



KOSOVA

we want
që duam
koje hoçemo

Social Security
Economic Development
Decent work and Life

Supported by:

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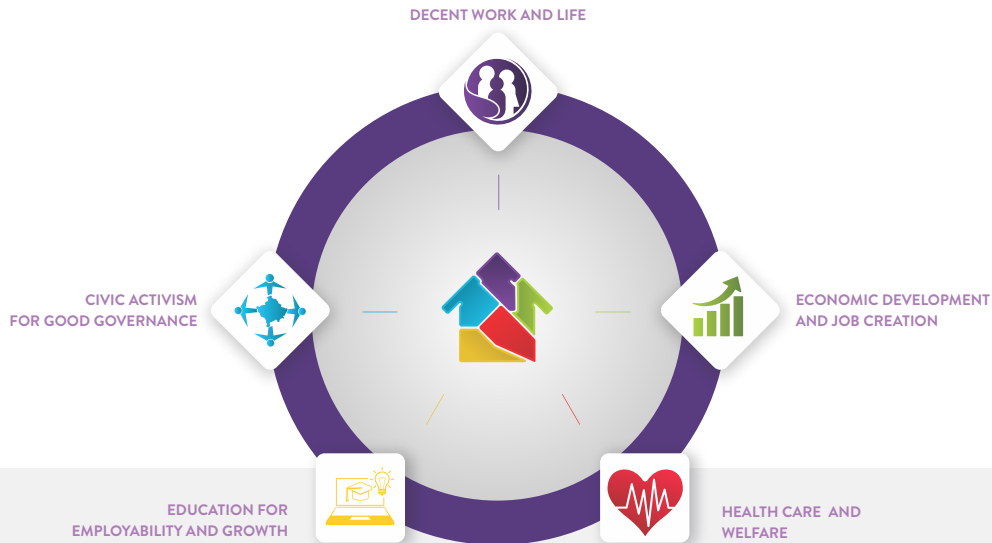


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What is The Kosovo We Want?

Kosovo We Want is a platform for cooperation and coordination of the activities of the civil society organizations, citizens and different public interest groups around a common concept for the increase of the welfare and of a decent life of citizens through quality and inclusive education, modern public healthcare system, sustainable development and good governance.







When was it established?

One year before, on May 23, 2018, around 200 participants, representing around 100 organizations and institutions, gathered with the support of Friedrich Ebert Stiftung in the first congress. The aim was to identify a common approach to the main problems with what Kosovo citizens are concerned, prioritize them and identify necessary policy interventions.



How did we work?

One year before, on May 23, 2018, around 200 participants, representing around 100 organizations and institutions, gathered with the support of Friedrich Ebert Stiftung in the first congress. The aim was to identify a common approach to the main problems with what Kosovo citizens are concerned, prioritize them and identify necessary policy interventions.



The Five “Thinking Rooms” of the Kosovo We Want platform were identified as a thinking space hosting dynamic and constructive working group discussions throughout the year, focused on concrete resulting with a clear roadmap and joint action plan signed by all participants as a joint commitment to work for the better Kosovo we all want.

Each area identified the challenges, prioritized them and proposed concrete interventions.

Moto of the platform CO-RESPONSIBILITY

A SYNONYM FOR THE TWO-WAY-STREET OF CONTRIBUTION AND RIGHTS

A relationship between citizens and policy makers should be developed and it should be one which is based on respect and trust – from both sides. Citizens of any state have the right for basic support in many aspects of life like education, social security, legal frameworks etc. But they also have duties towards their state. Taxes and other contributions to solidarity systems are the only way to realize their rights in a proper way.

What is the aim of the second congress?

We wish to present you the results of our work, one-year after. We want to hear your comments and questions. And we want you to join the platform in the capacity as an individual or as representing an organization. Together we are stronger and better in pressuring the politicians to do a better job in people's real interests. Together we can be more successful in our aims?

Who is a member of Kosovo We Want actually?

Many individual participants representing themselves, a group of interest, or working in public or private institutions are already part of the Kosovo We Want platform from the last congress. In addition, a lot of Civil Society organizations all over Kosovo are also part of it institutionally and we hope many others will join as we continue to work further.



Who can join the platform?

Every citizen, civil society organization or political organization agreeing with the goals and aims of this platform is invited to join it at any stage of work now and in the future. We need each one's contribution to work together for the Kosovo We Want.

How can you join?

You can be part of the Kosovo We Want platform by signing the form below and putting it in the special boxes. Your signature in the form, shows that you agree to be part of the platform, its aims, working methods and your agreement to actively contribute with your expertise as a citizen, expert or representative of an organization in Kosovo in the various activities of the platform respective working groups as long as you continue to share the same values and principles.

DECLARATION OF JOINING AND ACCEPTANCE OF THE AIMS AND PRINCIPLES OF THE KOSOVO WE WANT PLATFORM

I _____ , would like to join the platform Kosovo We Want
Name & surname



I offer my active participation at the activities of the platform in capacity as:

- a ☐ individual citizen
- b ☐ Representative of an organization _____
Name of the organization
- c ☐ Representative of political party _____
Name of the political party



I am interested to be active in the area of:

- ☐ Education for Development and Employability
- ☐ Civic Activism for Good Governance
- ☐ Economic Development and Job Creation
- ☐ Health and Social Welfare
- ☐ Decent Work and Life

Your contacts:

Phone _____

email: _____

only for the purpose
of contacting you for
activities and publications

Your Signature:



EDUCATION FOR
EMPLOYABILITY AND GROWTH

+



CIVIC ACTIVISM
FOR GOOD GOVERNANCE

+



DECENT WORK
AND LIFE

+



ECONOMIC DEVELOPMENT
AND JOB CREATION

+



HEALTH CARE AND
WELFARE

Citizens' Rights: Economic Development – Decent Life - Social Security – Decent Work

The citizens of Kosovo want to take their right to focus, organize, activate and work on developing **a democratic** state, where **good governance** and inclusive **social security system** is feasible and **guaranteed** through a **sustainable economic development** model incorporating skills and qualifications as a result of **an inclusive and quality education system**. Citizens want to scrutinize what **politicians, deputies of parliaments and members of government** are doing to enable such a desired state in their capacities as **delegates of citizens**, using a pro-active approach of policy making processes.

The citizens are aware of many special problems that Kosovo as the youngest democratic state in Europe and as a one of the neighbor-country in a war affected region, has. Many of these problems need more time to be solved in a proper way, but there are daily challenges that needs and can be effectively addressed in short term. Developing a perspective from citizens'

view should **not be procrastinated** by any politician, parliament or government.

The citizens want to **stand up** and **fight for better solutions** and **new perspectives** in a country which still is **afflicted with unemployment, lack of social care, nondemocratic and corrupt structures** and – as a consequence – **increasing emigration and brain drain**. Citizens want not only to demand what they are entitled to, but **they also want to offer their ideas, their support and co-responsibility** by contributing to **policies that are more focused on citizens' needs** and based on **common sense for the future**.

The citizens sense their **country as their house** – and therefore they want to **keep and maintain** it as well as their own house. In the First National Congress of citizens there were defined **five areas of political efforts**, which have to be in focus – linked with each other, involved in multiplex relations.








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AGENDA

Social Security / Economic Development / Decent Work and Life

09:00h	Entrance, Registration, Cofee	
09:30h	Voice of citizens	
09:45h	Welcome and opening remarks Frank Hantke , FES-Prishtina	
10:00h	Presentation of the last years' work of KWW and Presentation of the working groups' results Moderation: Besa Luzha , FES-Prishtina	
10:15h	Education for Development and Employability	
10:35h	Economic development and job creation	
10:55h	Health and Social welfare policies	
11:15h	Decent work and live	
11:35h	Civic Activism for Good governance	
12:00h	Presentation of the platform-program, introducing the action-plan and call for signing *subscribing to the platform.	
12:15h	Public signing	
12:30h	Closing remarks Reception, Market of Possibilities, Networking	
14:00h	End of the 2 nd Congress of KWW	



Education

The education group is a non-formal group working with the Kosovo We Want platform which gathers occasionally to voice priorities in the field of education.

The education group advocates and acts together so that education policies are dealt with priority and professionalism and inclusion of all actors in the development and monitoring of educational reforms.

The group is coordinated by FES and other partners. Between the two congresses was led by Riinvest with the main activities to consult policy documents, target groups (students, parents, teachers and other education stakeholders) around the key areas identified in the first congress and to further push concrete initiatives for the platform. The group is part of other initiatives and coordinates with main stakeholders and donors in education sector in order to build a joint voice and sustained efforts.

Ideas/issues/interventions proposed after the joint work in the first congress:

Pre-University Education

- Specific Strategy for Pre School / early education
- Specific Strategy for supporting children with disabilities
- Budget shifting analysis in Education
- Teacher Training (teaching methods, evaluation, soft skill development, curriculum mainstreaming)
- Curriculum mainstreaming (Balancing Content with skill development)
- Analyzing age of teachers in pre-university education
- Developing a Performance Measurement and
- Promotion Policies
- Additional Classes and Extra Curricular Activities guidelines and incentives
- Student/ teacher and parent Led projects Fund
- Career orientation Activities and Mechanisms
- School Improvement Strategy Project Fund
- Inequality Report
- Rural Youth Survey

Vocational Education

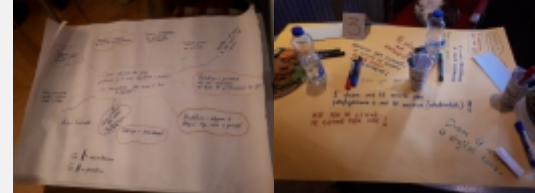
- School Improvement Strategy Project Fund
- Developing a Performance Measurement and
- Promotion Policies
- Teacher Training (teaching methods, evaluation, soft skill development, curriculum mainstreaming)
- Advocacy Campaign to promote VET and fight gender stereotyping
- Market Analysis research informed new vocational profiles and schools
- Assessment of Financing Formula and Budget for VET

Higher Education

- Consensus of HE Providers on key issues
- Standardizing Admission Policies across HE
- Re design of the Quality Assurance Guidelines and Manual
- Monitoring implementation of legislation and accreditation process: Watch Dog project with
- Civil Society Organizations
- Market Research Project
- Budget Assessment Analysis for research
- ANTI Corruption policies and practices analysis
- Student/Staff Ratio analysis report
- Career orientation development
- Activating Youth participation in debating Skills
- Series of Debates on education issues to be organized within one year
- Tackling Language divide in youth participation in the labor market
- Financial Formula for Higher education
- Teacher Development

Activities realized between two congresses

1. Discussion of Higher Education Law- Rectors and Senior Managers
2. Higher Education Student Participatory Workshop
3. Unemployment in Kosovo
3. Pre-University Education - Parent Involvement in education of children
4. School Debates about Education
5. Workshops with Pre-University Students: Student Animation Workshop: How we learn- ANIBAR
6. Access for Marginalized Groups- Resource Centre Xheladin Deda
7. Education for sustainable development- INDEP
9. Educational Political Agenda Analysis- vs Legislation Implementation- Democracy +
10. Video documentary on education area related problems
11. Study: Rural youth-barriers for education and employment





ECONOMIC DEVELOPMENT AND JOB CREATION

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The group for Economic Development and Job Creation within the Kosovo We Want platform aims for coordinated and integrated efforts of all actors ensuring a sustainable development approach for Kosovo. An effective and efficient management of natural and human resources, foreign investment and dynamic, but responsible private sector should result with a sustainable development built up on competencies, entrepreneurship, good governance and responsibility.

The brainstorming discussion in the first congress, outlined some of the most pressing economic issues faced in Kosovo. As the country with the highest unemployment rate and the lowest labor productivity levels in

Europe, Kosovo faces multiple challenges on educating and integrating the youthful labor force into the labor market. In addition, Kosovo has the lowest share of trade with the other CEFTA member countries, especially in terms of the share of the exports. Therefore, inspired by the main production-related and labor-related indicators, the discussion led by the participants in the economic development and job creation group highlighted the need of a clear economic vision and strategy to tackle some of the micro and macro related problems and opportunities. Consequently, the participants came up with recommendations to further study the market to identify which sectors and interventions could enhance Kosovo's economic perspective.

Problems identified in the first congress:

Labor market deficiencies

- Lack of information on the skills and qualifications of the current labor market
- The mismatch between the education system with the job market, which results in unqualified workers in the labor market
- The current brain drain issue, where skilled workforce is finding jobs outside of Kosovo, therefore migrating to European countries
- Lack of data and available information on the private sector production of goods and services
- Lack of coordination between the public and private sectors to identify the most competitive sectors
- Lack of barriers (i.e. quotas) to protect the domestic firms

Activities between two congresses:

The group decided to undertake a serious research, a competitiveness assessment study, assessing the competitiveness of the subsectors in Kosovo, with a focus on the industries which have potential to increase the number of employees, increase sales, increase exports, and other indicators.

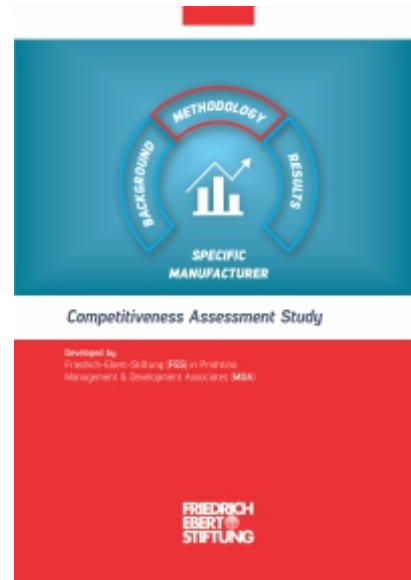
Forthcoming activities:

Meet with key stakeholders

Discuss the proposed strategy

Create an action plan

Advocate results to relevant actors



4 MAIN RESULTS

The main results that were obtained after measuring the six economic development indicators are as follows:

Number of companies

- The best performing sector in this section is wholesale and retail trade.
- The second best performing sector is manufacturing due to its large relative size.
- At the bottom of the list for the pre-selected sectors is wholesale and retail trade due to the decrease in productivity over the last six years within the sector, as shown by the CAGR.

- G - Wholesale and retail trade: repair of motor vehicles and motorcycles
- C - Manufacturing
- I - Accommodation and food service activities
- F - Construction
- M - Professional, scientific and technical activities
- Other

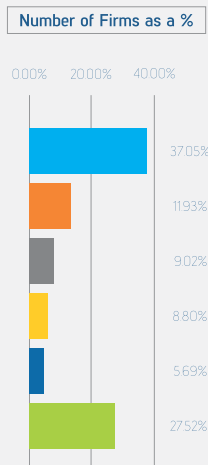


Fig.1 Share of firms by sector

Employment

- The best performing sector in terms of employment is the wholesale and retail trade sector. Wholesale and retail employs around 29.99% of Kosovo's employed population and its CAGR is 8.6%.
- Manufacturing is the second largest sector in terms of employment with 13.04% of the labor force employed there.
- At the bottom of the list from the pre-selected sectors is electricity, gas, steam, and air conditioning supply along with activities of households as employers, while mining and quarrying is last out of the 22 sectors.

- G - Wholesale and retail trade: repair of motor vehicles and motorcycles Total
- C - Manufacturing Total
- F - Construction Total
- K - Financial and insurance activities Total
- I - Accommodation and food service activities Total
- Other

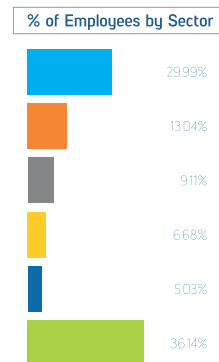


Fig.3 Share of Employment by Sector

1 Strategy

Competitiveness
Assessment Study

3 Sectors

Manufacturing

Construction

Admin
Services

5 Subsectors
and Interventions

Subsector 1

Subsector 2

Subsector 3

Subsector 4

Subsector 5





The group for Civic Activism for Good Governance within the Kosovo We Want platform aims to advocate and foster regular active citizen participation and inclusion in policy and decision-making processes in central and local level, for the purpose of ensuring the public interest protection through accountability, transparency, and efficiency, as key principles of good governance.

The main concerns identified in the first congress were:

- Fighting clientelism
- Increase Access to Information
- Strengthen the Role of Education in Raising Civic Activism
- Address the lack of stimuli (moral, material and institutional) of youth, women and various group of interest communities for civic activism and volunteering

Policy Interventions proposed are:

- Civic Education Activities for Community Engagement
- Public Consultation Activities for Reform of Education System
- Propose Regulations and Mechanisms for Public Consultation at an Early Stage
- Activities to Ensure Transparency in Recruitment and Public Procurement
- Work with Local Commune Representatives to Be More Inclusive

Activities realized between two congresses

Within the framework of the Kosovo We Want, in order to identify citizens' requests for good governance and with the aim of encouraging citizen engagement, 9 public discussions were held in 9 different municipalities. The discussion were divided in two parts: In the first part organizers introduced platforms related to active citizenship, while in the second part the debate was opened to the participants so that they could address their demands, complaints and proposals for good governance .

Komuna	Data	Pjesëmarrës	Gra	Burra
Lipjan	10 Shtator, 2018	63	32	31
Shtime	14 Shtator, 2018	37	16	21
Mitrovica	21 Shtator, 2018	13	8	5
Klina	5 Tetor, 2018	33	16	14
Podujeva	12 Tetor 2018	23	10	13
Dragash	7 Nëntor 2018	26	17	9
Gjilan	15 Nëntor, 2018	21	14	7
Gjakovë	27 Nëntor, 2018	24	15	9
Prizren	30 Nëntor, 2018	16	10	6
Total		256	138	115

During the discussions have been presented 3 platforms for active citizenship and good governance:

1- D+ introduced “Qeverisjatani.info” platform, which provides citizens with information on how far the electoral promises have been fulfilled by the Government of Kosovo

2- Lëvizja FOL introduced <https://www.prokurimihapur.org/> platform, the purpose of which is to increase transparency of public spending While D4D introduced <http://qeverismire.info/>, a platform that provides citizens with access to basic principles of good governance so that citizens are aware of.

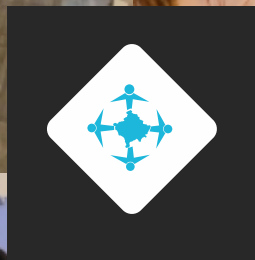
256 citizens took part in these discussions

The organizations involved so far:

Democracy +

Lëvizja Fol

Democracy for development D4D





The group for Health and other Social Policies within the platform Kosovo We Want stands for a modern, efficient health and social security system and services accessible and affordable for all citizens of Kosovo.

Health policies

Key issues identified in health area:

- Management problems and deficiencies
- Problems with staff and employment
Inadequate quality services
- Need for continuous professional development and education
- Lack of accountability
- Unequal salaries
- Lack of proper monitoring and evaluation
- Patient privacy

The members of both subgroups have identified problems and prioritized them during the last year congress work and continued to address those issues with activities throughout the period between two congresses.

Social Welfare and Security

Key issues identified in welfare and social security area:

- Pensions
- Social schemes
- Family and other policies
- A better life for the marginalized groups in society
- Social Housing
- Social Services

Focus of the working group:

- Health Insurance
- Trained physicians migrating abroad
- Legislation
- Quality of health services

Top priorities agreed:

- Health Education
- Finance/funding
- Re-organization/ reform on the health sector and improvements to be made on management

**Identified and prioritized challenges:**

- Creation of the social protection fund
- Care for women and children /anti abusing policies
- Decentralization of Social Services (MPS)
- Ri-identification of social protected groups Maternity leave
- Public social housing
- Equality in distribution of public budget
- Policies for single parents
- Pension reform



Activities between two congresses

Health

- ◇ Debate: Migration of doctors from Kosovo
- ◇ Debate: Loss of trust in health institutions
- ◇ Debate: Basic Legislation for Health as an orienting framework for an efficient and modern health system
- ◇ Analysis and Debate: Revision of the essential list of medicines
- ◇ Public campaign: World day against obesity stigma
- ◇ Public Campaign: Health Education
- ◇ Public Campaign: Oral health at early age/Reproductive health
- ◇ Research and Debate: Extensive use of antibiotics
- ◇ Debate: Health Security Scheme
- ◇ Research and visualization: Organogram of the Health System in Kosovo

Social welfare and security

Social policies –activities

- ◇ Meeting of Social Policy working group to prioritize issues
- ◇ Report and screening of the documentary on "Elderly in Kosovo"
- ◇ Report and discussion on "Silent Deaths"
- ◇ Conference: "What kind of a welfare state we want for Kosovo"
- ◇ Workshop on Finalizing the Collective Agreement, Prishtina
- ◇ Workshop on finalizing the draft concept document for regulating and managing the field of pensions and benefits from social security
- ◇ Study Visit for the Parliament Committee on Health, Labour and Social Welfare



HEALTH CARE AND WELFARE





The group for Decent Work and Life within the Kosovo We Want platform stands for advocating and ensuring the minimal necessary standards of safety and health at

workplaces, based on EU and ILO standards as well as international conventions on human right to a life with dignity.

- After a lively constructive discussion and brainstorming, the group consisting of representatives of all social partners (trade unions, employers, civil society, institutions) identified priorities:
- Equal opportunities
- Equal wages
- Decent minimum wage
- Job security
- Informality
- Labor legislation amending (maternity leave provision, working hours, and other related issues)
- Safety and health at workplace
- Health security
- Sexual harassment at workplace
- Trade union organizations in private sector

Proposed interventions:

- Collective agreements should be completed by the end of this year
- Labor legislation amending (maternity leave provision, working hours, and other related issues, Law for the Social Economic Council)
- Debates and information sessions on these issues should be priority of this “thinking room” in the following weeks and months.
- The provision for maternity leave to be discussed from the approach of social policies and family and child protection perspective.
- Decent working conditions lead to decent life for every citizen of Kosovo should be the aspiring achievement of this group for the work following the congress.

Activities between two congresses:

- Conference: “Institutional Protection Mechanisms for Workers”
- Roundtable with the Committee on Health Care and Social Welfare on the Law on Labor Inspectorate
- Organization of trade unions in private sector in partnership with KAMA and BSPK
- Supporting trade unions in organizing the event for Worker's rights
- Regional conference of the women in trade union working in the police
- Research and roundtable: Vdekje e heshtur/ Silent death
- Regional conference for security and health at work (KOSHA)
- Roundtable for security and health at work in partnership with the customs union in Kosovo
- Employment and representation of women in Kosovo
- Policy analysis on salaries in public sector
- Visit in Slovenia of the Committee on Labor and Social Welfare with the focus of amendment of the Law on Labor Inspectorate
- Live TV debates on social dialogue and decent work-life related issues

Achievements:

- As a result of numerous civil society activities within the working group by partners we reached several results worth to be mentioned:
- Security and health is now top of government and assembly agenda
he Assembly of Kosovo is in process of amending the Law on Labor
- Inspectorate and part of the working group are IKS and FES
- The Assembly of Kosovo is amending the Law on Social Economic Council as three-party dialogue mechanism where we are invited to part of working groups. Labor law with focus on holiday rest: government is drafting that law
- Pension reform is launched
- Collective contract discussions are ongoing
- Minimum wage is proposed to be increased



DECENT WORK AND LIFE



Ne
e duam
gjysmën ...

#MARShojmeSfestejme



The Kosovo We Want Platform during one year of work developed an area related challenges and proposed concrete interventions that we would like to share with you



General Observations

There are several cross-cutting issues of high relevance for all the subject-areas addressed in this program for the Kosovo we want.

The general challenges consist in:

- Lack of accountability of those involved in decision-making
- The influence of short-term interests as drivers for politics
- The lack of effective workers' and citizen's representation in Social Dialogue
- The lack of a national consensus based on a Participatory Welfare State Model
- Informality remains an important part of the labour market
- Low participation of women in the labour market continues to be a challenge
- The deficits regarding the implementation of existing laws and the monitoring and evaluation of the latter is still evident
- Insufficient development of independent social protections systems led and supervised by bodies consisting of all contributors
- Low level of competitiveness
- Lack of cooperation between citizens and politics





1. What is currently missing?

- Implementation and the evaluation of an – in general - already good legislative framework and a comprehensive strategic plan.
- Harmonization of bylaws with legislation and harmonization of cross cutting issues in legislation
- There is lack of social cohesion regarding equal opportunities to access quality education irrespective of ethnicity, gender, socio economic status and residence.
- Single Education System for all Kosovo residents
- Further decentralization to school level with responsible and accountable schools towards the community.
- Active participation of relevant actors in education (students, parents and communities).
- General and specific standard measurement for quality on all levels
- Education for social and politically matureness
- Education that develops competences that enable students (workforce) to respond flexibly to changing market needs.
- Adequate implementation of curricular framework (focusing on skills and competences)
- Adequate financing formula and infrastructure
- Merit based recruitment and promotion

2. What do we want?

- Active Civil Society and stakeholders monitoring and evaluating legislative frame work
- Parallel efforts and coordinated efforts to develop the comprehensive system
- Restructuring of the education budget and gradual increase
- Equality for all groups of the society
- Social inclusion of all children
- Single Education System with clear responsibilities and accountability
- Further decentralization to school level with responsible and accountable schools towards the community.
- Active participation of stakeholders and more open and friendly schools
- Legislation compliance indicators
- Quality Assurance System
- Student Performance and Graduation Indicators
- School extra curricula and community activities indicators
- Child and Parent Friendliness Indicators

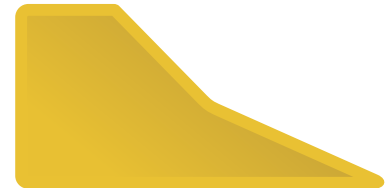
- Creative learning, soft skill development and citizenship education through formal and informal learning
- Improved Curriculum with corresponding didactic approaches and staff development
Curricula for children's' future in the society, related to democracy and labor world
Promotion of talents and creativity by new didactics on all levels of education
- Restructuring budget formula for schools and universities
- Establish Minimum School Standards
- Labour Market Analysis
- Relevant and effective teacher training system leading to licensing based on effective evaluation and qualification upgrade

3. What we would do?

- ✓ We would empower civil society and stakeholder's advocacy through public reaction and discussion
- ✓ We would include CSO and stakeholders in the yearly reports but also in drafting, changing and monitoring the implementation of the legislative framework

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 - ✓ We would include CSO and stakeholders in the yearly reports but also in drafting, changing and monitoring the implementation of the legislative framework
-
- ✓ Civil Society and Stakeholders would promote good examples of inclusion
 - ✓ We would work with various target and beneficiary groups (Students, parents, education workers and citizens) to raise awareness/advocate for inclusion at all levels and segments
 - ✓ We would gradually insure a place in kindergarten for every child
 - ✓ We would implement clear legislation framework related to inclusion for underprivileged groups and children with special needs
-
- ✓ We would include civil Society and stakeholders in organizing joint activities including different communities
 - ✓ We would develop a problem analysis program for integration in the community of Serbian minority resulting from separated education system
 - ✓ We would include all ethnic groups to facilitate transfer process to single education system
 - ✓ We would revise legislation, exercise oversight and find political solutions for a single integrated education system in Kosovo
-
- ✓ We would develop mechanisms and guidelines for effective cooperation with stakeholders and civil society for active participation in education by encouraging and restructuring ways of participation

- ✓ We would include, encourage and empower CSO and stakeholders in monitoring and evaluating quality indicators
- ✓ We would work for more informal education – in schools, youth centres, clubs etc.
- ✓ We would produce a credible Labour Market Analysis Report together with competence of experts and civil society
- ✓ We would cooperate with businesses, municipalities and schools to determine models and profiles
- ✓ We would create entrepreneurial model for professional schools/ centres of competence
- ✓ We would regulate licensing of professions and develop further training and professional development agency for career orientation at national and local levels
- ✓ We would use civil society and stakeholders advocacy and public discussion to monitor and evaluate implementation of new curriculum and make needed interventions related to quality





1. What is missing?

- Trust and accountability in public institutions
- Open labor market in the public sector without intervention by politics and other interested groups
- Involvement of citizens in decision making especially on local level
- Comprehensive civic education
- Motivation and the general will to engage for citizens' rights

2. What we want?

- Well skilled workforce in public administration – being there because of competence not because of nepotism or clientelism
- Full Transparency in public administration
- Obligatory registration of all workplaces in private sector by the labor agency
- Formal public consultations before decision making regarding citizens' interests

- Curricula for civic education for all school and university levels fully integrated into the current courses of instruction – accompanied by respective teachers training
- Quality education system and maintenance of education facilities/infrastructure

3. What we would do?

- ✓ We would advocate to push forward reforms in public administration for skilled workforce
- ✓ Propose regulations and mechanisms for public consultations at an early stage for government programs in all levels (local and central)
- ✓ We would cooperate with relevant institutions to involve citizens in time in decision making, but also to integrate the expertise to be found in the civil society
- ✓ We would develop integrated curricula regarding civic education – step by step for the different education levels - with a cross-disciplinary expert-group
- ✓ Note: Add more for quality education – To be connected with Education field!





1. What is missing?

- No comprehensive overview on the existing industries with potential for the economy
- No cohesive sector-based strategy for the Kosovar economy
- No accurate and reliable labor data regarding workplaces and workforce
- No connection and cooperation between the private sector and labor agencies
- Low efficiency of the current labor force
- Large gap between the available skills (growing academic ones) and the needed ones for the present and future labor market
- Weak link between the education system and the private sector
- Weak emphasis on IT-orientated skills and modernization of current products/services
- No proper structures for effective funding of startups and businesses through low-interest-rate loans

2. What we want?

- Available and reliable data for all sectors of the economy, which would allow better planning and decision making
- One cohesive strategy identifying all necessary factors that contribute to economic development
- Policies and interventions that enhance skills and match the needed skills with the private sector
- Comprehensive studies and interventions in sectors that have potential for growth in terms of sales, job creation, and export
- Available structures that ensure access to finance for the private sector
- Support to modernizing production and services through the use of new technologies

3. What we would do?

- ✓ We would build one national development initiative – also cooperating with labor-market-actors – to develop accurate, reliable, and useful data, which could be used for better decision making
- ✓ We would ensure mechanisms that oversee and guarantee the realization of sectoral strategies
- ✓ We would ensure a trustable and effective national labor agency with regional and local offices to actively match business needs with the education system and the labor force
- ✓ We would ensure that marginalized groups (women, ethnic minorities, youth, etc.) receive decent working contracts that include social payments
- ✓ We would start to design vocational and non-formal training that matches the needs of the private sector
- ✓ We would encourage Research & Development initiatives that aim on increasing the efficiency of the private sector
- ✓ We would explore new options to increase access to finance and to provide other valuable resources for startups and SMEs in Kosovo





1. What is missing?

- A functioning health care system, affordable and equally accessible for all citizens, focusing on the needs and wellbeing of the patients
- An obligatory health insurance system for all citizens
- An effective, transparent and credible information system for public health of citizens
- A functional network of specific referencing centers for specialised services of health care
- A functional furnishing and distribution system of obligatory medicines at public health institutions
- Modern equipment and technology in health sector as well as adequately skilled workers to operate with them
- A social protection system for all citizens and specific marginalised groups of society
- A fully fledged pension system to protect equally all elderly
- A pricelist of all social services and sufficient budget allocation to municipalities in order to achieve the implementation of an effective decentralised system of social services already envisaged in legislation
- A cooperation and coordination of all stakeholders and responsible institutions in the welfare and health sector
- Equal and just /fare participation of all society groups in welfare and health services distribution system
- Decent work and life conditions for qualified and skilled workers in health and welfare sectors

2. What we want?

- A system of regular inclusion of the knowledge and competence of experts, interest groups and civil society in decision making processes in these sectors
- A higher level of workforce registration in all sectors
 - A fully fledged, inclusive and sustainable pensional system aiming towards norm of OECD countries (pension equal to 60% of average salary earned until retirement)
- Minimal level of contributive pensions for those working after 1999)
- A social protection fund, independent, transparent, oversighted and feasible to establish a sustainable and effective social protecting system for all citizens
- A specific grant from the Central budget, dedicated for decentralised social services at the municipality level, equal to education and health specific grants
- A well functioning, transparent, easy accessible, affordable and efficient national system of health care , for all citizens
- A sustainable, credible and easy accessible information system for public health of citizens
- A fair and just system of re-distribution of public social policies and services to all citizens

3. What we would do?

- ✓ We would arrange a democratic process for developing a national consensus with regard to independence and oversight of funds for the different health and social protection systems We would develop an inclusive national legislation system for health and social protection of all citizens reflecting the needs of citizens, specificities of various marginalised and vulnerable groups of society, based on effective implementation of labor legislation (tax system etc) and easy foreseeable budgetary possibilities We would include domestic work to be considered as a work eligible for legal social protection, within constitutional, legislative and budget framework
- ✓ We would create various incentives to evit labor informality in all segments and sectors We would establish a labor environment (legislation, implementation and inspection mechanisms) that can guarantee decent working and life conditions of workers in health and welfare sectors including professional development opportunities and incentives for highly skilled and qualified ones
- ✓ We would modernize the equipment and their maintainance in the health sector -step by step, including public-private partnerships We would organize a system of reference centers at the national level for special treatments
- ✓ We would establish a well functioning, easy trackable furnishing system linked to a frequently and timely updated essential medicines list



1. What is missing?

- Analysing the implementation of legislation and the results/problems before processing with further changes *or reformulated in:
- Legislative process based on evaluation and reflection of implementation
- Implementation of labor legislation in a equal and just way across all sectors.
- Social dialogue effect in decisionmaking and policydevelopment
- Equal opportunities in labor world regardless to age, gender , ethnicity and political beliefs
- A more coordinated efforts on women and youth employability
- Specific measures,mechanisms to provide decent work conditions for women, youth,.
- Proper exercise of control, inspection and sanctioning with regard to safety and health in workplaces
- Efficient, independent and effective labor inspection
- Proper formula for minimum wage reflecting all sectors equally
- A feasible strategic plan to reduce informality in private sector

2. What we want?

- An efficient social dialogue with more competences for decision making and more commitment from social partners
- An effective evaluation of legislation implementation level in labor world, identifying mechanisms and processes that hinder implementation, associated with proper addressing of responsibility for those hindering
- An equal treatment of all workers according to labor legislation (harmonization of work contracts, modalities with sector specifics)
- A merit based process of recruitment for jobs in public and private sector, avoiding discrimination based on age, gender, ethnicity
- Additional support for women in labor world, especially for mothers and family carers
- Balance between work and life
- Adequate training and professional development opportunities for professional staff dealing with labor law legislation and safety and health at workplace
- Decent salaries in all sectors

3. What we would do?

- ✓ We would develop a Social Dialogue mechanisms specific to sectors, at national and local level, supporting a constructive dialogue between employers and employees supported also by civic society We would increase the quality and quantity of labor inspectorate by recruiting professional staff, and empower them with competences to sanction the breaking Labor standards and legislation across sectors We would oblige all stakeholders in labor world to implement adequately labor legislation through rule of law providing high sanctions for those not doing it WE would establish well functioning system of coordination and cooperation between the National Employment Agency and other mechanisms at local level working on the matter .
- ✓ We would use high penalties and sanctions against companies not respecting safety and health measures and standards in workplaces, and we would highlight ,praise and support the best practices
- ✓ We would facilitate feasible and realistic collective agreements in sectorial and subsectorial level at public and private sector, in accordance with Labor legislation and standards and National Collective agreement..





Five areas build one Core

The idea of a Kosovar Economic and Social Model is an inclusive one and should become the core of future Society Model of “The Kosovo We Want!”. Efforts needed from all areas at the same time since they cover the interdependent problems and needs of the large majority of the country and they deserve to be on the top of the political agenda.

The way of realizing it – step by step - already defines the main aim of all of us: A life in a sustainable economic environment, with social security, with a credible legal framework protected by an independent controlling system and with many perspectives for the future generations via a modern education system.

Interdependency of needs and ideas

All demands for solution of the five areas of the Kosovar Economic and Social Modell relate to each other. The comparison with the different demands and ideas listed already shows much overlapping and interdependency

Here is only one example for illustration:



Without a better education and its interconnection with labor world there will be no sustainable economic development.



Without economic development there will be no way for higher wages and proper labor contracts (fighting the non-decent black labor market!).



Without more legal labor contracts and social contribution there is no way for e.g. sufficient health care or better education.

In this way all the ideas for solution are connected and need to be handled in common. Therefore, isolated proposals are only a too small patch on a too big wound.



Realization

It is obvious that this cannot be realized at once. In contrary it will be a long way for all members of the society. But: as longer the way as earlier one should start. Therefore, a remarkable change of the political agenda is needed now. The citizens and the civil society organizations want to be actively involved in this kind of participatory policy development agenda. We offer our expertise and active help for making it happen.

We urgently ask all political parties and all respective actors (local and international) to come together in a joint pact on recovering our country's future development.

We don't want to wait any longer since it is high time! More and more prospecting citizens are leaving the country – and we need them here!

We will ask our delegates in parliaments and governing bodies all over the country to focus and work for our needs as citizens and society.

We will support all good-willing politicians and political bodies and organizations that agree with our vision.

We are no longer patient and will fight the status quo recent policy – by using all democratic tools we have in our hands.

Members of the core group

Social Security
Economic Development
Decent work and Life

