

2015

Annual Review of Labour Relations and Social Dialogue Kosovo

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- Some significant changes were introduced in the Kosovo economy in 2015 with the Stabilization and Association Agreement signed with the European Union, the first contractual relation established with the EU. This agreement is expected to impact numerous economic sectors and policies and will directly affect the economy of the country.
- Labour relations have also seen a revival with the new cabinet taking over affairs at the Ministry of Labour and Social Welfare. Several basic laws in the field of social dialogue and labour related fields have undergone amendments.
- In terms of political developments, several major events should be noted. The agreement with Serbia on establishing the Association of Serb-majority municipalities, which was sponsored and facilitated by Brussels and demarcation of a border with Montenegro; both processes were concluded after the new government coalition took office.
- The opposition parties headed by Vetevendosje! (a nationalistic-inclined political movement) have paralyzed the political processes including parliament proceedings by demanding the withdrawal of the government from these two international agreements.
- Numerous protests have shaken the government coalition, which currently does not enjoy much popular support or credibility. Though enjoying numerical stability in the parliament, having been reached after a six-month political deadlock, the government's legitimacy under Prime Minister Isa Mustafa was challenged from the very beginning.
- The divisions between the governing and opposition parties have broadened as the actions of the latter radicalized, resulting in MPs throwing tear gas to prevent parliamentary proceedings, followed by public arrests of opposition MPs.



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- Collective bargaining, social dialogue, social security, education & vocational training, employment, wages
- Trade unions and employer organizations



1. SOCIO ECONOMIC DEVELOPMENTS

Kosovo showed stability and maintained a positive growth rate in 2015. The first quarter of 2015 recorded a 0.22 per cent annual growth rate, which grew to 3.37% in the second quarter. The foresight of the central bank is that the annual growth rate will be maintained at 3.5 per cent, which is considerably more positive than the 1.2 per cent growth rate recorded in 2014¹. Prices have continued to decrease and in September 2015 prices in the Kosovo economy, expressed through the Consumer Price Index (CPI), were characterized by deflation of 0.6 per cent as compared to a 0.5 per cent inflation rate in the same period of 2014. The overall decrease has been primarily attributed to the decrease in educational services, which recorded a 28 per cent drop, followed by transportation services which recorded a 7.6 per cent drop and hotel and restaurant services which recorded a 3.2 per cent decrease.²

Gross Fixed Capital Formation (GFCF) in Kosovo decreased to 1,293.80 € million in 2014 from 1,322.60 € million in 2013. GFCF in Kosovo averaged at 1,042.78 € million from 2004 until 2014, reaching an all-time high of 1,475.90 € million in 2011 and a record low of 583.60 € million in 2004.³ The GFCF in Kosovo is reported by the Kosovo Agency of Statistics.

Data for 2014 indicates a positive consumption trend, which is believed to be influenced by the increase in consumption lending, the increase of salaries in the public sector and subsidies and transfers. The consumption growth was also supported by an increase in remittances, which for 2014 recorded an 11.7 per cent annual increase.⁴ GDP growth was supported primarily by consumption. GDP per capita is estimated at 3,000 €.⁵

Investments, which shrank in 2014, are expected to record growth.⁶ Increase in internal demand is expected to increase import rates, thus adversely affecting the trade balance. Overall, the balance of payments is expected to be positive, primarily due to expected FDI.

The data provided by the Statistics Agency indicates that almost two-thirds of Kosovo's population is of working age (15-64 years). Because of the very young population structure, the working age population is expected to grow rapidly over the next decade. The total number of registered jobseekers at the end of 2014 with the public employment services (PES) was 274,487 persons, of which 127,921 were women and 146,566 were men. A total of 6,566 job openings were recorded by PES during 2014. Compared to 2013 data, there was a decrease of over 5.9 per cent⁷. Unemployment among youth and women is particularly problematic in Kosovo. From the working age population, 58.4 per cent are not economically active, which means that they were not looking for employment even though they are unemployed. Of the 41.6 per cent of the workforce that is economically active, 35.3 per cent (176,743 persons) are unemployed. This brings an employment ratio of 26.9 per cent. Gender differences are also concerning. Only about one in five women of working age are economically active, as compared to three-fifths of men within the same age group. The employment rate among women is only 12.5 per cent, compared to 41.3 per cent for men.⁸

The Government budget until September 2015 had a total gross value of € 1.066 billion, the net value of which reached € 1.039 billion, which represents an annual increase of 7.9 per cent. For the same reporting period, Government expenditures reached € 1.038 billion or a 6.1 per cent increase compared to the same period of the previous year. The Government budget recorded a positive balance of €

¹ CBK Quarterly Assessment of Economy, Nr. 12, Quarter III/2015. http://bqk-kos.org/repository/docs/2015/BQK_TM3_2015.pdf

² Ibid.

³ <http://www.tradingeconomics.com/kosovo/gross-fixed-capital-formation>

⁴ <http://www.bqk-kos.org/repository/docs/2015/Raporti%20Vjetor%202014.pdf>

⁵ The World Bank Group in Kosovo. Country Snapshot. April 2015.

<http://www.worldbank.org/content/dam/Worldbank/document/eca/Kosovo-Snapshot.pdf>

⁶ CBK Quarterly Assessment of Economy, Nr. 12, Quarter III/2015. http://bqk-kos.org/repository/docs/2015/BQK_TM3_2015.pdf

⁷ Ministry of Labour and Social Welfare. Annual Report 2014: Labour and Employment. <https://mpms.rks-gov.net/Portals/0/ShpalljePublikime/Raporti%20Vjetor%202014%20-%20Shqip.pdf>

⁸ Results of the Kosovo 2014 Labour Force Survey. June 2015. Kosovo Agency for Statistics and the World Bank. https://ask.rks-gov.net/publikimet/cat_view/16-tregu-i-punes.



790,000 compared to the overall negative balance of € 14.84 million recorded in the same period of the previous year.⁹

Public debt, until September 2015, reached 719.5 million €, up from the 550.9 million € recorded in September 2014. This represented 12.5 per cent of GDP in 2015, up from 10.2 per cent in the previous year. The increase in public debt is due to the considerable 51 per cent increase in internal debt (that reached a total of 352.3 million €), while external debt also increased by about 15.6 per cent of GDP or 367.2 million €. In the first nine months of 2015, the current accounts deficit reached 313.3 million € compared to 276.3 million € in the same period of the previous year. The current accounts deficit is primarily attributed to an increase in the goods category and a recorded decrease in the services category, as well as the drop in primary and secondary income. The import of goods until September

2015 recorded a further deepening of the deficit of 0.2 per cent per year compared to the previous year. Exports until September of 2015 reached a total value of 250.9 million €, an annual increase of 5.6 per cent. The increase in the value of exports came primarily from an increase in exports of plastic and rubber, as well as an increase in exports of food products and minerals. The total value of imports in Kosovo until the end of third quarter 2015, reached 1.9 billion €, an annual increase of 2.9 per cent.¹⁰

There have been no major developments in terms of wages and minimum wage policies and both remain at levels similar to the previous year. The only exception to this was the increase in wages in the public sector, which was considered to be an electoral move by the Government. The overall public budget for wages and salaries increased by 9.1 per cent from the previous year and reached a total amount of 389.9 million €.

Year	Public Administration Average Salary (€)	National Level Minimum Wage (€)
2008	189	-----
2009	222	-----
2010	254	Draft Proposal
2011	309	170
2012	372	170
2013	450-460 ¹¹	170
2014	450-460	170
2015	450-460	170

According to the Kosovo Statistics Agency the net salary of most Kosovo employees is 300-400 €/month.¹² The Ministry of Labour and Social Welfare (MLSW) decided to extend the same level 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 is expected to agree on the Government’s minimum pay recommendation to the government in their last meeting for 2015.

The poverty rate in Kosovo is assessed to be high, at around 30 per cent of the total population of 1.8 million living below the national poverty line. Extreme poverty is also assessed to be quite high, at around 10.2 per cent of the population¹³.

⁹ CBK Quarterly Assessment of Economy, Nr. 12, Quarter III/2015. http://bqk-kos.org/repository/docs/2015/BQK_TM3_2015.pdf

¹⁰ Ibid.

¹¹ National Average income as per Trading Economics Open Data Portal. <http://www.tradingeconomics.com/kosovo/wages>

¹² Kosovo Statistics Agency. Labour Force Survey 2014. June 2015. <file:///C:/Users/kushtrim.shai/Downloads/RE-ZULTATET%20E%20ANKETES%20SE%20FUQISE%20PUNETORE%202014%20NE%20KOSOVE.pdf>

¹³ The World Bank Group in Kosovo. Country Snapshot. April 2015. <http://www.worldbank.org/content/dam/Worldbank/document/e-ca/Kosovo-Snapshot.pdf>



2. STATE POLICIES AND LEGISLATION

Kosovo political 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 processes include the Amendment to the Labour Law and the Law on the Social Economic Council (SEC).

The SEC has promoted a policy change with regards to maternity leave that would be a change of the Labour Law. The SEC has proposed to maintain maternity leave at its current level of twelve months but to decrease the period covered by employers.

Other laws amending labour-related policies are the Law on the SEC, initiated by MLSW, upon the request of the SEC itself. Revisiting the SEC Law was also recommended by the European Commission in its 2014 report. While the final outcome of the amendment is not known at this point, the process has advanced significantly and during the first quarter of 2016 it is expected to be sent to the Government and then go to the parliament for adoption.

In December 2015, Kosovo formally joined the European Qualification Framework, regulating professions in the labour market. In addition, adoption of the Law on Ratification of the Stabilization Association Agreement with the EU also impacts labour market policies. Under this law, the Acquis of the EU towards third-country nationals will be applied for Kosovo citizens. On the other hand, Kosovo will also grant EU Member State nationals reciprocal rights to work in Kosovo equal to those for Kosovars to work in the EU.¹⁴

3. INDUSTRIAL RELATIONS

Currently there is only one trade union confederation in Kosovo (Union of Independent Trade Unions of Kosovo-BSPK) which held its 25th anniversary in 2015. It is the only employee organization represented in the Socio-Economic Council, the tripartite body tasked with initiating and proposing policies related to

labor relations and social dialogue. At the regional level, there are 18 trade unions registered with the appropriate authorities.

The criteria for recognition of trade unions are regulated by Law No. 04/L-011 on Trade Unions. According to this law (Article 12), workers organizations (associations, federations and confederation unions) must apply to be recognized/registered at the Ministry of Labor and Social Welfare so that they are a legal entity:

- a. One criterion for registration of a trade union is that it should have at least 10 members;
- b. A federation of unions can be registered if it has at least two trade associations with a membership at the same or similar level, which is at least 10 per cent of the employees working in a certain sector;
- c. A confederation of unions can be registered if it is composed of at least two federations of unions, the membership of which is at least 10 per cent of employees at the country level.

The overall number of trade union members is in decline, particularly with the privatization process almost being completed and most of the enterprises already in private ownership. The overall presence of trade unions in the private sector is very modest. Aside from a handful of privatized companies (which have more significant trade union presence and organization), very few private sector employers have trade union organizations. Trade union organizational structures are outdated, which together with ineffective leadership, is the primary cause behind their inability to effectively represent their constituencies. On the other hand, there are no incentives that trade unions can offer for new members to join. Many trade unions, particularly the smaller ones, lack the capacity and finances, as many members fail to pay membership fees.

Trade union coverage of workers in the public sector is relatively good but the private sector is devoid of unions (although there is a Private Sector Union, it has limited coverage and

¹⁴ Law # 05/L -069 On Ratification of the Stabilization Association Agreement between the Republic of Kosovo and the European Union and the European Atomic Energy

Community
<http://www.kuvendikosoves.org/common/docs/ligjet/05-L-069%20sh.pdf>



small capacities). Consequently, private sector workers, although representing the majority of the employed in Kosovo, do not have direct representation in social dialogue.

Representation at the workplace (except for isolated cases such as the Wave 1 privatization enterprises) is totally absent in Kosovo. Workers continue to be threatened with dismissal if they show a desire to join a union or engage in union activities. This situation is also a good indicator of the perceptions of the private sector about trade unions.

4. TRIPARTITE SOCIAL DIALOGUE

Tripartite social dialogue in Kosovo is organized through the Social Economic Council, which is an independent three-party entity which undertakes consultation at the national level. The Law on Social Economic Council No 04/L-008 regulates and defines its organization, scope, forms of work and the overall functioning of the Social Economic Council. It also determines the terms and conditions of social partners represented in this three-party entity¹⁵. According to the Law on Social Economic Council, the SEC is the leading body for tripartite social dialogue in Kosovo. The Law on SEC is in the process of being amended and is expected to be finalized during the first quarter of 2016.

The composition of the SEC changed in 2015. The institution's membership is comprised of ministries of the Kosovo Government (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 (the Kosovo Chamber of Commerce, with three members, and the Kosovo Business Alliance, with two members). Compared to 2014, the SEC has been more active and convened regularly. In the past two years the SEC has been supported by the Support to Social Partners Project funded by the EU Office in Kosovo, which aside from ongoing technical support, also assisted the SEC in developing its website, digitalizing its archives, designing and implementing research, as well as its learning through the experiences of other countries.

5. FORECASTS

Several new laws can 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: a new Labour Law, the Law on SEC, and a Sexual Harassment Law.

The BSPK, as the only confederation of trade unions in Kosovo, will develop its five-year strategic plan in the first quarter of 2016, which will be further elaborated into sectoral strategies. This process is expected immediately upon completion of the election process that is under way in BSPK and its member trade unions.

¹⁵ EuroFound. Industrial Relations in SEE. Kosovo Report. 2011.



ANNEX OF DATA

• **Collective bargaining system**

A collective bargaining system exists in Kosovo but has not been very successful in generating implementable collective agreements and contracts. The most recent collective agreement signed in 2014, before the last national election, has not been implemented.

• **System of tripartite social dialogue**

The Social Economic Council is the body in charge of facilitating tripartite dialogue. It comprises ministries of the Kosovo Government (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 (the Kosovo Chamber of Commerce, with three members, and the Kosovo Business Alliance, with two members). As stated above, the tripartite Social and Economic Council has introduced and developed policy suggestions and policy recommendations. Its recommendations and suggestions are often disregarded by the Government.

• **Social security systems**

The only social risks covered by the social security system in Kosovo are old age and as of 1 January 2011 maternity. Old age is covered through three pension pillars: i) the basic pension scheme¹⁶, 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 to the compulsory pension scheme are equally paid by employers and employees (5 per cent 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 health-care 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. The health Insurance fund foreseen to be enacted in 2014 is yet to be established.

• **Education and vocational training**

The education system in Kosovo is still characterized by insufficient resources and relatively low quality education. The public vocational education system has been established with large support from donors but it has not yet been consolidated. The National Qualifications Authority, the body responsible for vocational qualifications, is operational and has fully aligned the National Framework with the European Qualification Framework. 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 above¹⁷. 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 9th grade). The non-formal VET system is comprised of 11 VET centres that are administered by MLSW and target job-seekers registered 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.

¹⁶ Basic pension scheme distinguishes between contributing and non-contributing pensioners.

¹⁷ Law on Adult Education and Training #.02/L-24, 07 September 2005. www.kuvendikosoves.org



• **Employment rate**

	2014	2013	2012	2011	2010	2009	2008	2007	2006
Total employment rate		28.4% ¹⁸	25.5% ¹⁹	22.4% ²⁰	n/a	26.1%	24.1 %	26.1 %	28.7 %
Female employment rate (15-64) (%)		12.9% ²¹	10.7% ²²	5.2% ²³	n/a	12.5%	10.5%	12.7 %	11.8 %
Male employment rate (15-64) (%)		44% ²⁴	39.9% ²⁵	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	n/a	n/a	27.9 %	23.8%	24.6 %	26.3 %

• **Unemployment rate**

	2014	2013	2012	2011	2010	2009	2008	2007	2006
Total unemployment rate	35.3% ²⁶	30% ²⁷	30.9%	44.8%	n/a	45.4 %	47.5%	43.6%	44.9 %
Female	n/a	39% ²⁸	40%	36% ²⁹	n/a	56.4%	59.6%	55.2%	61.6%
Male	n/a	26% ³⁰	28.1%	n/a	n/a	40.7%	42.7%	38.5%	34.6%
Unemployment rate of persons < 25 years:	~55% ³¹	55%	55.3%	n/a	n/a	73.0%	73.0%	70.0%	75.5%
Long-term unemployment rate:	n/a	n/a	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 €.

• **Gender pay gap**

While the pay gap between persons of different genders is not that evident in Kosovo, the representation of women in high-level positions both in the public and non-public sectors is significantly lower than that of men. In the public sector (based on the 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.

• **Actual weekly working hours**

As in many other countries in the region, the working week in Kosovo is defined as 40 hours per week distributed into five working days.

¹⁸ Ministry of Labour and Social Welfare. Annual Report 2014: Labour and Employment. <https://mpms.rks-gov.net/Portals/0/ShpalljePublikime/Raporti%20Vjetor%202014%20-%20Shqip.pdf>

¹⁹ Labour force Survey 2, 2012.

²⁰ Census data available at: http://esk.rks-gov.net/rekos2011/repository/docs/Final%20Results_ENG.pdf

²¹ Ministry of Labour and Social Welfare. Annual Report 2014: Labour and Employment. <https://mpms.rks-gov.net/Portals/0/ShpalljePublikime/Raporti%20Vjetor%202014%20-%20Shqip.pdf>

²² Labour force Survey 2, 2012.

²³ Census data available at: http://esk.rks-gov.net/rekos2011/repository/docs/Final%20Results_ENG.pdf

²⁴ Ministry of Labour and Social Welfare. Annual Report 2014: Labour and Employment. <https://mpms.rks-gov.net/Portals/0/ShpalljePublikime/Raporti%20Vjetor%202014%20-%20Shqip.pdf>

²⁵ Labour force Survey 2, 2012.

²⁶ National Unemployment rate as per Trading Economics Open Data Portal.

<http://www.tradingeconomics.com/kosovo/unemployment-rate>

²⁷ National Unemployment rate as per Trading Economics Open Data Portal.

<http://www.tradingeconomics.com/kosovo/unemployment-rate>

²⁸ The World Bank Group in Kosovo. Country Snapshot. April 2015.

<http://www.worldbank.org/content/dam/Worldbank/document/eca/Kosovo-Snapshot.pdf>

²⁹ % of female among the unemployed.

³⁰ The World Bank Group in Kosovo. Country Snapshot. April 2015.

<http://www.worldbank.org/content/dam/Worldbank/document/eca/Kosovo-Snapshot.pdf>

³¹ The World Bank Group in Kosovo. Country Snapshot. April 2015.

<http://www.worldbank.org/content/dam/Worldbank/document/eca/Kosovo-Snapshot.pdf>



The working hours of the public sector are from 08:00 to 16:00 while in the private sector and other organizations working hours are usually from 09:00 to 17:00 on weekdays. The 40 hours/week standard is also stipulated in the Labour Law.

- **Normal work /atypical work**

There is 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 €/month for others.

- **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, with most in Switzerland and Germany, with around 300,000 each. The trend of illegal migration was of significant concern in 2014, when an estimated 50,000 illegal Kosovars entered the EU. 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 but maybe without such big outflows as those recorded in 2014.

- **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 unrepresented. While some provisions (including the payment additions for years in service) are being implemented, the key provisions differentiating the collective agreement from the labour law have not been implemented to date. In the private sector, em-

ployees are completely unprotected as the collective agreement signed between social partners and the Government of Kosovo is rarely implemented in the private sector.

- **Ongoing important collective bargaining agreements**

None

- **Trade union density**

With only one confederation of trade unions, there are no more disagreements between the two former 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 representation on the SEC. It is estimated that the total number of trade union members is around 60,000. If it is accepted that the total number of public servants is 70,000 (excluding teachers and doctors) coverage in the public sector is around 80 per cent. The coverage of trade unions in the private sector is estimated as 0 per cent as there is no trade union activity in the private sector.

- **Employer's organizations density**

There are 80,000 registered businesses in Kosovo, 35,000 of which are considered to be active. The American Chamber of Commerce has 147 member companies. While the 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 that states it has 15,000 members.

- **Workplace representation**

Trade unions in Kosovo are in poor shape. The economic 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 continuing failures to organize employees. 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 per cent 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	

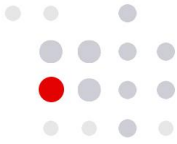


Name of Employers' Organization	# of Members	International Affiliation
Oda Ekonomike e Kosovës / Kosovo Economic Chamber	15,000 ³²	
Oda Amerikane e Tregtisë në Kosovë / American Chamber of Commerce in Kosovo	147 ³³	Accredited by the US Chamber of Commerce
Aleanca Kosovare e Bizneseve / Alliance of Kosovar Businesses	9,500 ³⁴	

³² Source: <http://www.itg-rks.com/sq/Oda-Ekonomike-e-Kosoves>. It is estimated that it has about 10% paying members.

³³ Source: <http://www.amchamksv.org>

³⁴ Source: <http://www.itg-rks.com/sq/Aleanca-Kosovare-e-Biznesit>. It is estimated that around 1,500 are active members.



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