, the working age population is expected to grow rapidly over the next decade. One of the most concerning aspects of unemployment in Kosovo are the long-term unemployed who are not seeking for work, hence are categorized as 'inactive labour force', which accounts for 63.1% of the active labour force. In addition 30.9% (135,700 persons) of the economically active population are unemployed. With 69.1% of the economically active people employed, the total number of the employed comes to 302,844 persons. These figures indicate an employment-to-population ratio (employment rate) of 25.5%<sup>7</sup>. The employment indicators in Kosovo for women are significantly worse than those of men. To this end, the inactive population within women is four out of five, as compared to that of men which is approximately one in two. Even within the economically active population, the unemployment rate for women is much higher than that of men (40.0% compared to 28.1%). Similarly, the employment rate among working age women is only 10.7%, which is significantly lower than that of men (39.9%).<sup>8</sup> As regards to the sectoral composition of the labour market, most women are employed in the education and health sectors (~ 40% of employed women), while men were mostly employed in the manufacturing/processing, trade and construction sectors which employ over 40% of employed men.

According to levels of employment, the official statistics on the labour market provided by the Kosovo Statistics Agency indicate a total of 18,055<sup>9</sup> persons are categorized as top public officials and managers. Corporate managers account for around 10,000 persons, while managers in small companies/organizations total 6,000 persons<sup>10</sup>. An additional 54,442 persons are categorized as professionals, followed by technicians and professional assistants who total 30,461 persons. Employed in sales and service industry are 66,433 persons. 11,690 persons are qualified agriculture workers and 40,220 are craftsmen/women. 16,834 are operators of heavy machinery and 19,184 are junior professionals<sup>11</sup>.

A structural analysis of employment and labour reveals that over 60% of employment in Kosovo is generated by SMEs<sup>12</sup>. Employment varies significantly across sectors. The economic sectors generating the biggest part of formal employment include: Trade (18.4%), Education 11.8%, Public Administration and Security 11.5%, Processing Industries 10%, Construction 8.4%, Healthcare Professionals 5.9%, Hospitality Industry 5.3%, Transport and Communication, 5.2%, Agriculture 4.2%<sup>13</sup>.

The public Budget for 2013 as revised in September by the Parliament upon a request from the Government indicates total budget revenues of 1,423 Billion EUR of which

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<sup>6</sup> Results of the Kosovo 2012 Labour Force Survey. September 2013. Kosovo Agency for Statistics and the World Bank. <http://esk.rks-gov.net/ENG/labour-market/publications>

<sup>7</sup> Results of the Kosovo 2012 Labour Force Survey. September 2013. Kosovo Agency for Statistics and the World Bank. <http://esk.rks-gov.net/ENG/labour-market/publications>.

<sup>8</sup> Ibid

<sup>9</sup> Labour Market Information by Municipality. Available at: <http://esk.rks-gov.net/rekos2011/repository/docs/Te%20dhenat%20e%20tregut%20te%20punes%20sipas%20komunave.pdf>

<sup>10</sup> Ibid.

<sup>11</sup> Ibid.

<sup>12</sup> European Training Foundation – ETF. Education and Business In Kosovo, 2011.

<sup>13</sup> Labour Market Information by Municipality. Available at: <http://esk.rks-gov.net/rekos2011/repository/docs/Te%20dhenat%20e%20tregut%20te%20punes%20sipas%20komunave.pdf>

77% are collected from import duties and taxes<sup>14</sup>. With 1,586 Billion EUR of expenditure, the public budget recorded a deficit of 163 Mil EUR. While 959 Mil EUR is the total amount of recurrent costs of the government (wages, goods and services, grants and transfers), a large portion of the Kosovo budget has been invested in capital expenditure (621 Mil). According to the law related to the Budget, 80 Mil from the budget deficit is financed through domestic borrowing and direct budget support (borrowing) from the IMF (32 Mil). The remaining deficit was supposed to be financed by the payment received from the privatization of the publicly owned Mobile phone operator, but with the privatization failing to receive a support vote in the Kosovo Parliament, it is unclear how the deficit will be covered.

2012 recorded the lowest current account deficit in recent years which was assessed at 7.7 percent of GDP. In monetary terms, the total account deficit for 2012 in Kosovo was 379.4 Mil EUR which represents a 42.4% decline as compared to the previous fiscal year. The current account deficit in Kosovo's economy, especially in trade of goods, accurately reflects the state of competitiveness of the domestic economy against main trading partners. The data on structure of imports and exports further testify to the lack of competitiveness of domestic producers as most of the imports are food products, while most of the exports are raw materials. Trade deficit is the main contributor to the current account deficit, while other categories such as trade in services, income account and current transfers are the main factors which have an impact on narrowing the current account deficit.<sup>15</sup>

There have been no major developments in terms of wages and minimum wage policies, and they remain at similar levels to the previous year. The only exception to this rule has been the increase in wages in the public sector, which has been considered to be an electoral move by the government. The overall public budget increase for wages and salaries is around 30 Mil in comparison to 2012.

Minimum Wages	Public Administration average salary / EUR	National Level / EUR
2008	189	-----
2009	222	-----
2010	254	Draft Proposal
2011	309	170
2012	372	170

According to the Kosovo Statistics Agency the NET salary of most Kosovo employees is 300 - 400 EUR/month.<sup>16</sup> The Ministry of Labour and Social Welfare (MLSW) decided to prolong the same levels of minimum pay (130 for youth and 170 for persons over 24), arguing its decision by referring to the current economic situation and the policy priority of promoting youth employment. The Socio-Economic Council had recommended the MLSW to increase minimum pay levels at 65% of the average salary, but this was not approved.

Poverty rate in Kosovo is assessed to be high; World Bank data indicates that 29.1% of the total population of 1.8 Mil live below the national poverty line. The newest estimations by the WB also indicate that 10.2% of Kosovo's citizens live in extreme poverty<sup>17</sup>.

<sup>14</sup> Law on Budget.

<http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20amen%20the%20Law%20on%20budget%20Kosova%202013.pdf>

<sup>15</sup> Balance of Payments Report, No. 12, June, 2013. [http://www.bqk-kos.org/repository/docs/2013/CBK\\_BOP\\_No\\_12\\_2013.pdf](http://www.bqk-kos.org/repository/docs/2013/CBK_BOP_No_12_2013.pdf)

<sup>16</sup> IndexOnline News Agency: <http://www.indeksonline.net/?FaqeID=2&LajmID=72471>

<sup>17</sup> See more at: <http://www.kosovapress.com/en/economy/wb-102-of-kosovo-citizens-live-in-extreme-poverty-7197/#sthash.BnDWOwKR.dpuf>

### 3. Governmental policies and legislation

Kosovo institutions (Government and the Parliament) have introduced several changes to primary legislation (laws) as well as accompanying sub-legal acts. With regards to major developments to social legislation the most notable change is the promulgation of the Law on Amending and Supplementing the Law No. 04/L-101 on Pension Funds of Kosovo<sup>18</sup>, which mainly relates to various management instruments of the Kosovo Pensions Savings Trust.

The MLSW has promoted a policy change with regards to maternity risk, which implies a change of the Labour Law. The change proposed by the ministry is to shorten maternity leave from the current combined 12 month period. During maternity leave, the initial 3 months would be paid by the employer, followed by three months of compensation by the government with an additional three months unpaid leave. The ministry argues that the payment in such scenario would be 220 EUR or 80 EUR more than the current 140 EUR.

Other laws enriching labour-related policies are the Law on Chambers of Healthcare Professionals<sup>19</sup> and the Law on Employment of Foreigners in the Republic of Kosovo.<sup>20</sup>

Labour market related policies for 2013 include two basic laws; the law on Vocational Education and Training<sup>21</sup> and the Law on Adults Education and Training in the Republic of Kosovo<sup>22</sup>. Both these laws relate to reform of the vocational training system in Kosovo and other forms of non-formal training.

Other important laws passed during 2013 include:

- Law on Trade of Strategic Goods<sup>23</sup>.
- Law on Amending and Supplementing the Law No. 03/L-181 on Market Inspectorate and Inspective Supervision<sup>24</sup>
- Law on Economic Zones<sup>25</sup>

### 4. Industrial Relations

Two years after the Law on Trade Union Organization was passed, trade union presence in the private sector is still absent. Aside from few privatized companies where trade unions presence and structures have been maintained (despite the legal provisions) trade unions have not been able to establish a presence. With such high levels of unemployment and job insecurity in Kosovo, and a lack of organizational capacity on

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<sup>18</sup> Law on Amending and Supplementing the Law No. 04/L-101 on Pension Funds of Kosovo. <http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20amend%20the%20law%20no.04-L-101%20on%20pension%20funds%20of%20Kosovo.pdf>

<sup>19</sup> Kosovo Parliament.

<http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20Chambers%20of%20healthcare%20professionals.pdf>

<sup>20</sup> Kosovo Parliament. <http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20foreigners.pdf>

<sup>21</sup> Kosovo Parliament :

<http://www.kuvendikosoves.org/common/docs/liqjet/Law%20for%20vocational%20education%20and%20training.pdf>

<sup>22</sup> Kosovo Parliament:

<http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20adults%20education%20and%20training%20in%20Kosovo.pdf>

<sup>23</sup> Kosovo Parliament

<http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20the%20trade%20of%20strategic%20goods.pdf>

<sup>24</sup> Kosovo Parliament:

<http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20amend%20the%20law%20on%20market%20inspectorate%20and%20inspective%20supervision.pdf>

<sup>25</sup> Kosovo Parliament: <http://www.kuvendikosoves.org/common/docs/liqjet/Law%20on%20economic%20zones.pdf>

the part of trade unions combined with structural obstacles coming from companies' sizes, expansion of trade unions in the private sector has not been possible.

Trade union density in Kosovo continues to be on a downward spiral. Ongoing privatization processes of former state owned enterprises have led to a constant drop in trade union membership. An EU supported project has been launched to support social dialogue and strengthen and reform trade unions, as part of this process FES Prishtina Office and five other organizations led by the Kosovo Stability Initiative will support the implementation of these activities. The project is expected to have a positive impact on the awareness of both employers and employees about the role and importance of trade unions and social dialogue mechanisms.

As of this year the second trade union federation/confederation that existed for several years as a separate entity, has returned to the UITUK, leaving the scene with only one major federation/confederation of trade union organizations. The density of the main employer organizations has remained similar to the previous year. To this end, very little growth has been seen for employers' associations. Similarly, their role in the industrial relations has remained unchanged.

## **5. Tripartite social dialogue**

The Social and Economic Council (SEC) is the body in charge of facilitating tripartite dialogue. The composition of the SEC has not changed since 2012. The institution's membership is comprised of Kosovo Government ministries (the Ministries of Labour and Social Welfare; Economy and Finance; Education, Science and Technology; and Health), Trade Unions (five representatives from the UITUK) and employer associations (Kosovo Chamber of Commerce, with four members, and Kosovo Business Alliance, with one member). As compared to 2012, the SEC has been more active and convened regularly. One of the latest recommendations for the government has been about the minimum salary, which is a proposed increase up to 65% of the national average salary.

## **6. Forecasts**

Several new laws are to be expected in the near future regarding social security and protection as well as industrial relations in Kosovo. Some of the laws foreseen to be promulgated in the near future include: the new Labour Law and Health Insurance Law. It should be noted, that as part of the process of EU integration, legislation and institutional changes are to be expected. These changes will be made in line with the national strategy for EU integration which is an umbrella document that will consist of sectoral strategies.

As part of the reform activities for trade unions, there will be support for the project to merge the Metalworkers Federation and Energy Sector Trade Union (SPEK) into the Industrial Kosovo TU. As part of the project, a proposal for Kosovo Industry development will be elaborated and proposed to the government by social partners. In addition to that, a sectoral collective contract for the industrial sector will be drafted and proposed to relevant stakeholders.

## **Annex of Data**

- **Collective bargaining system**

A collective bargaining system in Kosovo exists, but has not been very successful in generating collective agreements and contracts.

- **System of tripartite social dialogue**

The Social and Economic Council is the body in charge of facilitating tripartite dialogue. It comprises Kosovo Government ministries (the ministries of Labour and Social Welfare; Economy and Finance; Education, Science and Technology; and Health), trade unions (five representatives from BSPK) and employer associations (Kosovo Chamber of Commerce, with three members, and Kosovo Business Alliance, with two members). As stated above, the tripartite Social and Economic Council has been slow to introduce and develop policy suggestions and policy recommendations. Its recommendations and suggestions are often disregarded at the government level.

- **Social security systems**

The only social risks covered by the social security system in Kosovo are old age and as of January the 1<sup>st</sup>, 2011 maternity. The old age risk is covered through three pension pillars: i) the basic pension scheme<sup>26</sup>, ii) compulsory pension savings, and iii) supplementary personal savings. The second pillar of the pensions system is administered by the Kosovo Pension Savings Trust, which is an independent institution that reports directly to the Kosovo Parliament and is monitored by the Central Banking Authority of Kosovo. Contributions from the compulsory pension scheme are equally paid by employers and employees (5% of gross salary paid by each employer and employee).

Kosovo still does not have a health insurance scheme, but citizens can receive health-care services on three levels of the public healthcare system. Co-payment for services is applied for all services in the public health service providers, but there is a wide range of social categories that are exempt from the co-payment. It has been announced that the Health Insurance Fund will be established in 2014, a process which has been delayed for quite some time.

- **Education and vocational training**

The Education system in Kosovo is still characterized by insufficient resources and relatively low quality of education. The public vocational education system has been established with large support from donors, but has not yet been consolidated. The National Qualifications Authority, the body responsible for vocational qualifications, is operational and is currently reviewing the qualification framework in an attempt to align it with EU policies. The Vocational and Educational Training system is still under reform, and has started strengthening its position in the educational system. This component of education is foreseen in an Adult Learning Strategy and the amended Law on Adult Education noted above<sup>27</sup>. The Vocational training system is comprised of two types of institutions, namely, formal and non-formal education. The formal VET system includes all professional/vocational high schools that are part of the public schools network and targets students that have completed elementary school (regular enrolment procedures after 9<sup>th</sup> grade). On the other hand, the non-formal VET system is comprised of 11 VET centres that are administered by MLSW and target job-seekers regis-

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<sup>26</sup> Basic pension scheme distinguishes between contributing and non-contributing pensioners.

<sup>27</sup> Law on Adult Education and Training #.02/L-24, 07 September 2005. [www.kuvendikosoves.org](http://www.kuvendikosoves.org)

tered with Centres for Unemployment. While the former offers 3-4 year formal education, the latter offers only short vocational courses that can last up to three months.

- **Employment rate**

Years	2012	2011	2010	2009	2008	2007	2006
Employment	25.5% <sup>28</sup>	22.4% <sup>29</sup>	n/a	26.1%	24.1 %	26.1 %	28.7 %
Employment rate female (15-64) (%)	10.7% <sup>30</sup>	5.2% <sup>31</sup>	n/a	12.5%	10.5%	12.7 %	11.8 %
Employment rate male (15-64) (%)	39.9% <sup>32</sup>	n/a	n/a	39.7 %	37.7 %	40.1 %	46.1%
Employment rate of older workers (55-64): share of population aged 55-64 that is in employment (%)	n/a	n/a	n/a	27.9 %	23.8%	24.6 %	26.3 %

- **Unemployment rate**

Years	2012	2011	2010	2009	2008	2007	2006
Unemployment	30.9%	44.8%	n/a	45.4 %	47.5%	43.6%	44.9 %
Female	40%	36% <sup>33</sup>	n/a	56.4%	59.6%	55.2%	61.6%
Male	28.1%	n/a	n/a	40.7%	42.7%	38.5%	34.6%
Unemployment rate of persons < 25 years:	55.3%	n/a	n/a	73.0%	73.0%	70.0%	75.5%
Long-term unemployment rate:	n/a	n/a	n/a	37.1%	38.9%	37.1%	41.1%

- **Average monthly salaries**

The average monthly salary in Kosovo is believed to be around 400.00 EUR.

- **Gender pay gap**

While the pay gap between persons of different sexes is not that evident in Kosovo, the representation of women in high-level positions both in public and non-public sector is significantly lower than that of men. In the public sector (based on gender equality law), there is a 30% compulsory quota for women representation. While at the lower levels of administration this quota is generally well-respected, at the highest levels of administration (i.e. Chief Executive Officers in Ministries, or Permanent Secretaries), there is virtually no representation. A similar position is also prevalent in the private sector, where only a handful of women are employed in top managerial positions.

<sup>28</sup> Labour force Survey 2, 2012.

<sup>29</sup> Census data available at: [http://esk.rks.gov.net/rekos2011/repository/docs/Final%20Results\\_ENG.pdf](http://esk.rks.gov.net/rekos2011/repository/docs/Final%20Results_ENG.pdf)

<sup>30</sup> Labour force Survey 2, 2012.

<sup>31</sup> Census data available at: [http://esk.rks.gov.net/rekos2011/repository/docs/Final%20Results\\_ENG.pdf](http://esk.rks.gov.net/rekos2011/repository/docs/Final%20Results_ENG.pdf)

<sup>32</sup> Labour force Survey 2, 2012.

<sup>33</sup> % of female among the unemployed.

- **Actual weekly working hours**

As in many other countries in the region, the working week in Kosovo is defined as 40 hours per week workload distributed into five working days. The working hours of the public sector are from 08:00 to 16:00, whereas in the private sector and other organizations, working hours are usually between 09:00 to 17:00 on weekdays. The 40 hours/week standard is also upheld in the Labour Law.

- **Normal work /atypical work**

There are no accurate or reliable information regarding the percentage of employment in terms of working hours or type of employment in Kosovo.

- **Monthly minimum wage**

The minimum wage in Kosovo has been set at 130/month for youth and 170 EUR/month at national level.

- **Migration**

Migration is a very problematic to measure for Kosovo as the Ministry of Interior does not keep track of migration trends. The Kosovo Diaspora in Western Europe is believed to be around 700,000 persons, most of which are in Switzerland and Germany with around 300,000 each. The trend of illegal migration is still present, although not as frequently encountered phenomenon as it was in the '90s. Considering that Kosovo is the only country in the Balkans which has not been included in the White Schengen List, illegal migration will continue to be a problematic issue.

- **HDI**

Data not available

- **Gini-coefficient**

Data not available

- **Collective agreement coverage**

While the public sector is covered by the collective agreement in its entirety, lack of implementation of this agreement has left the entire public sector uncovered. In the private sector, employees are completely unprotected as there are no collective agreements. Moreover, there are no trade unions in the private sector as a result of the absence of law on trade union organizations up until August of 2011.

- **Ongoing important collective bargaining agreements**

None

- **Trade union density**

With only one confederation of trade unions, there are no more disagreements between the former two representatives on the number of members. Nevertheless, a total of 15 trade union organizations have sent letters to the MLSW questioning the legitimacy of the SEC representation. Nevertheless it is estimated that the total number of trade unions' members is around 60,000. If it is accepted that the total number of public

servants is 70,000 (excluding teachers and doctors) the coverage in the public sector is around 80%. The coverage of trade unions in the private sector is 0 as there are no trade union activity in the private sector.

- **Employer's organizations density**

There are 60,000 registered businesses in Kosovo of which 35,000 are considered to be active. The American Chamber of Commerce has 147 member companies. While Kosovo Chamber of Commerce claims to have around 9,000 members, it is estimated that only a small percentage of these companies actually pay membership fees to the chamber. A similar situation also exists in the Kosovo Business Alliance who proclaims to have 15,000 members.

- **Workplace representation**

Trade unions in Kosovo are in a poor shape. The crisis has lasted for several years already, and trade unions have not made any progress with regards to workplace representation and have been limited to organizing sporadic protests through which they sought higher salaries. Leaders of trade unions usually blame one another for consecutive failures to organize employees. In addition, trade unions have been unable to attract workers from the private sector due to a lack of legal infrastructure allowing them to organize in the private sector. In the last decade, trade unions seem to have concentrated their efforts extensively on the public sector and the privatization process. As a result, private sector employees, who make up a significant part of the overall base of the employed, were left out of the already-limited social dialogue in Kosovo. It is arguable whether the Law on Trade Union Organization will improve the situation with trade union presence in the private sector as over 90% of Kosovo companies are micro enterprises with less than 10 employees.

- **Trade unions**

Name of Trade Union Confederations	International Affiliation
Bashkimi i Sindikatave të Pavarura të Kosovës / The Union of Independent Trade Unions of Kosovo	ITUC

Name of Trade Union Federations	International Affiliation
Sindikata e Bashkuar e Arsimit, Shkencës dhe Kulturës / United Trade Unions of Education, Science and Culture	
Federata e Sindikatave të Shëndetësisë së Kosovës / Federation of Healthcare Trade Unions of Kosovo	EPSU
Sindikata e Shërbimit Policor të Kosovës/ Police Trade Union of Kosovo	EURCOP, CESP
Sindikata e Pavarur e Energjitikës e Kosovës / Independent Energy Trade Union of Kosovo	
Sindikata e Pavarur e Judikaturës e Kosovës / Independent Judiciary Trade Union of Kosovo	
Sindikata e Pavarur e Administratës së Kosovës / Independent Administration Trade Union of Kosovo	
Sindikata e Pavarur e Veprimtarive Komunale Banesore të Kosovës / Independent Municipal Housing Trade Union of Kosovo	
Sindikata e Pavarur e Metalistëve të Kosovës / Independent Metal Workers Trade Union of Kosovo	IndustriAll-European Trade Union
Sindikata e Pavarur e Agrokompleksit të Kosovës / Independent Agro-complex Trade Union of Kosovo	EFFAT

Sindikata e Pavarur e Ndërtimtarisë / Independent Trade Union of Construction Workers	
Sindikata e Pavarur Ekonomia e Vogël dhe Zejtaria / Independent Trade Union of Small Enterprises and Craftsmanship	
Sindikata e Pensionistëve dhe Punëtorëve Invalidor të Kosovës / Pensioners and Invalid Workers Trade Union of Kosovo	
Sindikata e Pavarur Kombinati “Trepça” / “Trepça” Factory Independent Trade Union	
Sindikata e Pavarur Tregti & Hotelieri dhe Turizëm / Independent Trade Union of Trade & Hotel and Tourism Management	
Sindikata e Pavarur Minatorët/ Independent Trade Union of Miners	
Sindikata e Pavarur e Pylltarisë / Independent Trade Union of Forestry	
Rrjeti i Gruas Sindikaliste të BSPK / Trade Union Woman Network of BSPK	
Rrjeti i të Rinjve Sindikalistë të BSPK / Trade unionist Youth Network of BSPK	

Name of Employers' Organization	# of Members	International Affiliation
Oda Ekonomike e Kosovës / Kosovo Economic Chamber	15,000 <sup>34</sup>	
Oda Amerikane e Tregtisë në Kosovë / American Chamber of Commerce in Kosovo	147 <sup>35</sup>	Accredited by the US Chamber of Commerce
Aleanca Kosovare e Bizneseve / Alliance of Kosovar Businesses	9,500 <sup>36</sup>	

<sup>34</sup> Source: <http://www.itg-rks.com/sq/Oda-Ekonomike-e-Kosoves>. It is estimated that it has about 10% paying members.

<sup>35</sup> Source: <http://www.amchamksv.org>

<sup>36</sup> Source: <http://www.itg-rks.com/sq/Aleanca-Kosovare-e-Biznesit>. It is estimated that around 1,500 are active members.