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Reorganization of the Government

Introduction

It has been four years since the government reorganization process, which primarily involved reducing the number of ministries, but did not extend to other bodies under their responsibility. This process was a result of an electoral promise and the subsequent agreement between the two parties, VV and LDK, which formed a post-election coalition to establish the government known as the "Government Kurti 1" in February 2020. Originally, there were 21 ministries, but as a result of the political agreement between VV and LDK, it was proposed to reduce the number to 15. However, due to political changes following the formation of the Hoti Government later in the same year, an additional ministry was added, bringing the total to 16 ministries. In 2021, with the formation of the Government Kurti 2, the number of ministries was reduced again to 15.

The analysis focuses on several key aspects, including the rationale behind the organizational process, the legal framework, internal structure, classification, and the reorganization of job positions. Each segment is systematically examined, analyzing its impact on the government reorganization process and how it contributes to optimizing its functionality.

The analysis focuses on evaluating the rationale behind the organizational changes, examining how legal and structural aspects contribute to creating a more efficient and functional administration. It will include an in-depth review of the legal framework supporting the reorganization and its impact on the internal structure of the administration.

An important part of this analysis is a historical overview of each ministry, from its establishment to the present day. This summary incloses information about ministries that were merged during the process and the number of employees they had, providing a clear picture of the developments and impacts that have occurred.

In conclusion, the analysis offers recommendations for improving the organizational structure, addressing the challenges and opportunities identified during the reorganization process.

The Rationale behind Government Reorganization

The need for reorganization has long been pressing due to the large number of ministries in a country with a relatively small population and a compact territory. Until 2020, Kosovo was considered the country in the Balkans with the highest number of ministries and deputy ministers.[1]

Despite the clear need for government reorganization, this process must be approached with utmost attention. It is not merely a political process that should depend solely on the will of the party or coalition forming the government and determining the number of ministries. It is a process that requires a series of preparatory steps to ensure that the entire process is credible and accurately implemented.

The government reorganization process must be viewed in several segments, not just in terms of the number of ministries or their reduction. First and foremost, for the reorganization process to be effective, there must be a thorough analysis of the functions of each ministry. This analysis is crucial in determining which functions are performed by each ministry and in identifying which functions are similar enough to be consolidated into a single ministry.

A key segment to consider is the scope of the reorganization of the ministries. Ministries will not only consist of their core administrative apparatus, but can also include other bodies within their structure, collectively referred to as the "ministerial system." According to the new law on the organization and functioning of state administration and independent agencies (LOFSAIA), the ministerial system includes ministries, executive agencies, and public service administrations. This broader understanding of the system is vital when considering the full impact of reorganization and ensuring that the changes lead to greater efficiency and clarity in governance.[2]

In order to establish functional ministerial systems in accordance with LOFSAIA, a comprehensive analysis of the functions across all ministerial systems is almost unavoidable. This is essential because the merger of ministries affects not only the parent ministry itself but also its subordinate bodies.

A critical segment of this reorganization process is the budgetary savings it could generate. By merging ministries, there will be potential savings in public funds, both in terms of salaries and allowances, as well as in the procurement of goods

1 https://ekonomionline.com/kosova-me-qeverine-me-te-madhe-ne-balkan-15-ministeri-i-mjaftojne/

2 Article 9, paragraph 2, Law No. 06/L -113 on the organization and functioning of state administration and independent agencies, available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=18684

and services for political cabinets, which have previously been quite costly. These savings will contribute to the overall efficiency of government operations and support the long-term sustainability of public finances.

What requires careful attention, especially after the reorganization of ministries in the event of their reduction, is the classification of job positions and the reorganization of personnel. This is a particularly challenging and problematic issue, especially in the case of Kosovo, particularly over the past three years. This topic will be discussed in more detail in a separate section of this analysis.

How Did the Government Reorganization Happen in Kosovo?

As mentioned earlier, the government reorganization in Kosovo occurred as a result of a political program of several political parties, but it was not based on a thorough analysis of the actual needs, as explained previously, nor did it take into account the elements highlighted earlier. Consequently, even today, this process has revealed significant flaws and problems that were created during the reorganization of the government, which still persist.

One of the major issues identified is the unnatural merging of certain ministries. A typical example is the merger between the Ministry of Public Administration (MPA) and the Ministry of Internal Affairs (MIA). Two ministries with completely different mandates and functions were fused into one, and as a result, even today, there are challenges in the exercise of functions related to public administration. This example has provided several lessons, the most important of which is that, even though there was a classic merger between the two ministries, there remains a perception that one ministry is primary and the other secondary. This perception is evident at all levels of management, from high-ranking managerial positions to professional staff. This logic has also manifested in other ministries and, unfortunately, still persists today.

In addition to the unnatural merging of several ministries, the entire reorganization process remains unfinished and unresolved, and as a result, many mid-level managerial positions are still held with dual roles, primarily in structures that provide administrative and support services. Such an approach, aside from being illegal, has led to a loss of accountability lines and demotivation among civil servants in these positions, many of whom have ultimately resigned from the civil service.

Another major issue that has arisen is the increasing number of Acting Officials. It is quite surprising and contradictory, especially at the middle and lower managerial levels, that many civil servants hold duplicate positions, yet these are not filled permanently. Instead, they continue to be held by Acting Directors.

The management of human and financial resources remains a significant issue, even from a legal perspective, as several illegal solutions were implemented in this area, which will have long-term consequences. These decisions involved appointing authorized individuals and granting them permissions to carry out the tasks and responsibilities of the former ministries [3], a practice that is not in compliance with

3 This refers to the structures that provide support to the functional structures of a ministry.

the current legislation.

Furthermore, internal organization and classification of job positions in many ministries is still incomplete. This represents a key objective of the government's reorganization, which was initially intended to be carried out in Kosovo.

Essential Steps for Post-Reorganization Government

Internal Organization

When we refer to internal organization, we are specifically discussing the structure within a single ministry, rather than the broader ministerial system as a whole. Given that the government reorganization in our case involves only the ministries, our focus will primarily be on this aspect. However, it is essential to also address several issues that, while emerging at the level of internal organization, are inherently linked to the functioning of the entire ministerial system. These issues must be considered not just within individual ministries but across the entire governmental structure to ensure a cohesive and effective reorganization.

The internal organization of a ministry is the organizational plan that defines the structure and functioning of its administrative units. Internal organization includes the hierarchical levels, tasks, responsibilities, and the employment relationships among civil servants.

In the process of internal organization, it is unavoidable to identify all the functions carried out by the respective ministry. This begins with defining the area of responsibility and identifying the legislation in that field. Part of the legislative analysis includes both laws and subordinate acts, with the aim of identifying the tasks and responsibilities of the specific ministry.

Once the identification of all functions, tasks, and responsibilities assigned by legislation to a ministry is complete, the next step is to identify which functions belong to the ministry itself and which are assigned to executive agencies or public service administrations. The Law on the Organization and Functioning of the State Administration and Independent Agencies (LOFSAIA) clearly defines which functions are carried out by the ministry and which by executive agencies, while the provision of direct services is left under the competence of public service administrations. LOFSAIA also specifies the ministry's responsibility for public policy development, as well as for the managerial, coordination, control, and oversight of the entire ministerial system within the relevant field of responsibility. [4]What is considered policy development is defined by LOFSAIA as follows: "The function of policy development is the preparation of public policies, the drafting of legal acts, the adoption of subordinate acts, and the determination of mandatory standards." [5]. Thus, only according to this logic can the division of functions begin, separating those that are exclusively reserved for the ministry from those for other bodies within the ministry (Executive Agencies and, as applicable, a public service administration). The division and definition of functions is essential to establish a genuine performance system, as outlined in LOFSAIA. Defining this relationship,

4 Article 11, paragraph 1, Law No. 06/L -113 on the organization and functioning of state administration and independent agencies, available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=18684

5 Ibid, Article 2, paragraph 1.1

specifically the "responsible unit," is crucial for establishing the performance system and oversight of an executive agency that is part of a ministry.

The internal organization of a ministry is essential to ensure that the ministry operates effectively and provides quality services to citizens. To achieve this, the internal organization must include a clear and sustainable strategy, one that all ministry employees should understand and be able to anticipate.

A well-organized internal structure will include a clear and sustainable hierarchical framework, with different levels of managerial, starting from the minister down to the lowest professional level. In addition, the internal organization should have a clear description of the tasks and responsibilities for each administrative structure within the ministry, specifying the position within the hierarchical structure, including the objectives and goals of each department and division.

To achieve this, there needs to be a clear distinction between broken-down functions into processes and then into specific tasks. This would help in creating a more accurate and evidence-based organization, as this principle implies that structures are established by grouping tasks and processes in order to contribute to a specific function of the ministry as defined by law.

The act through which the internal organization of a ministry should be carried out is the regulation for internal organization. LOFSAIA also outlines the mandatory elements that must be included in the internal organization regulation, which are:

- Functional structure;
- The detailed organizational chart of the institution, which also includes the classification of each job position and the group for each professional category position, in accordance with the provisions for classification in the Civil Service under the Law on Public Officials;
- The mission and job description of each internal administrative unit.[6]

LOFSAIA defines the procedure and authority for the final approval of the internal organization regulation, which, in the case of ministries, is the Prime Minister, based on the proposal of the responsible minister and the prior approval of the responsible minister for public administration, as well as the opinion of the responsible minister for finance. [7]The filters Ministry of Internal Affairs (MIA) and the Ministry of Finance and Labor (MFLT) aim to ensure that the Prime Minister is informed before the approval of the internal organization regulation, verifying that the internal organization standards have been met according to Regulation No. 01/2020 on the Standards for Internal Organization, Classification of Job Positions, and Cooperation in Public Administration Institutions and Independent Agencies, as reviewed by the responsible minister for public administration. On the other hand, it ensures budget approval by the minister of finance.

The regulations for internal organization were necessary to be drafted due to two situations that made their completion and modification inevitable. The first was a legal obligation, as the change in the legal framework, specifically the legislation on internal organization, required the completion and modification of the internal organization regulations. For this purpose, a six-month deadline was set for their

6 Ibid, Article 28, paragraph 1
7 Ibid, Article 23, paragraph 1

drafting and approval.[8] This deadline, set since January 2020, has been violated several times, and only a few ministries have managed to approve their internal organization regulations. The second reason for the delays was the government reorganizations that took place in 2020 and 2021, changes that should have been reflected specifically in the internal organization act (regulation).

Job position classification

A very important process, parallel to the internal organization, is the job classification process, which has never taken place until now, despite the existence of legislation and established deadlines for this purpose.

The classification of job positions is a requirement of the Law on Public Officials and the Regulation on Job Position Classification (hereinafter: RJPC) and serves to accurately define each position by comparing the job description with the characteristics of each class, which is done through the analysis and assessment of the classification factors and the formal general requirements required for a specific position.

The analysis of classification factors is a process that helps in identifying the attributes and criteria that should be considered in classifying a job position into a class of a specific category. This analysis is done for each factor, based on the job description for the respective position.

In general, the job classification process is a prerequisite for selecting suitable candidates for a specific job position.

As for the characteristics presented by the specific position according to each factor, these are compared with the characteristics of the classification factors defined for each class.

As a rule, the position is assessed and classified into the class whose characteristics most closely resemble the factors of the specific position. This evaluation and classification process is based on a series of characteristics that each class has, comparing them with the responsibilities and duties of a specific position.

The job classification process is the primary tool and essential prerequisite for having a well-structured internal organization in compliance with the law. Since the job classification part is a process that begins and is prepared in parallel with the internal organization process, the procedure as well as the competent body for approving this process is the same.

An obligatory part of the regulation for internal organization is also the organizational chart, which is presented as Annex 1 of Regulation No. 01/2020 on the Standards for Internal Organization, Job Position Classification, and Cooperation in State Administration Institutions and Independent Agencies

New systematization of employees/workers

The Law on Public Officials [9]provides provisions for managing the displacement of civil servants whose positions are affected by the abolition or restructuring of public institutions. According to Article 1, when a civil servant's position is abolished

8 Article 12, Regulation No. 01/2020 on the Standards for Internal Organization, Job Classification, and Cooperation in State Administration Institutions and Independent Agencies

9 Law No.08/L-197 on Public Officials, available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=81430

due to institutional closure or restructuring, they are entitled to be transferred to another position within the civil service, as long as the new role falls within the same category. This provision ensures job security for civil servants in cases where institutional changes may otherwise lead to unemployment, maintaining continuity and stability in the civil service.

Paragraph 2 of Article 66 outlines the specific circumstances under which a civil servant may be transferred. First, a civil servant can be transferred within the same institution if there are suitable vacant positions available. Second, if the institution has been merged with or divided into other entities, the civil servant may be reassigned to the new institution that has absorbed the original institution's functions, or to an institution that has assumed specific duties previously held by the abolished entity. Additionally, it allows for transfers to the relevant executive agency of a restructured institution. Finally, in cases where no appropriate positions are available within the original institution or category, the civil servant may be transferred to another institution within the civil service.

The law also establishes the role of the Restructuring Commission, as defined in paragraph 3 of article 66. This commission is responsible for assessing available vacancies within the civil service and identifying positions that match the qualifications of displaced civil servants. The commission reviews the qualifications of affected employees and proposes suitable transfers based on these criteria, ensuring a fair and systematic redistribution of public servants in response to institutional changes.

According to the Law (Article 66, paragraph 4), the final decision regarding a civil servant's transfer is made by the responsible authority, based on the recommendations provided by the Restructuring Commission. This ensures that the transfer process is transparent and based on objective criteria, taking into account both the needs of the public institution and the qualifications of the civil servant. The law empowers the responsible authority to make the final decision in order to ensure that the transfer process is both effective and in the best interest of the public service.

The consequences of the lack of reorganization and restructuring

The lack of organization and classification of civil servants, although a legal obligation, has caused many problems both in practice and legally. One of these problems is the existence of dual structures that provide services to the organizational units performing functions related to the mandate of a ministry.

Practical problems exist because there is still no clear division of responsibilities between the merged ministries, and as a result, this is reflected in the supporting structures. Some tasks may not be carried out, or there may be conflicts between the same structures, which believe they are competent. In terms of daily management, this has allowed the daily political agenda to 'exploit' the parallel structure that is more obedient to it.

Legal problems arise from the fact that the existence of these parallel structures leads to public expenditure, which is in violation of the legislation on public financial management. Another legal issue is their status quo, given that a decision was made four years ago to dissolve certain ministries, yet in practice, the supporting

structures still exist, making their mandate and the actions taken based on it questionable.

Another problem caused by the lack of reorganization and restructuring of job positions is the phenomenon of acting officials, which will be addressed in this section

Existence of Duplicate Structures

Legal Departments, whose mission is to coordinate the process of drafting legislation and international agreements within the scope of a ministry, ensuring compliance with legislative drafting techniques and standards, aligning the ministry's legislation with European Union legislation, and providing professional support, legal advice, and recommendations to other structures within the ministry. In most ministries, these structures exist as parallel units. The division of tasks and responsibilities has been practically done based on the scope previously handled by the ministry. For example, in the case of the Ministry of Environment, Spatial Planning, and Infrastructure (MESPI), as a new ministry, the tasks and responsibilities of the former Ministry of Environment are carried out by its Legal Department, while those of the former Ministry of Infrastructure (MI) are carried out by the Legal Department of that ministry.

The same situation occurs with the structures under these departments, such as the Division for Drafting and Harmonizing Legislation and the Division for Monitoring the Implementation of Legislation, Legal Support, and Interinstitutional Cooperation in the Field of Legislation. These structures exist in every ministry, while in ministries that have been reorganized, they function as parallel structures.

Departments for European Integration and Policy Coordination are horizontal structures within ministries aimed at coordinating processes related to EU integration, coordinating the drafting of policy documents, programs, and projects for cooperation, conceptualizing documents, the annual work plan, and other documents, as well as coordinating internal ministry processes for international bilateral and multilateral cooperation with international partners. These structures still function as duplicate and parallel units in some ministries.

General Services Departments are another structure that continues to exist as a duplicated and parallel entity. These structures are created in each ministry to provide physical working conditions, necessary equipment, and support services for carrying out tasks, as well as supporting other departments through IT services, maintenance, logistics, document management, and other similar services. In this case, the division of work is done practically, with each DSHP performing the tasks that were previously handled by the former ministries. However, a legal issue exists in these departments because they also manage a portion of the ministry's finances, ie, a bofficialsget code. With the merger of several ministries into one, without defining the positions and their holders, it is problematic and questionable whether these civil servants can legally spend the bofficialsget allocated to that bofficialsget code. As a rule, prior to the enactment of the legislation on the organization and functioning of the public administration , there were three divisions: the Division for Budget and Finance, the Division for Human Resources, and the Division for IT and Logistical Services. The first two are independent structures, while the third division remains within.

Aofficialsit Divisions are structures that perform independent and objective

advisory activities to provide reasonable assurance aimed at adding value and improving the functioning of the public sector entity, helping the entity achieve its objectives by offering a systematic, disciplined approach to assessing and improving the effectiveness of risk management, control, and governance processes. As a result of government reorganization, these structures continue to exist as duplicate and parallel entities, with each of these structures carrying out the tasks they previously had for the former ministries.

Division for Procurements are standard structures in each ministry responsible for procurement activities and the utilization of funds by the Contracting Authority in a transparent, fair, and efficient manner, in full compliance with the law and public procurement rules. These structures still exist as duplicate and parallel entities in each of the former ministries. During the existence of these parallel structures, there have been instances where neither of the heads of the divisions was authorized to continue carrying out their duties, and instead, a third person has been appointed as the acting head.

Human Resources Units are structures responsible for ensuring the effective management of human resources through the development of procedures, programs, and services that contribute to achieving the goals of the institution and employees by balancing the needs of employees with those of the institution. These divisions also perform functions and competencies in accordance with the applicable laws and regulations in the field of human resources. HR Units are very important structures because they are directly responsible for public officials according to the legislation, making it essential to define their status legally to determine who is responsible for human resource management within the ministry. HR units are also responsible for internal organization, classification of job positions, job description development, and the reorganization process itself. In some ministries that have been merged or abolished, HR units still function as before, performing the tasks and responsibilities for the former ministries.

Division for Budget and Finances are supporting structures within ministries for the implementation of accounting policies and budget procedures in accordance with applicable laws and regulations related to budgeting and finance. These structures have varied over the years and were previously classified as offices. Under the new legislation, they may be established as divisions or departments depending on the size and complexity of their tasks. These structures continue to exist as duplicate and parallel entities in several ministries.

Public Communication Divisions are structures that take actions to present ministerial policies through timely communication so that the public is informed about ministerial policies, its rights and responsibilities towards institutions, and can express its views by communicating with decision-makers. These divisions also function as duplicate and parallel structures in some ministries.

Acting Officials

According to Article 35 of Law No. 08/L-197 on Public Officials (LZP), if a position remains vacant, it may be filled by an acting official for a period of 6 months, with the possibility of extension for another 6 months (1 year in total). However, after one year from the entry into force of this law, a high number of managerial

positions [10](Secretary General, Department Director, and Division Head) continue to be held by acting officials even though the legal term has expired. Exceeding this term, besides being unlawful, also has a legal consequence: the decisions made by the acting official are declared illegal.

Recommendations

- The future reorganization of the Government should focus on ministerial systems, which include ministries and the agencies within them, and which should be preceded by a functional review analysis to come up with accurate and feasible options for their rationalization;
- As soon as possible, the internal organization process of ministries should be completed in accordance with the applicable legislation. During the internal organization of ministries, in cases where they include other bodies (agencies or public service administrations), a division and definition of their functions should be made in accordance with LOFSAIA to ensure the establishment of clear lines of accountability;
- Parallel to the internal organization, job classification should also be done in accordance with the applicable legislation. The annex to the internal organization regulation should specify the position, class, and specialization group—elements that are necessary for the full implementation of the legislation on public officials;
- The reorganization of civil servants is essential for the continued normal functioning of ministries and to avoid the existence of duplicate structures;
- The elimination of duplicate structures is necessary to prevent damage to the state budget due to the payment of leaders in these positions;
- The phenomenon of operating with Acting Officials should be avoided, and regular competitions for these positions should be announced in accordance with the applicable legislation, ensuring meritocracy in the selection of civil servants for these positions.

Analysis Section Of Each Ministry

MINISTRY OF INDUSTRY, ENTREPRENEURSHIP, AND TRADE (MIET)

Background

The Ministry of Trade and Industry was established with the entry into force of UNMIK Regulation 2011/19 on the Executive Branch of the Temporary Institutions of Self-Government in Kosovo. [11]Since 2021, the Ministry of Trade and Industry has also merged with a department from the Ministry of Innovation and Entrepreneurship, resulting in the renaming of the Ministry to the Ministry of Trade, Entrepreneurship, and Industry.[12]

10 High, middle, and lower managerial level.

11 UNMIK Regulation 2011/19 on the Executive Branch of Provisional Institutions of Self-Government in Kosovo, Annex III (repealed), Available at: https://unmik.unmissions.org/sites/default/files/regulations/ 03albanian/A2001regs/RA2001_19.pdf

12 Assembly of the Republic of Kosovo. Decision on the election of the Government of the Republic of Kosovo. Available at: 2021_03_25_VendimperjojjeneGeveriseseKosoves22.03.2021_rYexDNvAC6 (3)[2075].pdf

Organization

Regulation (OPM) No. 03/2022 on the Internal Organization and Job Classification of the Ministry of Industry, Entrepreneurship, and Trade determines the total number of employees in the Ministry of Industry, Entrepreneurship, and Trade, excluding the Kosovo Investment and Enterprise Support Agency; the Kosovo Business Registration Agency; the Kosovo Intellectual Property Agency; the General Directorate of Accreditation; the Kosovo Metrology Agency; the Kosovo Standardization Agency; and the Market Inspectorate within the Ministry of Industry, Entrepreneurship, and Trade, with a total of one hundred and eighty-five (185) employees [13]from one hundred and eighty-eight (188), as was foreseen in Regulation No. 29/2012 on the Internal Organization and Job Classification of the Ministry of Trade and Industry. [14] The Ministry of Industry and Trade, prior to its merger with Entrepreneurship, consisted of eight (8) Departments and twenty (20) Divisions in total, while the aforementioned regulation, which repeals the previous regulation, foresees the following structure: the Minister's Cabinet, the Secretary General Office, fourteen (14) Departments, and twenty-two (22) Divisions.

Managerial positions

Regulation (OPM) No. 03/2022 on the Internal Organization and Job Classification of the Ministry of Industry, Entrepreneurship, and Trade, although in force since 2022, has not been implemented. Therefore, the civil service in the Ministry of Industry, Entrepreneurship, and Trade, despite the internal reorganization, continues to function based on the partially repealed regulation.

As mentioned above, the Ministry of Trade and Industry, out of the 8 departments, how many positions are regular [15]and how many positions are filled by acting officials. Meanwhile, the position of the Secretary General is filled by an acting official, and in the last three years, this position has been held by nine (9) different individuals. Regarding the organizational units, out of the 22 divisions presented in the results, 8 of them are led by acting officals.[16]

Status after restructuring

Regulation on the Internal Organization of the Ministry of Industry, Entrepreneurship, and Trade [17]entered into force on October 7, 2022, but in practice, no concrete actions have yet been taken for its full implementation. The Ministry has not provided updated data.

Table [...]

13 Regulation (OPM) No. 03/2022 for the Internal Organization and Systematization of Workplaces of the Ministry of Industry, Entrepreneurship and Trade Article 4, prg. 2, Available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=64279

14 Regulation No. 11/2018 on the Amendment and Supplement to the Regulation (GRK) No. 36/2013 on Internal Organization and Systematization of Workplaces of the Ministry of Internal Affairs, Article 3, prg, 2. Available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=64279

15 Regular position means when the position is exercised by the civil servant who has been appointed and has a legal appointment act for the exercise of that position.

16 Information provided by the Ministry of Internal Affairs, following the GLPS request for access to official documents.

17 Regulation (OPM) No. 03/2022 for the Internal Organization and Systematization of Workplaces of the Ministry of Industry, Entrepreneurship and Trade, Available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=64279

Organizational level/ department	Organizational level/division	Staff based on the regulation	Current staff
Cabinet of the Minister			18
Secretary General Office	Division for Internal Aofficialsit	2	1
	Division for Procurement	4	3
	Division for Public Communication	3	3
Department of Trade	Division for Trade Policies	4	3
	D Division for Trade in Services	5	2
	Division for Market Protection	3	2
Department of Industry	Division for Industrial Policies	5	5
	Division for Quality Infrastructure	3	1
Department of Tourism	Division for Tourism Policy Development	4	1
	Division for Promotion, Product Development, Businesses, and Quality Standards	5	2
Department of State Reserves	Division for State Reserves of Goods	3	3
	Division for Mandatory Reserves of Crofficialse Oil	2	2
Department for the Regulation of the Oil Market and Strategic Goods	Division for Trade in Strategic Goods	3	3
	Department for Consumer Protection	3	4
Department for European Integration and Policy Coordination	Division for European Integration	2	2
	Division for Policy Coordination	2	2
Legal Department	Division for Drafting and Harmonizing Legislation	3	2
	Division for Oversight of Legislation Implementation, Legal Support, and Interinstitutional Cooperation in the Field of Legislation	2	2
Department of Finance and General Services	Department for Budget and Finance	8	7
	Human Resource Unit	5	4
	Division for Transport and Logistics	9	6
	Division of IT, Documents, and Services	9	2
Acting Official	Total	90	65

MINISTRY OF COMMUNITIES AND RETURN (MCR)

Background

The 1999 conflict, in addition to its well-known consequences, also resulted in the mass exodus of Albanians as well as other communities from Kosovo. After 1999, there was a significant return of Albanians to Kosovo, but at the same time, there was a mass departure of Serbs and other minority communities. Therefore, in order to facilitate the return process, UNMIK proposed the establishment of a separate ministry through the promotion and protection of the rights of communities. The Ministry of Communities and Return was established with the entry into force of UNMIK Regulation No. 2004/50 on the Establishment of New Ministries and the Creation of the Posts of Deputy Prime Minister and Deputy Ministers in the Executive Branch on January 24, 2005.[18]

With the establishment of the Ministry for Return and Communities, some of the responsibilities of the Office for Communities were transferred, which has continued its activities from that time to the present within the Office of the Prime Minister.

Organization

Regulation No. 40/2012 on the Internal Organization and Job Classification of the Ministry for Communities and Return defines the total number of employees in the Ministry for Communities and Return, which is eighty-six (86).[19]

The Ministry for Return and Communities consists of the Cabinet of the Minister, Secretary General Office, four (4) Departments, eleven (11) Divisions.[20]

Managerial positions

Regulation No. 40/2012 on the Internal Organization and Job Classification of the Ministry for Communities and Return states that out of the 4 departments, all are led by regular positions.[21]

Status after restructuring

The Ministry for Communities and Return is not subject to restructuring.

Table [..]

Organizational level/ department	Organizational level/division	Staff based on the regulation	Current staff
Cabinet of the Minister			17

18 UNMIK Regulation no. 2004/50 on the Establishment of New Ministries and the creation of the Posts of Deputy Prime Minister and Deputy Ministers in the Executive Branch (repealed). Available at: https://unmik.unmissions.org/sites/default/files/regulations/03albanian/A2004regs/RA2004_50.pdf

19 Regulation No. 40/2012 on the Internal Organization and Systematization of Workplaces of the Ministry for Communities and Return , Article 3, prg. 2. Available at: https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=10358

20 Ibid, Article 6.

21 Regular position means when the position is exercised by the civil servant who has been appointed and has a legal appointment act for the exercise of that position.

Secretary General Office	Division of Internal Aofficialsit	3	0
	Division of Procurement	5	3
	Division of Public Communication	4	1
	Secretary General Office Staff	3	4
Department for Policy Planning and Analysis	Division for Policy Planning	7	9
	Division for Disadvantaged Communities	4	6
	Division for European Integration and Policy Coordination	2	1
Department for Project Management and Monitoring	Division for Return and Communities	6	13
	Division for Projects	5	4
Legal Department		4	2
Department of Finance and General Services	Division for Bofficialsget and Finance	6	4
	Division of Human Resources	10	7
	Division of IT and Logistical Services	23	18

Acting Official	Total	82	72

MINISTRY OF INTERNAL AFFAIRS (MIA)

Background

The Ministry of Internal Affairs was established with the entry into force of UNMIK Regulation No. 2005/53, dated December 20, 2005, amending UNMIK Regulation 2011/19 on the Executive Branch of the Temporary Institutions of Self-Government in Kosovo.[22]

Organization

Regulation (OPM) No. 01/2021 on the Internal Organization and Job Classification of the Ministry of Internal Affairs defines the total number of employees in the Ministry of Internal Affairs, which is three hundred and ninety-five (395) [23]from eight hundred and thirty-one (831) , as was foreseen in Regulation No. 11/2018 for the Amendment and Supplementation of Regulation No. 36/2013 on the Internal Organization and Job Classification of the Ministry of Internal Affairs.[24] The Ministry of Internal Affairs, prior to its merger with the Ministry of Public Administration, consisted of seven (7) Departments and thirty (30) Divisions.

22 Regulation no. 2005/53 on the amendment of UNMIK Regulation 2011/19 on the Executive Branch of the Provisional Institutions of Self-Government in Kosovo, Annex XVI, (repealed). Available at: https://unmik.unmissions.org/sites/default/files/regulations/03albanian/A2005regs/RA2005_53.pdf

23 Regulation (OPM) No. 01/2021 for Internal Organization and Systematization of Workplaces of the Ministry of Internal Affairs, Article 4, prg. 4.2, Available at: https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=36587

24 Regulation No. 11/2018 on the Amendment and Supplement to the Regulation (GRK) No. 36/2013 on Internal Organization and Systematization of Workplaces of the Ministry of Internal Affairs, Article 2, prg, 2.1. Available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=36587

However, the aforementioned regulation, which repeals the previous regulation, foresees the following structure: the Minister's Cabinet, the Secretary General Office, thirteen (13) Departments, and fifty-one (51) Divisions.

Managerial positions

Regulation (OPM) No. 01/2021 on the Internal Organization and Job Classification of the Ministry of Internal Affairs, although in force since 2021, has not been implemented. Therefore, the civil service in the Ministry of Internal Affairs, despite the internal reorganization, continues to operate based on the partially repealed regulation.

As mentioned above, out of the 7 departments in the Ministry of Internal Affairs, 4 are found to have regular positions, [25]meanwhile, 3 positions are filled by acting officials except the Secretary General Office and the Secretariat of Strategies.

Regarding the organizational units, out of the 30 divisions, 19 are regular positions, 9 positions are filled by acting officals, and there is no data available for 2 positions. As for the organizational units, the results also include the Asylum Seekers Center, which is led by a regular position, and the Foreigners Detention Center, which is led by a substitute. [26]

Status after restructuring

Regulation on the Internal Organization of the Ministry of Internal Affairs [27]It entered into force on January 29, 2021, but in practice, even two (2) years later, no concrete actions have been taken for its implementation. It was amended in March 2023. [28]This change involved altering the number of employees in several departments and divisions. According to the data provided by the ministry and the findings, 2 director positions in departments and 8 division managerial positions will undergo restructuring. This ministry has not provided updated data in accordance with the new regulation.

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister			
Secretary General Office	Division of Internal Aofficialsit	4	4
	Division of Procurement	8	10
	Division for Public Communication	4	5
	Division for Budget and Finance	23	12
	Human Resource Unit	10	12
	Division for Contract Management	3	3

25 Regular position means when the position is exercised by the civil servant who has been appointed and has a legal appointment act for the exercise of that position.

26 Information provided by the Ministry of Internal Affairs, following the GLPS request for access to public documents;

27 Regulation (OPM) no. 01/2021 for the internal organization and systematization of the workplaces of the Ministry of Internal Affairs. Available at: ActDetail.aspx (rks-gov.net)

28 https://gzk.rks-gov.net/ActDetail.aspx?ActID=36587

Department for Public Security	Division for Weapons, Ammunition, and Explosives	10	8
	Division for Civil Aviation Security	4	2
	Division for Private Security Services	5	5
	Division for Community Security	3	1
	Division for Research and Statistics	4	3
Department for Citizenship, Asylum, and Migration	Division for Citizenship	9	8
	Division for Asylum	4	3
	Division for Foreigners	10	6
	Division for Repatriation and Return	5	5
	Division for Migration Data Management	5	4
	Temporary Reception Center	3	2
	Asylum Seekers Center	5	5
	Center for the Detention of Foreigners	4	2
Department for Reintegration of Repatriated Persons	Division for Reception and Accommodation	3	3
	Division for Regional Management	8	9
	Division for Review of Applications	3	3
	Division for Cooperation with Local and International Organizations	2	2
Department for Systems and Communications Administration	Division for System and Network Administration	3	2
	Division for Application and Database Administration	4	4
	Division for User Support	3	3
Department for European Integration and Policy Coordination	Division for European Integration	3	2
	Division for Policy Coordination	3	1

Legal Department	Division for Drafting and Harmonizing Legislation	6	4
	Division for Oversight of Legislation Implementation, Legal Support, and Interinstitutional Cooperation in the Field of Legislation	3	3
	Division of IT and Logistical Services	15	33
Strategy Secretariat		6	4
● Acting Official	Total	178	171

MINISTRY OF FINANCE, LABOR AND TRANSFERS (MFLT)

Background

The Ministry of Finance, Labor, and Transfers was established with the entry into force of UNMIK Regulation 2011/19 on the Executive Branch of the Temporary Institutions of Self-Government in Kosovo. [29]The Ministry of Finance, Labor, and Transfers has undergone changes in its name and scope since its establishment, depending on the governing program of the political parties in power during specific periods. Initially, it was named the Ministry of Economy and Finance, then the Ministry of Finance, and is now named the Ministry of Finance, Labor, and Transfers.

Organization

Regulation No. 17/2017 on the Internal Organization and Job Classification of the Ministry of Finance defines the total number of employees in the Ministry of Finance, Labor, and Transfers, which is two hundred and eight (208).[30]

The Ministry of Finance, Labor, and Transfers consists of the Minister's Cabinet, the Secretary General Office, twelve (12) departments, and thirty-three (33) divisions.

Managerial positions

The Ministry of Finance, Labor, and Transfers, out of the 12 departments and offices, has 7 managerial positions that are regular[31] and 4 positions are held by acting officials, including the Secretary General Office, which has been led by an acting official for 4 years. Regarding the organizational units, out of the 33 divisions, 18 are regular positions, 12 positions are filled by acting officials, and there is no data available for 3 positions.[32]

29 UNMIK Regulation 2011/19 on the Executive Branch of Provisional Institutions of Self-Government in Kosovo, Annex II (repealed), Available at: https://unmik.unmissions.org/sites/default/files/regulations/ 03albanian/A2001regs/RA2001_19.pdf

30 Regulation (GRK) No. 17/2017 on the Internal Organization and Systematization of Workplaces of the Ministry of Finance, Article 3, prg. 2. Available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=15803

31 Regular position means when the position is exercised by the civil servant who has been appointed and has a legal appointment act for the exercise of that position.

32 Information provided by the Ministry of Internal Affairs, following the GLPS request for access to official documents;

Status after restructuring

The Ministry approved a new regulation in 2023, which foresees a different structure from the current one. The ministry has not provided information regarding the current situation following the restructuring of the ministry[33]

Table of the former Ministry of Finance, now the Ministry of Finance, Labor, and Transfers (MFPT) before the government reorganization.

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Secretary General Office	Division for Financial Reporting	5	5
	Division for Procurement	3	6
	Division for Public Communication	4	7
	Division for Budget and Finance	6	15
Department of Budget	Division for Central Budget	17	15
	Division for Municipal Budget	12	9
	Division for Budget Execution and Systems	3	3
	Division for Budget Policies, Coordination, and Reporting	4	4
Department of Macroeconomic Policies and International Financial Cooperation	Division for Macroeconomic Policies	6	10
	Division for International Financial Cooperation	3	5
Department of Fiscal Policies and Financial Markets	Fiscal Policies Division	4	8
	Division of Financial Markets	3	-
Department of Property Taxation	Division for Evaluation of Real Estate for Expropriation	5	6
	Division for Inspection	4	5
	Division for Evaluation, Standards, Development, and Program Operation		8
Central Harmonization Department	Central Division for Harmonization of Internal Auditing	6	8
	Central Harmonization Division for Financial Management and Control	5	5

33 Regulation (OPM) No. 02/2023 for Internal Organization and Systematization Jobs in the Ministry of Finance, Labor and Transfers: accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=71784

Department of Internal Audit	Division for Internal Auditing within the Institution	3	
	Division for External Internal Auditing	3	5
Central Department for Public-Private Partnership	Division for Coordination and Capacity Building	3	2
	Division for Evaluation of Public-Private Partnership Projects	3	2
	Division for Monitoring Public-Private Partnership Contracts	3	2
Department of State Aid	Division for State Aid Evaluation	3	4
	Division for Oversight of State Aid Control	3	3
Department for European Integration and Policy Coordination	Division for European Integration	2	4
	Division for Policy Coordination	2	2
Legal Department	Division for Legislation Drafting and Harmonization	6	7
	Division for Oversight of Legislation Implementation, Legal Support, and Interinstitutional Cooperation in the Field of Legislation	2	5
Department for Management of Information Technology Systems of the Ministry of Finance	Division for IT Infrastructure	3	6
	Division for IT operations	4	5
	Division for Applications Management	4	6
Department for General Services	Human Resources Unit	10	7
	Division of Logistics	20	24
Acting Official	Total	164	203

MINISTRY OF LABOR AND SOCIAL WELFARE

Background

The Ministry of Labor and Social Welfare was established with the entry into force of UNMIK Regulation 2011/19 on the Executive Branch of the Temporary Institutions of Self-Government in Kosovo.[34]

Organization

Regulation No. 14/2015 on the Internal Organization and Job Classification of the

34UNMIK Regulation 2011/19 on the Executive Branch of Provisional Institutions of Self-Government in Kosovo, Annex VII (repealed), Available at: https://unmik.unmissions.org/sites/default/files/regulations/ 03albanian/A2001regs/RA2001_19.pdf

Ministry of Labor and Social Welfare sets the total number of employees in the Ministry of Labor and Social Welfare at four hundred and seventy (470).[35]

The Ministry of Labor and Social Welfare consists of the Cabinet of the Minister, the Secretary General's Office, seven (7) Departments, and twenty-seven (29) Divisions.[36]

Managerial Positions

The Ministry of Labor and Social Welfare, from its 7 departments, has 4 regular managerial positions[37] and 3 positions are with acting officials. As for the organizational units, out of the 29 divisions, 22 are regular positions, while 7 positions are held by acting officials.[38]

Status after restructuring

The Regulation on the Internal Organization of the Ministry of Labor and Social Welfare came into force in December 2015. However, it was subject to restructuring following the reorganization of the government and the entry into force of the new regulation in 2023, after the merger with the Ministry of Finance. Similarly, as with the Ministry of Finance, there is no data available for this section under the new regulation.

Table of the former Ministry of Labor and Social Welfare, now MFLT (before the Government's reorganization)

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Secretary General Office	Division for Internal Audit	3	4
	Division for Administrative Support to the General Council for Social and Family Services	2	1
	Division for Procurement	5	5
	Division for Public Communication	4	4
	Division for Issues of the Legacy of the Kosovo Protection Corps	3	5
Department for Labor and Employment	Division for Employment Policies and Professional Training	4	4
	Division for Labor Relations, Social Dialogue, and Occupational Safety and Health	4	4
	Division for Department Director with Assistant		2

35 Regulation (GRK) No. 14/2015 on Internal Organization and Systematization of Workplaces of the Ministry of Labor and Social Welfare Article 3, prg. 2, Available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=11312

36 Ibid.

37 Regular position means when the position is exercised by the civil servant who has been appointed and has a legal appointment act for the exercise of that position.

38 Information provided by the Ministry of Internal Affairs, following the GLPS request for access to official documents;

Department of Social and Family Policies	Division for Social Policies	10	7
	Division for Social Planning and Inclusion	8	7
	Division for Social Services	9	7
	● Division for Social Aid	11	9
	Division for Disability and Elderly Persons	5	3
● **Department of Pensions**	Division for Pension Policies	5	3
	● Division for Pension Schemes	16	13
	Division for Foreign Pensions	12	11
	Division for Monitoring and Control of Pension Offices	5	3
	Division for Medical Commissions	10	8
● **Department of Families of Martyrs and War Invalids**	● Division for Schemes for War Categories	12	12
	Division for the Realization of Rights	2	2
	Division for Monitoring Pension and Benefit Schemes for War Categories	2	2
● **Department for European Integration and Policy Coordination**	Division for European Integration	3	3
	● Division for Policy Coordination	3	2
	Division for Social Security and Employment Agreements	3	2
Legal Department	● Division for Drafting and Harmonization of Legislation	3	3
	● Division for Oversight of Legislation Implementation, Legal Support, and Interinstitutional Cooperation in the Field of Legislation	3	2
	Division for Review of Petitions and Complaints	4	4
Department of Finance and General Services	Division for Budget and Finance	12	12
	Division for Human Resources	12	7
	● Division for IT and Logistics Services	6	5

● **Acting**	TOTAL	181	156

6. Office of the Prime Minister

Background

The Office of the Prime Minister (OPM) function as united with the field of European integration from June 2020, after the merger of the Office of the Prime Minister with the Ministry of European Integration. This merger took place with the Decision (no. 07-V-014) of the Assembly of the Republic of Kosovo for the election of the Government of the Republic of Kosovo, then reflected in the Regulation - no. 06/2020 for the areas of administrative responsibility of the Prime Minister's Office and ministries.[39]

39 Regulation (GRK) – no. 06/2020 for the areas of administrative responsibility of the Prime Minister's Office and Ministries, (repealed), https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=28172

Before this merger, the Prime Minister's Office and the Ministry of European Integration operated separately.

The Prime Minister's Office was established in 2001, where it then functioned as the Prime Minister's Cabinet. The Cabinet of the Prime Minister, in addition to the political advisers, included the following offices: Office for Legal Aid Services, Office of Public Information, Office of Counseling for Good Governance, Human Rights, Equal Opportunities and Gender Issues, Community Advisory Office, as well as the Commission for appointing officials. In 2011, Regulation 02/2011 was approved for the areas of administrative responsibility of the Prime Minister's Office and ministries, which defined the functions of the Prime Minister's Office, and then in 2013, Regulation - no. 16/2013 on the organizational structure of the Prime Minister's Office, which determined the organizational structure of the Prime Minister's Office. [40]This regulation has been amended by Regulation - no. 08/2019, with Regulation - no. 11/2016, with the Regulation - no. 02/2017 and Regulation no. – 02/2019. In 2020, Regulation no. 02/2011 was repealed in its entirety by the Regulation (OPM) - no. 01/2020 for the internal organization and systematization of jobs in the Prime Minister's Office, which reflected the changes in the scope of the Prime Minister's Office after the merger with the area of responsibility for European integration.

The Ministry of European Integration is established in 2010 with Government decision no. 6/121 of April 22, 2010 for the scope of the Ministry of European Integration. [41]Initially, this area of responsibility, since 2006, was carried out by the Agency for Coordination of European Development and Integration. The decision to establish the Agency for the Coordination of Development and European Integration came into force on October 8, 2008 with the signature of the Prime Minister of the Republic of Kosovo. The Agency's aim was to improve the way and procedures in which the Government and development partners work together to increase the efficiency of external assistance in order to facilitate the common and complementary goals of development and European integration. This Agency has functioned within the Prime Minister's Office as a central body responsible for coordinating donors and Government actions for European integration. [42]After being established as a Minister, the Ministry of European Integration had the competence, among other things, to coordinate the work and monitor the activities of the Government institutions within the Stabilization-Association Process. In 2012, the Regulation of 2010 was repealed and the Regulation (GRK) - no. 32/2012 for the internal organization and systematization of jobs in the Ministry of European Integration. [43]This regulation was amended two (2) times, with Regulation (GRK) - no. 27/2013 and with Regulation (GRK) -No. 08/2019 until the complete repeal by Regulation (OPM) no. 01/2020.

40 Regulation no. 16/2013 on the organizational structure of the Office of the Prime Minister, https://gzk.rks-gov.net/ActDetail.aspx?ActID=8695

41 Government Decision no. 6/121 dated 22.04.2010 for the scope of the Ministry of European Integration, https://kryeministri.rks-gov.net/wp-content/uploads/2022/05/Vendimet_e_Mbledhjes_se_121-te_te_Qeverise_2010.pdf

42 For the Agency, https://web.archive.org/web/20100612175118/http://acdei-ks.org/?id=47&mid=44&mid=44

43 Regulation No. 32/2012 on Internal Organization and Systematization of Workplaces in the Ministry of European Integration, https://gzk.rks-gov.net/ActDetail.aspx?ActID=10311

Organization

According to Regulation (OPM) No. 01/2020 for the internal organization and systematization of jobs in the Prime Minister's Office [44], OPM has 16 offices (department level), 40 divisions and 1 unit.

Until the unification, the Office of the Prime Minister had 11 offices (at the level of departments), 8 offices, which answered directly to the Prime Minister, 3 divisions and 3 units, which answered to the Secretary General (Coordinator for European Integration, Senior Certifying Officer and Archive of the Government of the Republic of Kosovo. Whereas, the Ministry of European Integration had 7 departments and 21 divisions.

However, according to the announcement of the OPM, Regulation (OPM) - no. 01/2020 is not in effect based on the recommendation of the independent Commission, which issued recommendation no. 018/5 dated 15.07.2021.[45]

Managerial positions

Since the new regulation is not in force, out of the 19 departments - offices, 16 managerial positions are regular, while 1 position is exercised by acting officials, as well as for two offices, which according to the previous regulation were positions led by political appointees there is no information. While from 40 divisions or units equivalent to the division (it is worth noting that there are coordinator positions in the OPM), 5 divisions are led by acting officials, for 9 divisions there is no information and the others are led by regular positions.[46]

Status after restructuring

The regulation for the internal organization of the Prime Minister's Office [47]entered into force in November 2020, but it is not being implemented. According to the findings from the analysis made, 1 position of the director will be extinguished in its entirety, due to the fact that the Department of EU Law, according to the Regulation (OPC) - no. 01/2020 is part of the Legal Office, 1 position of the director will be subject to restructuring, as well as 11 positions of the head of the division will be subject to restructuring. The Prime Minister's Office has not provided updated data.

Organizational Level/Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Prime Minister's Cabinet			72
Secretary General Office	Internal Audit Unit (IAB)	3	2

44 Regulation (OPM) – No. 01/2020 for Internal Organization and Systematization of Workplaces in the Prime Minister's Office, https://gzk.rks-gov.net/ActDetail.aspx?ActID=34004

45 Notification received by OPM, following the request of GLPS.

46 Information provided by the Office of the Prime Minister, following the GLPS request for access to official documents;

47 Regulation (OPM) No. 01/2022 for Internal Organization and Systematization of Workplaces in the Ministry of Foreign Affairs and Diaspora, approved by the Prime Minister with Decision no. 214/2022, dated 01.02.2022.

	Division for Human Resources Management (HRM)	4	3
	Coordinator for European integration		1
	Archive Unit		1
Legal Office	Coordinator	3	1
			11
			6
Government Coordinating Secretariat	Division for the Organization of Government Meetings and Coordination with the Assembly	5	2
	Policy Coordination Division	7	8
	Government Troop Support Division		2
	Expertise Unit	3	1
	Better Regulation Division		1
Good Governance Office	Coordinator of the office for good governance	4	1
			6
Office for the Publication of the Official Gazette	Office Coordinator	3	4
Office for Community Affairs		3	2
Strategic Planning Office		7	4
Central Administration Office	Information Technology Division	5	5
	Translation Division	4	2
	Transport Unit		5
Budget and Finance Office	Budget Division	3	1
	Finance Division	4	3
The office of the former Prime Minister	Former KM Mustafa - staff, former KM Haradinaj - staff and former KM Hoti - staff		8
Procurement Office	Contract Management Coordinator	3	1
Office for Communication with the public	Office Coordinator	5	1 4
Office of the Commissioner for Languages	Communications Coordinator		1
	Coordinator for Investigations		1
	Compliance Assurance Coordinator		1

Agency for Radiation Protection and Nuclear Safety	Head of the radiation protection sector		4
Unit of the Government Commission for Missing Persons	Head of the Government Commission Unit		3
Commission for the Investigation of Aeronautical Accidents and Incidents	The chairman and members with a 5-year mandate		4

Organizational Level/Department	**Organizational Level/Division**	**Staff based on the regulation**	**Current Staff**
Secretary General Office	Division for Internal Audit	3	1
	Division for Procurement;	3	1
	Division of Public Communication	3	3
Department of Coordination of Stabilization Association Process			5
Department of Political Criteria	Division of Administrative and Political Criteria	3	1
	Jofficialsiciary and Fundamental Rights Division	3	2
	Division of Justice, Freedom and Security	3	2
Department of Economic Criteria and Internal Market	Division of Economics, Regional Development and Statistics	3	0
	Internal Market and Trade Division	4	3
	Division of Social Policy, Education and Health	3	2
Department of Sectoral Policies	Division of Agriculture, Forestry, Rural Development and Food Security	3	3
	Environment, Energy and Transport Division	4	2
Department of Development Assistance	Planning and Coordination Division	3	0
	Division of Public Administration and Rule of Law	4	3
	Economic and Social Development Division	5	2

EU Law Department	🟡 EU Law Division for the Internal Market and the Economy	3	0
	🟡 EU Law Division for Justice, Home Affairs and Public Administration	3	0
	🔴 EU Legal Affairs Division	5	4
	🟡 EU Acquis Coordination and Translation and Terminology Division	3	0
Department of Finance and Services	🔴 Human Resources Unit	3	1
	Division for Budget and Finance	6	4
	IT and Logistics Services Division	9	5

7. Ministry of Foreign Affairs and Diaspora

Background

The Ministry of Foreign Affairs and Diaspora (MPJD) functions as such from February 2020, after the merger of the Ministry of Foreign Affairs and the Ministry of Diaspora. This merger took place with the Decision (no. 07-V-005) of the Assembly of the Republic of Kosovo for the election of the Government of the Republic of Kosovo, then also reflected in the Regulation (GRK) - no. 05/2020 for the areas of administrative responsibility of the Prime Minister's Office and ministries.[48]

Before the merger of the Ministry of Foreign Affairs and the Ministry of Diaspora, these ministries acted separately.

The Ministry of Foreign Affairs was established in 2008 by Law no. 03/L-044 for the Ministry of Foreign Affairs and the Diplomatic Service of the Republic of Kosovo. [49]Organization, division of labor and responsibilities of the Ministry of Foreign Affairs were initially regulated by Administrative Instruction no. 01/2008 on the Organization and internal structuring of the Ministry of Foreign Affairs. [50]Then, this regulation was changed in 2013, which increased the number of departments - organizational structures to 15.

The Ministry of Diaspora is established in 2011 with the decision of the Government of the Republic of Kosovo taken at the 15th meeting, on May 18, 2011. In 2017, the field of responsibility for strategic investments was added to the Ministry of Diaspora, through Decision no. 06-V-005 of the Assembly of the Republic of Kosovo for the election of the Government, which was reflected in Regulation no. 16/2017 for the amendment and completion of Regulation no. 02/2011 for the areas of administrative responsibility of the Prime Minister's Office and ministries. In this regulation, the competences of the Ministry of Diaspora and Strategic Investments were defined, and then the internal organization and systematization of the

48 Regulation (GRK) – no. 05/2020 for the areas of administrative responsibility of the Prime Minister's Office and Ministries, (repealed), https://gzk.rks-gov.net/ActDetail.aspx?ActID=27179

49 Law no. 03/L-044 for the Ministry of Foreign Affairs and the diplomatic service of the Republic of Kosovo, https://gzk.rks-gov.net/ActDetail.aspx?ActID=2519

50 Administrative Instruction No. 01/2008 on Organization and internal structuring of the Ministry of Foreign Affairs (repealed), https://gzk.rks-gov.net/ActDetail.aspx?ActID=7761

workplaces of this ministry was regulated by Regulation (GRK) no. 03/2018.[51] He served as the Minister of Diaspora and Strategic Investments until February 2020 when he finally merged with the Ministry of Foreign Affairs.

Organization

According to Regulation (OPM) No. 01/2022 for Internal Organization and Systematization of Workplaces in the Ministry of Foreign Affairs and Diaspora [52], the Ministry of Foreign Affairs has 13 departments, 35 divisions, 2 units and 1 Center.

Before the merger, the Ministry of Foreign Affairs had 12 departments and 12 divisions, while the Ministry of Diaspora and Strategic Investments had 6 departments and 16 divisions.

Managerial positions

Out of 13 departments, all positions are managed by regular positions. [53]Out of 35 divisions, 19 are led by regular positions, while we have no information about 16 others, all units are led by regular positions, and there is no information about the Center for Crisis Management.

Status after restructuring

The Regulation on the Internal Organization of the Ministry of Foreign Affairs and Diaspora [54]entered into force in February 2022, but in practice no action has been taken to implement it. According to the findings from the analysis, 1 position of the director of the department and 5 positions of the division leaders will be subject to restructuring.

51 Regulation (GRK) No. 03/2018 for the internal organization and systematization of workplaces in the Ministry of Diaspora and Strategic Investments, https://gzk.rks-gov.net/ActDetail.aspx?ActID=16036

52 Regulation (OPM) No. 01/2022 for Internal Organization and Systematization of Workplaces in the Ministry of Foreign Affairs and Diaspora, approved by the Prime Minister with Decision no. 214/2022, dated 01.02.2022 .

53 Regular position means when the position is exercised by a civil servant, who has been appointed and has a legal appointment act for the exercise of that position.

54 Regulation (OPM) No. 01/2022 for Internal Organization and Systematization of Workplaces in the Ministry of Foreign Affairs and Diaspora, approved by the Prime Minister with Decision no. 214/2022, dated 01.02.2022.

Organizational Level/Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister			22
Secretary General Office	Internal Audit Unit	4	3
	Human Resources Management Unit	5	5
	Public Division for Procurement	3	4
	Division for Public Communication	5	4
	Division for Budget and Finance	11	11
	Division for Policy Planning and Coordination	3	3
	Center for Crisis Management	4	3
Department for Europe, EU and the Region	Europe and EU Division	7	4
	Division for the Region	6	7
Department for the Americas	North America Division	3	1
	Central and South America Division	3	1
Department for Africa and the Middle East	Division for North Africa and the Middle East	3	3
	Division for Sub-Saharan Africa	4	3
Department for Asia and Oceania	Division for Asia	4	2
	Southeast Asia and Oceania Division	3	3
Department for International Organizations	Division for International Organizations	3	2
	Division for the United Nations Organization	3	2
	Division for Human Rights and Humanitarian Affairs	3	3
Department for NATO and Security Policy	Division for NATO	3	1
	Division for Security Policy	3	0
Department for Economic Diplomacy	Investment Promotion and Support Division	3	2
	Division for International Economic Cooperation	3	3
Department for Public Diplomacy	Division for Public and Digital Diplomacy	3	0
	Division for Cultural and Sports Diplomacy	3	0
Department for Diaspora	Division for Coordination and Communication with Diaspora	3	3
	Division for Culture, Youth and Sports in the Diaspora	5	5
	Division for Education in the Diaspora	5	5
Department of State Protocol	Ceremonial Division	4	5
	Diplomatic Correspondence and Privileges Division	4	2

Department for Legal Affairs and Treaties	Division for Drafting and Harmonization of Legislation	4	4
	Division for Supervision of Law Enforcement, Legal Support and Inter-institutional Cooperation in the Field of Legislation	3	2
	Division for Treaties and International Agreements	3	4
General Services	Information Technology Division	5	2
	Logistics and Services Division	17	15
	Division for Administration of Documents and Archives	3	3
Department for Consular Affairs	Consular Policy Division	3	3
	Consular Services Division	10	9
	Visa Division	3	3

MINISTRY OF AGRICULTURE, FORESTRY AND RURAL DEVELOPMENT

Background

The Ministry of Agriculture, Forestry and Rural Development was established by Regulation No. 2001/19 on the Executive Branch of the Provisional Institutions of Self-Government in Kosovo, of UNMIK, dated September 13, 2001. As such, this Ministry has been responsible for creating policies and implementing laws for the development of agriculture, facilitating the development of the credit scheme to support agriculture, forestry and rural development activities in the private sector, creating policies to help the administration and management of the sector of forestry, including protection, reforestation activities, self-sustainability, fire fighting, etc. Currently, the Ministry of Agriculture, Forestry and Rural Development has the same mandate.

Organization

The Ministry of Agriculture, Forestry and Rural Development has a total of 9 departments and 29 divisions with currently 154 employees.

Acting Officers

Out of 9 departments, 7 positions are managed by acting officials, while other departments are managed by persons appointed to regular positions [55].

Status after restructuring

The Ministry of Agriculture, Forestry and Rural Development has remained unaffected by the restructuring process.
Table [...]

55 Regular position means when the position is exercised by a civil servant who has been appointed and has a legal appointment act for the exercise of that position.

Organizational Level/Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister	Cabinet of the Ministers		17
Secretary General Office	Division for Internal Audit	4	3
	Division for Procurement	1	3
	Human Rights Unit		
	Office of the Secretary		4
	Division for Public Communication	2	2
Department of Rural Development Policies - Managing Authority DZHR&AM	Division for Programming and Coordination of Rural Development	4	3
	Division for Competitiveness, Diversification and LEADER	4	4
	Division for Agri-Environmental Policy and Least Favored Countries	1	1
	Division for Technical Assistance, Communication and Publicity		1
	Rural Development Monitoring, Evaluation and Reporting Division	3	2
Department for Agricultural Policy, and Markets	Division for Direct Support, Policy and Markets	3	2
	Division for Plant Production and Irrigation;	9	4
	Division of Plant Protection	5	3
	Livestock Division	7	3
	Land Use Division, GIS, Records, LPIS	2	4
Department of Forestry	Division of Forestry Policy, Education and Research	2	0
	Division for Management of Protected Areas and Hunting	2	2
	Division for Forest Management and Forestry Infrastructure	2	2
Advisory and Technical Services Department	Technical Services Division	47	4
	Division of Extension Field Services	3	9
	Division of Information, Cooperation, Monitoring and Training	4	2
Department for Economic Analysis and Agricultural Statistics	Economic Analysis Division	4	2
	Division of Agricultural Statistics	3	3

● **Department for Viticulture and Winemaking**	Division of Viticulture	3	1
	● Vertaria Division	3	1
	Disease and Pest Early Warning Division	3	0
	Wine Chemical Analysis Laboratory Division	3	2
Department for European Integration and Policy Coordination	Division for European Integrations	1	1
	Policy Coordination Division	1	2
Agricultural Institute of Kosovo - Pejë	IBK in Peja		29
● **Legal Department**	Division for Drafting and Harmonization of Legislation	1	2
	Division for Supervision of the Implementation of Laws on Legal Support and Inter-institutional Cooperation in the Field of Legislation	1	1
Department for Finance and General Services	Human Resources Unit	3	3
	● Division for Budget and Finance	5	8
	● IT and Logistics Services Division	14	9

● **Acting**	TOTAL	150	122

MINISTRY OF HEALTH

Background

The Ministry of Health was originally established by Regulation No. 2001/19 on the Executive Branch of the Provisional Institutions of Self-Government in Kosovo, of UNMIK, dated September 13, 2001, as the Ministry of Health, Environment and Spatial Planning. The same has been responsible for the creation of policies and the implementation of laws in three areas, i.e. in the field of health, environment and spatial planning. While, at the moment, the same one bears the name of the Ministry of Health and the Department of Environment and Spatial Planning are now part of different ministries. Today, the Ministry of Health is responsible only for this department in terms of policy creation, implementation of laws, coordination of activities in the health sector. Meanwhile, the environment and spatial planning sector are now part of the Ministry of Environment, Spatial Planning and Infrastructure.

Organization

Ministry of Health has a total of 7 departments and 19 divisions with currently 147 employees.

Acting Officers

Out of 7 departments, 2 positions are managed by acting officials, while other departments are managed by persons appointed to regular positions [56]. Currently, the Secretary General Office is also managed by an acting agent.

Status after restructuring

The Ministry of Health (MOH) has remained unaffected by the recent restructuring process. However, for the same in July 2024, the regulation for internal organization and systematization of workplaces was approved. [57]Excluded from this regulation are the executive agencies and subordinate institutions of the state administration that fall under the competence of the MoH. However, according to the response of the Ministry of Health, there has not yet been a reorganization based on the new regulation.

Table [...]

Organizational Level/Department	Staff based on the regulation	Staff based on the regulation	Current Staff
Cabinet of the Minister			17
Secretary General Office	Division for Internal Audit	4	3
	Division of Primary Health Care	11	7
	University Hospital and Clinic Division of Kosovo	3	1
	Pharmacy Division	6	9
	Division for Procurement;	4	5
	Division for Public Communication	5	5
Department for Strategic Health Planning	Strategic Planning Division	3	6
	Division of Civil Rights in Health Care	3	4
Department of Health Services and Public Health	Division of Mental Health	2	2
	Division of Maternal and Child Health	2	1
	Division of Special Health Services	4	2
	Division of Nursing	7	3
Department of the Health Information System (SISh)	Strategic Planning Division of HIS	2	4
	Division of Oversight of the Operational Functioning of SIsh	8	3
Department for European Integration and Policy Coordination	Division for European Integrations	2	4
	Policy Coordination Division	3	2

56 Regular position means when the position is exercised by a civil servant who has been appointed and has a legal appointment act for the exercise of that position.

57 https://kryeministri.rks-gov.net/wp-content/uploads/2024/07/Rregullorja-OPM-Nr.-15-2024.pdf

Legal Department	Division for Drafting and Harmonization of Legislation	3	3
	● Division for Oversight of the Implementation of Legislation and Inter-agency Cooperation	2	4
Department for Budget and Finance	Budget Division	3	4
	Finance Division	13	10
	IT Division and Archive	15	12

● **Acting**	TOTAL	116	119

MINISTRY OF JUSTICE

Background

The Ministry of Justice was originally established as the Administrative Department for Justice through UNMIK Regulation UNMIK/REG/2000/15, dated 21 March 2000. As such, this department was responsible for the overall management of matters relating to with the justice system and the correctional service. On the occasion of the declaration of Kosovo's independence, the Administrative Department for Justice has been transformed into the Ministry of Justice, whose scope has been expanded in many aspects. Currently, the Ministry of Justice, among other things, prepares public policies, drafts legal acts, drafts and approves by-laws, as well as defines mandatory standards in the field of justice in accordance with the Constitution and legislation in force, provides expertise and medical examinations. - legal in accordance with the law, licenses and maintains the register of notaries, private executors, mediators, and bankruptcy administrators, etc.

Organization

MD has a total of 6 departments and 5 divisions with currently 175 employees.

Acting Officers

Out of 6 departments, 1 position is managed by acting, while other departments are managed by persons appointed to regular positions [58].

Status after restructuring

The Ministry of Justice has remained unaffected by the restructuring process.

58 Regular position means when the position is exercised by a civil servant who has been appointed and has a legal appointment act for the exercise of that position.

Table [...]

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister			17
Secretary General Office	Office of the Secretary		2
	Division for Budget and Finance	9	9
	Division for Procurement	4	3
	Internal Audit Unit	3	3
	Division for Public Communication	3	1
	Human Resources Unit	6	2
	Human Rights Unit		2
Department for Finance and General Services	Information Technology and Logistics Services Division	13	19
State Bar	State Attorney's Office		14
Department of Forensic Medicine	Director's office		7
	Forensic Research, Capacity Building, General Services and Logistics		9
	Division for Identification, Coordination and Support		10
	Division of Forensic Medicine59		31
Department for European Integration and Policy Coordination	Director's office		2
	Division for European Integrations	2	3
	Policy Coordination Division	2	2
Department for Free Professions	Director's office		1
	Division for Jurisprudence, Mediation and Bankruptcy Administrators	2	2
	Division for Notary and Private Enforcement	3	3
Department for Transitional Justice and Crime Victim Support	Director's office		1
	Transitional Justice Division		3
	Crime Victim Support Division		3
Legal Department	Director's office		1
	Division for Drafting and Harmonization of Legislation	9	3
	Division for Supervision of the Implementation of Legislation, Legal Support and Inter-institutional Cooperation in the Field of Legislation	3	11

59 There is no data from the ministry

International Legal Cooperation	Director's office		1
	Division for Cooperation in Criminal and Civil Matters	10	7
	Division for Drafting and Negotiation of International Legal Agreements	12	1
The Inspectorate for the inspection of the work of the SKA			7
Division for Coordination of the Process for Legal Protection and Financial Support of Potential Accused Persons in Jofficialsicial Processes at the Specialized Chambers			5
Department of Finance and General Services	Human Resources Unit	24	33
	Division for Budget and Finance		
	Division for the development and preparation of driver's license tests		
	Information Technology and Logistics Services Division		

Acting	TOTAL	81	168

MINISTRY OF CULTURE, YOUTH AND SPORTS

Background

The Ministry of Culture, Youth and Sports was originally established by Regulation No. 2001/19 on the Executive Branch of the Provisional Institutions of Self-Government in Kosovo, of UNMIK, dated September 13, 2001, with a mandate to create action policies and implement legislation to support the cultural sector, including programs for the protection of cultural heritage, the support of cultural ties and the formation of cultural clubs, groups, associations and cultural societies; creates action policy and strategies for the youth sector, including the identification of specific vulnerable groups, the development of programs to address their needs and the support of youth clubs, groups and societies; Creates action policy and implements legislation for the formation and operation of organizations, societies, clubs and sports groups; takes care of and helps communication and contacts between persons and organizations through activities, such as the development, dissemination and exchange of informational, cultural, educational and other materials; supports cultural, sports and youth activities as well as connections with members of all ethnic, religious or linguistic communities, include those who live temporarily or permanently in Kosovo (non-residents); and maintains links with established non-resident networks that address the cultural needs of expatriates and returnees. The same ministry continues to have the same activity.

Organization

The Ministry of Culture, Youth and Sports has a total of 7 departments and 19 divisions with currently 147 employees.

Acting Officers

Out of 7 departments, 2 positions are managed by acting officials, while other departments are managed by persons appointed to regular positions [60].

Status after restructuring

The Ministry of Culture, Youth and Sports has remained unaffected by the recent restructuring process.

Table [...]

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister			18
Secretary General Office	Inspectorate of Cultural Heritage	5	5
	Division for Division for Internal Audit	2	2
	●	5	7
	Division for Public Communication	4	4
Legal Department	● Division for Drafting and Harmonization of Legislation	6	4
	Division for Supervision of the Implementation of Laws on Legal Support and Inter-institutional Cooperation in the Field of Legislation	5	2
Department of Youth	Division for Promotion, Non-Formal Education and Employment	4	5
	Division for Youth Policy Development	6	6
	Division for Prevention and Social Integration	6	5
Department of Culture	● Municipal Performing, Musical and Visual Arts Division	9	2
	Division of Cultural Promotion	7	8
	Book and Libraries Division	4	3
Department for European Integration and Policy Coordination	Division for European Integrations	3	3
	Policy Coordination Division	2	2

60 Regular position means when the position is exercised by a civil servant who has been appointed and has a legal appointment act for the exercise of that position.

Sports Department	Division for the Kosovo Olympic Committee, the Kosovo Paralympic Committee and Sports Federations	9	8
	Sports Infrastructure Division	7	5
	Division of Sport for All and School Sports	5	5
Department of Cultural Heritage	Division for Archaeological and Architectural Heritage	4	1
	Playable and Intangible Heritage Division	5	
	🔴 Division for Integrated Management and Cultural Tourism	4	1
Department of Finance and General Services	Human Resources Unit	13	11
	Division for Budget and Finance	12	11
	🔴 Information Technology and Logistics Services Division	19	20
🟡 **Copyright and Related Rights Office**			2

🔴 **Acting** 🟡 **Unfilled positions**	**TOTAL**	**146**	**147**

MINISTRY OF REGIONAL DEVELOPMENT

Background

The Ministry of Regional Development is responsible for the preparation of public policies, the drafting of legal acts, the approval of by-laws and the determination of mandatory standards in the field of regional development and their implementation; in cooperation with the relevant ministry for foreign affairs and diaspora and with the relevant ministries, develops and participates in regional initiatives and programs in the field of regional development; plans and develops indicators for monitoring balanced regional socio-economic development; coordinates activities with central and local level institutions as well as other relevant actors in support of balanced regional socioeconomic development and the regeneration of new jobs; in cooperation with the institution responsible for European integration and the relevant ministry for finance, and in accordance with the legal framework in force, participates in the administration of foreign financial aid in the field of regional development; develops and manages programs to provide balanced regional socio-economic development throughout the territory of the Republic of Kosovo, as well as promotes them; coordinates with the ministry responsible for trade and industry and other institutions for the development of economic zones for the purpose of balanced regional socioeconomic development, etc.

Organization

The Ministry of Regional Development has a total of 5 departments and 15 divisions with currently 50 employees.

Acting Officers

All departments are led by persons appointed to regular positions [61].

Status after restructuring

The Ministry of Regional Development has remained unaffected by the restructuring process, but the same has approved the new regulation for the organization of this ministry in February 2024.[62]

Table [...]

Organizational Level/ Department	Organizational Level/Division	OFFICIALS according to the regulations	Current employees
Cabinet of the Minister Secretary General Office		18	18
	Secretary General Office	4	2
	Internal Audit Unit	3	1
	Division for Procurement	3	2
	Legal Division	3	2
	Division for Public Communication	3	1
	Division for Budget and Finance	4	4
	Human Resources Management Unit	3	2
Department for Regional Development Planning and Coordination	Regional Development Coordination Division -	3	2
	Division for Coordination of Regional Initiatives	3	2
	Division for Development and Management of Regional Development Projects	3	3
Department for Performance and Regional Analysis	Balanced Regional Development Performance Division	3	2
	Division for Regional Socio-Economic Analysis	3	2
Department for European Integration and Policy Coordination	Division for European Integrations	3	2
	Policy Coordination Division	3	1
Department of General Services	Division for Document Management and Archiving-	3	1
	Division for Information Technology and Logistics	3	3

61 Regular position means when the position is exercised by a civil servant who has been appointed and has a legal appointment act for the exercise of that position.

62 Regulation (OPM) No. 02/2024 for the Internal Organization and Systematization of Workplaces of the Ministry for Regional Development, accessible at: https://mzhr.rks-gov.net/desk/inc/media/51C8F5DC-4AA5-4AFB-8AB3-667CA877BE25 .pdf

MINISTRY OF LOCAL GOVERNMENT ADMINISTRATION

Background of MAPL

The Ministry of Local Government Administration (MLGA) is an institution of the state administration of the Republic of Kosovo, established in 2004. The MLGA exercises its function on the basis of the Constitution, Law No. 03/L-040 for Local Self-Government and Regulation No. 02/2011 for the Areas of Administrative Responsibility of the Prime Minister's Office and Ministries. Throughout these years, MLGA has been directly involved in the local government reform process, namely the extension of the decentralization process in the country, ensuring sufficient local government powers and exercising them in accordance with the Constitution and applicable legislation. MLGA follows a policy of affirming the rights of municipalities in the regulation of public issues, creating sufficient capacities of municipalities to exercise their activity in accordance with the principle of legality, subsidiarity, transparency, efficiency and effectiveness and other governance principles well.

Organization

The organizational structure is as follows: Minister, Deputy Ministers, General Secretary, Departments and Divisions.

Departments are organized into divisions that exercise competences in related fields.

The total number of employees in the Ministry of Local Government Administration (MAPL) is one hundred and fifty-four (154), of which one hundred and thirty-seven (137) employees are in the civil staff and seventeen (17) employees are in the political staff .

Status after restructuring

The Ministry of Local Government Administration has remained unaffected by the restructuring process.

Table [...]

Organizational Level/Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister			15
Secretary General Office	● Division for Internal Audit	4	3
	● Division for Procurement	4	3
	● Division for Public Communication	5	3
Department for Sustainable Municipal Development:	Division for Sustainable Municipal Development	5	3
	● Division for Development and Management of Projects in Municipalities	6	3
Department for Intermunicipal and Cross-Border Cooperation	Division for Intermunicipal Cooperation	5	3
	Division for Cross-Border Cooperation	7	3
	Division for Control of Cross-Border Cooperation Programs	4	2
Department for Municipal Performance and Transparency	● Municipal Performance Measurement Division	5	6
	Division for Advancing Capacities and Municipal Reforms	4	3
	Division for Municipal Transparency	4	3
Department for European Integration and Policy Coordination	Division for European Integrations	4	4
	Policy Coordination Division	4	3
● **Legal Department and Municipal Monitoring**	Division for Drafting and Harmonization of Legislation	4	3
	● Division for Supervision of the Implementation of Legislation, Legal Support and Inter-institutional Cooperation in the Field of Legislation	3	3
	Municipal Monitoring Division	14	7
	● Division for the Advancement of Human Rights	4	2
Department of Finance and General Services	Division for Budget and Finance	9	4
	Human Resources Unit	4	3
	Logistics Services and IT Support Division	12	9
	Division for Archives, Documentation and Translation	11	10
● **Acting**	TOTAL	122	98

Ministry of Education, Science and Technology and Innovation (MESTI)

Background

This ministry was originally created as a department and was called the Administrative Department of Education and Science at the time of UNMIK in 2000. Respectively, the Department of Education was created based on Regulation no. 2000/11 [63]for the establishment of the Administrative Department of Education and Science . As such, the Department continued to exist until 2001, when with UNMIK Regulation RREG/2001/19 it was transformed into a ministry, along with a large number of other ministries. The Ministry of Education, Science and Technology acted as a single ministry until 2020 when, with Regulation No. 06/2021 [64]on the areas of administrative responsibility of the prime minister's office and ministries, the scope of scientific innovation was added. Yes, as well as the Regulation of the year No. 02/2021 the field of scientific innovation is an added part of the scope and with this regulation the name of the ministry also undergoes changes and becomes the Ministry of Education, Science, Technology and Innovation (MESTI), from MEST. Whereas, the Ministry of Entrepreneurship and Innovation was established in 2018, and in 2020 and 2021 it was restructured or merged into two other ministries, the part of entrepreneurship passed to the Ministry of Industry, Entrepreneurship and Trade, and the part of Innovation to that of Education.

Organization

Organization was made according to Regulation No. 14/2018 [65]and the same applies now. MESTI currently has 5 departments and 26 divisions. On the other hand, the regulation of the work of the Ministry of Entrepreneurship and Innovation is done by means of Regulation no. 23/2017 on the internal organization and systematization of workplaces of the Ministry of Innovation and Entrepreneurship, [66]based on which this ministry has 1 department of Innovation and 2 divisions.

Managerial Positions

Currently, out of 5 departments, 3 positions of department heads are acting. However, out of 26 divisions , 16 have regular positions, while 10 divisions are led by acting officials.

Status after restructuring

The Ministry of Education, Science, Technology, and Innovation currently does not have a new regulation that defines the internal organization after the restructuring or merger of Innovation with MEST. Consequently, there is no accurate data on the positions that derive in the field of Innovation, as well as the exact scope. For this Ministry, on September 13, 2024, the new regulation was approved.[67]

63 Regulation No. 2000/11. UNMIM, 3 March 2000 available at: https://unmik.unmissions.org/sites/default/files/regulations/03albanian/A2000regs/RA2000_11.htm

64 Regulation (GRK)-No. 02/2021 on the areas of administrative responsibility of the prime minister's office and ministries, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=39317

65 Regulation (GRK)-No. 14/2018 on the internal organization and systematization of workplaces in the Ministry of Education, Science and Technology, available at: https://gzk.rks-gov.net/ActDetail.aspx?ActID= 17922

66 Regulation (GRK) No. 23/2017 on the internal organization and systematization of workplaces of the Ministry of Innovation and Entrepreneurship, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=15938

67 https://masht.rks-gov.net/regulore-OPM-nr-09-2024per-Organizationn-e-brendshem-dhe-sistemazimin-even-devede-te-punes-ne-ministrine-e-arsimit-shkencesteknolojise-dhe- innovation1/

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Cabinet of the Minister			19
Secretary General Office	Division for recognition/ equivalence and academic information	6	5
	Division for Internal Audit	3	2
	Division for Public Communication	4	2
	Public Division for Procurement	4	4
Department for Pre-University Education	Early and Preschool Education	3	3
	General Education Division	7	7
	Curriculum and Teacher Support Division	20	16
	Quality Assurance, Standards, Evaluation and Licensing Division	10	8
	Division for planning and school infrastructure standards	4	2
	Division of Inclusive Education	9	11
Department of Education and Vocational Training	Division for school infrastructure, VET programs and labor market analysis	4	1
	Division for VET Standards and Quality Assurance	3	6
	Division for Lifelong Learning	3	1
Department of Higher Education, Science and Technology.	Division for management, standards and quality assurance in higher education;	4	3
	Division of Science and Technology;	3	4
	Division for innovation and technology transfer	3	1
	Division for international cooperation in science and higher education;	3	2
	Division for examination of regulated professions	3	1

Department for European integration, policy coordination and legal affairs	● Division for European Integration	3	4
	Division for Policy Coordination and Project Monitoring	3	11
	Division for Drafting and Harmonization of Legislation	8	4
	Project Implementation Division	4	5
	● Data Collection and Analysis Division	5	1
● **Department of finance and general services**	Division for Budget and Finance	9	12
	● Human Resources Unit	13	10
	● (IT and logistics services division	32	18
● **Acting**	**TOTAL**	**173**	**163**

Ministry of Environment, Spatial Planning and Infrastructure (MESPI)

Background

The Ministry of Environment, Spatial Planning and Infrastructure (MESPI) has been operating as such since March 2021, after the merger of the Ministry of Environment, Spatial Planning with the Ministry of Infrastructure. This merger took place through decision No. 08-V-005 of the Assembly of the Republic of Kosovo for the election of the Government of the Republic of Kosovo, then reflected in the Regulation (CKK) no. 02/2021 for the areas of administrative responsibility of the prime minister's office and ministries.[68]

Ministry of Environment and Spatial Planning

The mandate of the Ministry of Environment and Spatial Planning was initially determined by UNMIK regulation No. 2002/5 [69]. Then this regulation was changed and the scope of the Internal Organization of this ministry was based on the Regulation (GRK) No. 05/2017 [70]on Internal Organization and systematization of workplaces.

Ministry of Infrastructure and Transport

The mandate and scope of the Ministry of Infrastructure and Transport was initially regulated on the basis of UNMIK Regulation/RREG/2001/19 [71]and at that time it

68 Regulation (GRK)-No. 02/2021 on the areas of administrative responsibility of the prime minister's office and ministries, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=39317

69 Regulation No. 2002/5 on the amendment of the UNMIK Regulation on the executive of temporary institutions of self-government, accessible at: https://unmik.unmissions.org/sites/default/files/regulations/03albanian/A2002regs/RA2002_05 .pdf

70 Regulation (GRK)-No. 05/2017 for the internal organization and systematization of workplaces of the Ministry of Environment and Spatial Planning, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID= 14800

71 Regulation No. 2001/19 on the executive branch of the temporary institutions of self-government in Kosovo: https://unmik.unmissions.org/sites/default/files/regulations/03albanian/A2001regs/RA2001_19.pdf?fbclid=I ë AR2DgFAm-falY82PfvTQd ë knu4ZChLOE26NAkGjZZq6nCmzObu ëËË Nf8 ë Eo

was called the Ministry of Transport and Telecommunications, while with UNMIK Regulation No. 2002/5, this the ministry is defined as the Ministry of Transport and Communication. Further, this ministry is transformed into the Ministry of Infrastructure and Transport (MIT) and the primary scope and internal organization is based on Regulation (GRK) No. 16/2015 [72]on the Organization and systematization of jobs in the Ministry of Infrastructure.

Organization

The Ministry of Environment, Spatial Planning does not have a new regulation that defines the systematization and internal organization of the ministry after the merger with the Ministry of Infrastructure. The field of activity, the systematization of workplaces and the internal organization of this ministry is based on Regulation (GRK)-No. 05/2017. [73]Based on this regulation, the Ministry of Environment without the incorporation of the infrastructure part has 7 departments , as well as the Institute for Spatial Planning and the Regional Authority of Water Basins. It counts 27 divisions. Meanwhile, the internal organization and systematization of jobs in the Ministry of Infrastructure is based on Regulation (GRK) No. 16/2015. [74]Before the restructuring, this ministry had 11 departments and 22 divisions.

Managerial positions

Out of 7 departments in the Ministry of Environment, 6 have regular positions and 1 is acting - OFFICIALS . The General Secretary is acting-OFFICIALS. While the Institute for Spatial Planning is led by a regular position , while the Regional Authority for Water Basins is led by an acting OFFICIALS. While, out of 28 divisions, 22 are under managerial with a regular position, for one division there is no information, while 5 divisions are led by acting OFFICIALS. On the other hand, from our research in the Ministry of Infrastructure, out of 11 departments, 8 are with regular positions, for one department there is no information, while 2 are with acting officials. Also, the position of General Secretary is held by an acting offical. Of the 28 divisions, 19 have regular positions , the human resources unit has a regular position, there is no information for two divisions, while 7 are acting - OFFICIALS.

Status after restructuring

From April 2024, the Ministry of Environment, Spatial Planning and Infrastructure (MESPI) has a new regulation [75]that defines the internal organization after the restructuring or merger of the Ministry of Environment and Infrastructure. However, these ministries still function as separate ones, given that the process by the restructuring commission has not been completed.

72 Regulation (GRK) No. 16/2015 on the internal organization and systematization of workplaces in the Ministry of Infrastructure, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=11287

73 Regulation (GRK) No. 05/2017 on the internal organization and systematization of workplaces of the Ministry of Environment and Spatial Planning, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=14800

74 Regulation (GRK) No. 16/2015 on the internal organization and systematization of jobs in the Ministry of Infrastructure, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=11287

75 https://gzk.rks-gov.net/ActDetail.aspx?ActID=88358

Ministry of Environment

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
Secretary General Office	Division for Internal Audit	3	3
	Division of Public Communication	4	4
	Division for Procurement		4
Department for Environmental and Water Protection	Water Division	6	6
	Industrial Pollution Management Division	9	8
	Division for Chemicals and Waste	6	5
	Nature Conservation Division.	5	4
Institute for Spatial Planning;	Planning and Cooperation Division	4	4
	Research and Evaluation Division	4	4
	GIS Division for Spatial Planning	4	4
Department of Spatial Planning, Construction and Housing:	Spatial Planning Division	6	7
	Construction Division	4	4
	Housing Division	5	5
Regional Authority of River Basins;	Division for Water Resources Management	5	4
	Water Resources Planning Division	4	3
	Division for Water Payments and Projects	4	4
Department for inspection of the environment, nature, water, construction and spatial planning:	Division for Inspection of Environment, Nature and Water Protection	20	17
	Spatial Planning and Construction Inspection Division	9	8
Expropriation Department:	Property Affairs Division	3	
	Technical-Financial Division	3	3
Department for European Integration and Policy Coordination:	European Integration Division	3	3
	Policy Coordination Division	3	1

Legal Department	Division for Drafting and Harmonization of Legislation	4	3
	Division for Supervision of the Implementation of Legislation, Legal Support and Inter-institutional Cooperation in the Field of Legislation	5	4
	🟡 Division for the Review of Submissions and Complaints (second-level body in the Administrative Procedure)	4	
Department of Finance and General Services	Human Resources Unit	7	5
	Division for Budget and Finance	16	8
	IT and Logistics Services Division	30	28

🔴 **Acting** 🟡 **Unfilled positions**	**TOTAL**	**180**	**153**

Ministry of Infrastructure

Organizational Level/ Department	Organizational Level/Division	Staff based on the regulation	Current Staff
🔴 **Secretary General Office**	Division for Internal Audit	13	10
	🔴 Division of Public Communication		
	Division for Procurement		
🔴 **Road Management Department**	🔴 Road Maintenance Division;	49	51
	Division for road construction and reconstruction;		
	Division of technical support, properties, road safety and scales.		
Department of Road Infrastructure	Road Network Development Division;	10	9
	🔴 Projects Division.		

Inspection Department	Road Transport Inspection Division; Inspection Division for Technical Control; Inspection Division for Driving Schools. ● Road Infrastructure Inspection Division.	20	24
Department of Land Transport	● Goods Transport Division; ● Passenger Transport Division; Division for Policy Development and International Relations in Land Transport	9	16
Department of Civil Aviation	Division of Licensing and Economic Regulation Development Policy Division	4	4
Department of Motor Vehicles	Technical Affairs Division Division of Driving Schools	18	21
● **Driver's license department**	Driver's License Division Division for Inquiries	69	69
Coordinating Department of the Road Safety Council	This department has no divisions		3
Department for European Integration and Policy Coordination	Division of European Integrations Policy Coordination Division	3	5
Legal Department	● Division for Drafting and Harmonization of Legislation Division for Supervision of Law Enforcement, Legal Support and Inter-institutional Cooperation in the Field of Legislation	4	4
Department of Finance and General Services	Human Resources Unit Division for Budget and Finance Division for the development and preparation of driver's license tests Information Technology and Logistics Services Division	24	33

● **Acting**	**TOTAL**	**223**	**249**

Ministry of Economy

Background

The Ministry of Economy was originally called the Ministry of Economy and Finance and the scope, regulation and systematization of jobs was done based on UNMIK Regulation No. 2002/5. [76]However, this Ministry has been merged with other ministries and the scope has been wider. A merger took place through the decision No. 07-V-005 of the Assembly of the Republic of Kosovo for the election of the Government of the Republic of Kosovo, where the Ministry of Economy and Finance is transformed into the Ministry of Economy, Employment, Trade, Industry, Entrepreneurship and Strategic Investments (MEPTINIS). This ministry then through the decision No. 08-V-005 of the Assembly of the Republic of Kosovo for the election of the Government of the Republic of Kosovo, then also reflected in the Regulation (CKK) no. 02/2021 [77]for the areas of administrative responsibility of the prime minister's office and ministries is transformed into the Ministry of Economy (ME).

Organization

For the first time, the systematization and organization of the jobs of the Ministry of Economy was done on the basis of Regulation No. 03/2012 [78]for the internal organization of the Ministry of Economic Development at that time. Then in 2021, the Ministry approced a new regulation which is reflected in the table below but it does not provide the number of staff. The Ministry of Economy has approved the new regulation in March 2023. [79]This Ministry has not sent updated data and there is no information if the restructuring commission has been created for the same.

Organizational Level/Department	Organizational Level/Division	Current Staff
🔴 **Secretary General Office**	Energy Inspection Unit	2
	Division for Public Communication	3
	Human Resources Unit	3
	Division of Procurement	1
The Unit for Public Enterprises Policy and Monitoring		27
Internal Audit Unit		2
🟡 **The Unit for the Implementation of Projects from Renewable Energy Sources**	🔴 Division for Administrative Support of Renewable Energy Projects	1
	Division for Technical Support of Renewable Energy Projects	

76 Regulation No. 2002/5 on the amendment of the UNMIK Regulation on the executive of temporary institutions of self-government, accessible at: https://unmik.unmissions.org/sites/default/files/regulations/03albanian/A2002regs/RA2002_05 .pdf

77 Regulation (GRK) - No. 02/2021 on the areas of administrative responsibility of the prime minister's office and ministries, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=39317

78 Regulation NO.03/2012 for the internal body of the Ministry of Economic Development, accessible at: https://gzk.rks-gov.net/ActDetail.aspx?ActID=8354

79 https://gzk.rks-gov.net/ActDetail.aspx?ActID=71785

🔴 **Department of Energy**	🔴 Division of Strategic Planning and Regional Cooperation	18
	Division of Renewable Energy Sources	
	Division of Energy Efficiency	
	🔴 Division of Energy Systems	
Department of Information and Communication Technology	Division of Information Technology	4
	🟡 Division of Electronic and Postal Communications	
	Division of Digital Economy	
Legal Department	Division for Drafting and Harmonizing Legislation	5
	Division for Monitoring Implementation of Laws, Legal Support, and Inter-institutional Cooperation in the Field of Legislation	
Department for European Integration and Policy Coordination **The Department for Budget and Finance**	🔴 Division for European Integration	9
	Division for Policy Coordination	
Department of General Services **The Department for European Integration and Policy Coordination**	Division for Budget and Planning	9
	🔴 Division for Finance and Accounting	
Department for Budget and Finance	🟡 Division of Information Technology and Document and Service Administration	0
	Division for Transport and Logistics	21
🔴 **Shërbimi Gjeologjik I Kosovës**	Department of Regional Geology	
	Department of Sedimentology	
	Department of Seismology	
	Department of Geoinformation	
	Department of Geology Laboratory	
	Department of State Museum of Crystals and Minerals - Trepça	

🔴 **Acting** 🟡 **Unfilled positions**	**Total**	**149**

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