

# THE RESPECT FOR THE RIGHTS OF EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS: EVIDENCE FROM A DEVELOPING ECONOMY

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## Abstract

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The right to work is a right enjoyed by every human being. International conventions and recommendations have been drawn up to ensure these rights, which include the regulation of all segments of the labor relationship (Binaku, 2021). The purpose of this study is to through an objective approach make a detailed description of the rights employed in the private and public sectors in the Republic of Kosovo, as a criterion of a fair and developed society. This paper also aims to highlight the rights of employees and the actions taken by the relevant institutions to guarantee transparency and accountability. This indicates a significant risk for employers, who do not respect the obligation taken (Diepold & Grosjean, 2022). For this purpose, we used random sampling techniques in the sample of 460 workers. Therefore, the analysis of these data consists of descriptive statistics. In conclusion, the results of this research imply the need to develop policies in terms of informing employees about their rights, since the respect of rights in these two sectors promotes a fair society, helps to reduce social differences, and contributes to the development of economic durability.

**Keywords:** Employee Rights, Informal Economy, Labor Market Structures

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## 1. INTRODUCTION

The purpose of this study is to present a description of the respect for workers' rights and the labor relationship in both the private and public sectors through a more objective approach. The review of the literature related to the respect of the rights of employees in the public and private sectors in Kosovo includes studies in law, political and economic sciences. Autonomy of trade unions, labor law, by-laws, and various analyses from a socio-economic and sociological point of view are essential to achieve the required results in this field.

Employees' rights are essential in both the public and private sectors to ensure a healthy and fair environment including good wages, safe working conditions, working environment, individual freedom with equal treatment without discrimination with the inclusion of labor law and international labor standards. These include regulated working hours, annual leave, protection from violence at work, and safe working conditions. Respecting the rights of workers includes the right to information with the employment contract as well as fair treatment in case of any conflict or problem at work. Trade unions also play an important role in protecting the rights of employees, and helping for

better working conditions and wages. In the private sector, specifically, company policies should include fair and clear criteria for salary advancement, and fair and transparent treatment of all employees, regardless of position or training, which is important for a healthy and motivating environment. While in the public sector, providing equal opportunities for professional development to improve the skills of all employees is included.

Therefore, the study aims to explain the possibility that the rights of employees in Kosovo are in accordance with international standards and are in harmony with the directives of the European Union (EU) since Kosovo also claims to be in the bosom of this family.

Labor rights are, first and foremost, state, and autonomous guidelines that govern the relationship between employers and employees, as well as the limits of the rights and conditions of those who work (Hanns Seidel Foundation, 2012). In this regard, work is a consciously voluntary as well as arduous activity, by which a person ensures the existence of themselves and their family using physical and mental activity to perform a task or achieve a goal. Consequently, this has an important social and economic dimension, supplying a way to provide income and contribute to society. Work can be performed in the private sector, public, or independently. On this basis, some rights and obligations have been established that derive from the employment relationship and that must be guaranteed by the parties. Article 49 of the Constitution of the Republic of Kosovo provides that the right to work is guaranteed, and every person is free to choose their profession and place of work (Assembly of the Republic of Kosovo, 2008).

The right to work and in this regard the right to free choice of employment and exercise of the profession is proclaimed in the Universal Declaration. This Declaration also guarantees the right to honest and satisfactory working conditions, the right to protection against unemployment, the right to equal pay for equal work, the right to fair and satisfactory remuneration, hence the employee provides his family with a dignified human existence, the right to limited working time, the right to rest and leisure, as well as the right to paid part-time leave (Binaku, 2021). The right to work is one of the most important socio-economic human rights and a fundamental principle of labor legislation (Pravina, 1979). Freedom of work, therefore, the free choice of profession and place of work is part of personal life to the extent that without it the development of personality is inconceivable. So, freedom of work means that no one should be prevented from doing what is beneficial to him if he has offered a guarantee that he can work successfully. Thus, the recognition of full freedom of labor between workers and employers will mean that workers are left to exploitation by employers, especially in today's time, where the number of those who offer their labor force is incomparably greater than the number of those who request it (Binaku, 2021).

However, principles reflected in international legislation are not adhered to in every country, and Kosovo is one of the developing countries where issues of employment and employee rights are still a heated debate. In a country that has a flourishing

informal economy and the highest unemployment rate in the Balkans, it is not uncommon for employees to be taken advantage of by employers and large corporations. There is a lack of research regarding employee rights and work contracts in the country, and no other studies measured the perceptions of employees regarding their work and their rights. This, in return, limits interventions and policy development on the topic of employee rights. Given the high unemployment rate in the country, it can be said that most of the individuals entering the labor market belong to the group of unemployed people. In addition, due to the small opportunities to find work, many people are withdrawing from the labor market. Thus, in terms of movements in the workforce, Kosovo is characterized by significant entry of individuals into the labor market (most enter the group of unemployed) and significant exit from the labor market. Another significant problem is the preparation of jobseekers from a professional point of view, to meet the needs of the market. The majority of job seekers are unprepared for the labor market in the new economic conditions because education policies in Kosovo instead of increasing the capacity for vocational education of the new generations and based on the needs of the labor market so far have oriented these policies towards equipping young people with diplomas but not prepared for the current needs of the labor market. Day by day, social problems are becoming more and more pronounced, which require an increased mobilization of society and especially the mobilization of state institutions to face this challenge, i.e., to create new jobs.

When it comes to labor issues, it is important to note that in developing countries and emerging economies, evidence is rather limited, and even when such evidence exists, it often produces mixed results (Kuddo et al., 2015). In developing countries, many employees do not have written employment contracts, and often when those contracts are drafted, they do not protect against dismissal or provide any type of insurance or coverage. Furthermore, according to the literature, employees in developing countries often face a large number of obstacles such as high job insecurity, uncertainty regarding wages and benefits, and a lack of employment protection laws (Basu et al., 2021).

Thus, as mentioned before, considering the importance of providing evidence from developing countries, the purpose of this study is to present through a more objective approach the perceptions of Kosovo employees on their work conditions in the private and the public sector. The study aims to explore the adherence to the rights of employees and their overall perceptions of their status as employees working in several key sectors of the economy.

Finally, this study aims to give an overview of the actual situation in Kosovo regarding the respect of the rights of employees or the absence of it from the working relationship in the public and private sectors. The purpose of the study is not only to identify the respect of labor rights by employers but also to evaluate the achievements in this field, from the activities of the Labor Inspectorate institution. However, the public and private sectors today face many challenges due to their ongoing reforms, and

therefore new strategies are being implemented to ensure that these sectors adapt to the new normal business environment.

However, there are also challenges in implementing such systems, including the need for access to technology, concerns about data accuracy and security, and potential issues with employee privacy (Khorsand et al., 2023).

Therefore, in general, the common denominator of the labor market is financial motivation, job security, and working conditions, which are factors in increasing job satisfaction in the public sector and private employees (Verma & Bajaj, 2022).

In this respect, the study is as objective as possible. Local and international legal literature has been used and collected, as well as the selection of literature to refer to sources, has been done very carefully. It is intended to collect data, especially from labor law, as well as the interpretation of concrete facts that we encountered during the study. Internet research has also been influential as an additional tool regarding the opinions of the most prominent authors who have dealt with labor law. Likewise, the selection of the interviewees was made based on academic criteria, where the employees were interviewed in various enterprises such as hotels, construction, education, health, physical insurance companies, hygiene maintenance companies, etc.

The study aims to answer the following research questions:

*RQ1: Is the right to work one of the most important economic-social human rights?*

*RQ2: Does every person have the right to freely choose the profession at his place of work?*

*RQ3: What are the mechanisms for the protection of employees?*

*RQ4: How are the rights of employees respected?*

*RQ5: How to raise the level of awareness among employees and employers to understand and apply legal procedures?*

*RQ6: What are the legal mechanisms to protect the rights of employees?*

*RQ7: How efficient are these mechanisms for the protection of employees' rights?*

The labor relationship has changed over the decades in Kosovo.

With the disintegration of the former Yugoslavia and the suppression of Kosovo's autonomy, the labor relations system in Kosovo has functioned with great difficulty. After the war, Kosovo took the first steps in the field of legislation for the improvement of working conditions for employees.

This study is based on a comprehensive review of the literature on the respect of workers' rights in Kosovo, a developing economy, focusing on the implementation and control of working hours following the work contract, the description of work tasks, and the management of acquaintances. We also verified the content of the literature with the legal and historical sources that the authors of the scientific articles refer to. The literature search was done among electronic bases such as jurisdiction, practice, conventions, Google Scholar, ScienceDirect, Web of Science, Scopus, etc. The search terms used were "Respect of workers' rights", "control", "working hours", "enforcement of labor legislation", "public sector", "private",

"employees", "employers", and "institutional oversight". Articles similarly included literature criteria addressing the challenges of respecting workers' rights at work, challenges at work, working hours, and control following the job description. These articles were thoroughly reviewed, and relevant information was extracted and summarized.

The rest of this paper is structured as follows. Section 2 presents the relevant research literature by establishing the foundations of the study. In Section 3, research methods and a general approach to the subject are discussed. Section 4 delves into the results and discussion, including findings derived from qualitative data processed. Section 5 concludes the research paper, providing implications, perspectives, and recommendations for further addressing the main identified problems.

## 2. LITERATURE REVIEW

The first phase of state intervention in labor relations issues took place in the period of capital accumulation, which aimed at protecting employers. The second phase of state intervention in labor relations issues took place in the period of the Industrial Revolution, where the relevant legislation was oriented towards the protection of employees from excessive exploitation. In the period between the two world wars, there was a rapid development of labor legislation. We have the definitive formation of labor law in many countries of the world as a separate branch of law at that time. Of particular importance in the development of labor law is the establishment of the International Labor Organization (ILO) in Paris in 1919. As a result of this process workers' rights since 1919 have been merged into ILO legislation and the regulation of United Nations (UN) standards in modern times. In this context, the concept of work as a human value, social need, and the means of self-realization were developed and influenced by added progress. Between 1919 and 1933 the ILO drafted many important documents, addressing a host of issues that are interrelated in the field of labor relations. The connection between work and human dignity was emphasized in the Philadelphia Declaration adopted in 1944, incorporated into the 1946 Constitution of the ILO, which explicitly states that "Work is a product" and that all human beings have the right to pursue material well-being and their spiritual development in terms of freedom and dignity, economic security, and equal opportunity. In this regard, the UN has played a significant role in the development of labor rights and social rights in the international arena. This is best illustrated by the fact that the provisions of the Charter of the UN (Chapters 9 and 10) provide for the rights of workers, which states that: "The United Nations works to raise living standards and maximize employment as well as the solution of major international problems from the sphere of economic and social life in the world" (Vokri, 2012, p. 296).

One important issue in the employee-employer relationship is the employment contract. The employment contract regulates the relations between the employer and the employee, regarding the rights, duties, and responsibilities deriving from the employment relationship, according to the Labor

Law, the Internal Act of the Employer, and the Collective Agreement (ILO, 1981). While possessing an employment contract may be a common phenomenon in Western countries, it is not by default in Kosovo. Since there are many stipulations regarding the percentage of undeclared workers in the country, there is no scientific study looking at how high the percentage of employees who do not possess an employment contract in Kosovo is.

## 2.1. Employee rights in the private sector in Kosovo

In Kosovo, continuous efforts are being made to create a legal infrastructure that would regulate the contractual relations between employers and employees which define the rights and obligations of the employment relationship. The employment relationship in the private and public sectors is regulated by Law No. 03/L-212 on Labor (Assembly of the Republic of Kosovo, 2010).

Also, the Law on Labor Inspectorate in Kosovo has been established as a mechanism for overseeing the implementation of the provisions of laws and bylaws that regulate these relations between employers and employees as a party. Kosovo has now begun to take the first steps towards the sustainable development of the economy according to the market economy.

Business traditions do not have sufficient financial stability, have limited investment opportunities, little or no knowledge of doing business, and limited knowledge of the advantages of doing business while respecting legal provisions (Binaku, 2021). Then the high unemployment rate, which is around 35%, etc., has made these employers, as much as possible, try to evade legal obligations. The Labor Inspectorate in its mission, in addition to having the most efficient oversight of the provisions of laws and bylaws, has the role of advising employers and employees on how to implement legal provisions (Binaku, 2019). It is noticed that the amount of non-compliance with certain provisions of the Labor Law is still at a high level of non-compliance, in both sectors.

Non-compliance with the legal provisions of the Labor Law mainly consists of:

- non-compliance with working hours (longer working hours);
- vacations (rest during working hours, necessary leave within 24 hours, weekly leave, annual leave, medical leave, etc.);
- non-observance of public holidays, as well as non-compensation of obligations based on the provisions of the Law on Official Holidays in the Republic of Kosovo;
- night shift (non-payment of change for working hours on night shift);
- failure to timely notify for non-renewal of the employment contract;
- maternity leave (termination of the employment contract at the moment when it is noticed that the employee is pregnant, non-payment of maternity leave, non-extension of the employment contract after the end of maternity leave);
- termination of the employment contract without prior notice by the employer to the employee;

- non-compliance with the procedures for recruiting candidates in the public sector;
- non-compliance with the minimum wage, etc. (Binaku, 2015a, 2015b).

A very worrying phenomenon in the private sector is non-compliance with the minimum wage, despite the issuance of the decision by the Social Economic Council (SEC) to set the minimum wage. This phenomenon is especially noticed in facilities of physical security of facilities and by companies of hygiene maintenance in government and public facilities.

In these companies, not only is the minimum wage not respected, but they also work overtime of 10 or 12 hours a day, despite the specification of the Labor Law of daily schedule (Binaku, 2017).

## 2.2. Employee rights in the public sector

According to the law, the public sector is considered: education, health, state-owned public enterprises, and public enterprises owned by the municipalities of the Republic of Kosovo. Compliance with legal provisions and provisions of bylaws, which regulate employment in the public sector, compared to the private sector, is at a significantly higher level (Binaku, 2017). However, non-compliance with workers' rights is evident. The most significant non-compliance occurs when hiring new employees. The most frequent non-observations are due to nepotism, political influences on the establishment of the employment relationship, and not respecting the legal procedures. Requests for inspection by the Labor Inspectorate regarding the realization of rights guaranteed by law, mainly consist of non-compliance with recruitment procedures (Binaku, 2021). In case the employer eliminates the irregularities found within the set deadline, the Labor Inspectorate applies punitive measures for the natural and legal person. In legal proceedings, a fine of one hundred (100) to ten thousand (10,000) euros will be fined to each natural or legal person who commits illegal acts, while hiring new employees (Assembly of the Republic of Kosovo, 2010). This is due to the complexity of laws and legislation on the one hand and poor implementation on the other, this is evidenced in the improvement of labor relations acts of employment conditions and equality policies to encourage communication between employees and employers.

Considering existing issues in the employment sector in Kosovo, the present research aims to understand how well employment contracts are implemented and if all employees have indeed an employment contract. In addition, the study also aims to explore if such employment contracts adhere to the Labor Law and if the working conditions (i.e., working hours) reflect the requirements stated in the Labor Law. Furthermore, the study also aims to reveal the level of awareness among Kosovar employees regarding the Labor Law as well as how they perceive the quality of their relationship with their respective employers. For this reason, it is important to analyze economic development, investments in key sectors of private industry, study business development, investment climate, and the impact of economic policies. Also, in a sustainable economy, it is more

important to include the different views of practices regarding the challenges and opportunities of the public and private sectors. As a critical analysis, it is important to review the performance in the implementation of policies and the efficiency of public spending, while in the private sector, the development of the competition market affects compliance with the provisions of the Labor Law regarding workers' rights.

### 3. RESEARCH METHODOLOGY

The design of the questionnaire was informed by researching labor legislation, drafting, and implementing labor contracts, monitoring the conditions of the working environment, training workers on their rights, and improving the processes of reporting and resolving conflicts at work. Accordingly, this study is a quantitative study measuring the perceptions of employees on a few constructs linked to the respect they receive from their employer. The questionnaire was constructed based on organized visits and included various entities from different regions of Kosovo since there are no prior studies about this topic in Kosovo.

The selection of public institutions and private entities was done randomly, and participating institutions expanded over three major urban areas in the country, the municipalities of Prishtina, Prizren, and Ferizaj. Once the participating institution was selected, the questionnaires were distributed among employees and the completion of them was done voluntarily, no secondary selection took place among participating institutions. A total of 460 employees completed the surveys. The sample was random, and the main criterion to participate was being employed in one of the institutions/enterprises participating in the study. Data presented in this study was mainly retrieved through descriptive statistical analysis. Since the participating institutions were largely different, it was not advisable to use other statistical procedures to reach common conclusions.

The problems that were identified during the data collection procedure included but were not limited to employees exhibiting a level of fear and insecurity in participating in the study, open expression of dissatisfaction with the level of salary, working conditions, compliance with legal and a high level of distrust in public institutions. There

were also remarks regarding the setting of the minimum wage, in which case the union did not reach the level of the minimum wage, which guarantees the fulfillment of the necessary needs of existence and the fulfillment of the minimum family needs (Binaku, 2017).

Referring to the above, for the work to be of the highest quality, it was more important to use alternative methods, which include the implementation of mechanisms for monitoring working conditions, the improvement of dialogue with the employer, and the use of alternative factors for the resolution of eventual disputes. Also, companies can promote transparency with the participation of employees in the decision-making process, to strengthen the work climate and respect for the rights of employees. In addition to these, the creation of work policies with clear procedures, training on employee rights, and the implementation of work standards affect the respect for the rights of employees in both sectors. On the one hand, this is good because it makes employees more aware of themselves (Setiawan & Albert, 2022).

Therefore, this study presents the data related to the empirical studies conducted and the collection of primary data.

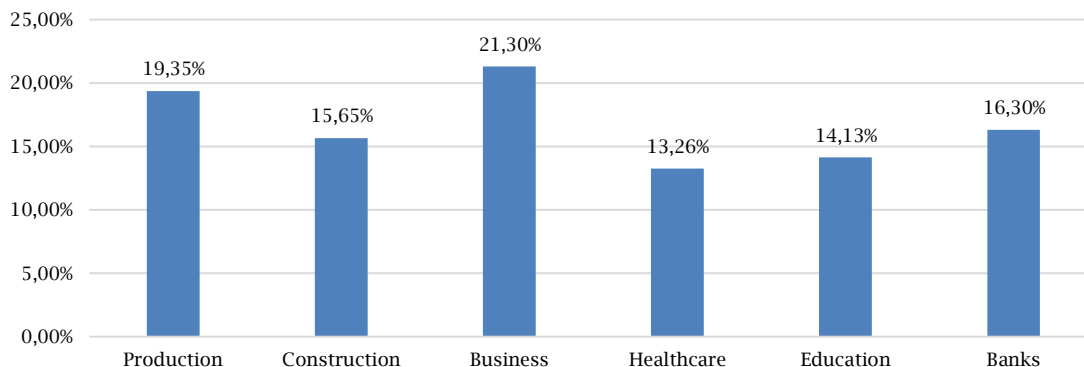
First, the relationships between the variables and the definition of the research questions were presented. Based on the material discussed above, the field data collection survey was constructed, which is multidimensional.

### 4. RESULTS AND DISCUSSION

The purpose of the survey was to know how well employees are informed about their rights and legal provisions, where workers with different qualifications were interviewed, both in the private and public sectors.

Regarding the composition of the respondents, taking into account the gender of the respondents and the surveyed sectors where they work, 460 employees have been declared, of which 350 are male and 110 are female. Participating institutions in this study focused on different activities including production (19.35%), construction (15.56%), business consulting (21.30%), healthcare (13.26%), education (14.13%), and financial institutions/banks (16.30%) (see Figure 1).

Figure 1. Number of businesses surveyed (%)



**Table 1.** Employment contract implementation

Questions	N	%
1. Do you have an employment contract?		
Yes	405	88%
No	55	12%
2. How well is your contract implemented?		
Good	414	84.32%
Partially well	31	6.31%
Not good	46	9.37%

Note: Respondent data in numbers and percentages.

Regarding the questions of how the employment contract is implemented, Table 1 above shows that out of 460 respondents, 46 employees answered "Not good", and these answers come from the construction sector and the trade sector. In addition, according to data, 12% of the participants reported that they work without an employment contract.

**Table 2.** The employment contract based on the Labor Code and the Labor Law

Question	N	%
1. Is the employment contract based on the Labor Law?		
Yes	218	47.40%
No	-	-
I do not know	242	52.60%

Note: Respondent data in numbers and percentages.

In addition, Table 2 shows that 52.60% of respondents do not know if the employment contract is based on the Labor Code and the Labor Law.

**Table 3.** Employer-employee relationship

Question	N	%
1. What is the employer-employee relationship like?		
Very good	102	22.18%
Good	140	30.43%
Somewhat good	80	17.39%
Not good	138	30%

Note: Respondent data in numbers and percentages.

Furthermore, from Table 3 it can be seen that only 22.18% of employees indicated a good relationship with the employer and the impression was that these were people closest to the employer, whether in family or management, while close to 30.43% of respondents were measured expressing that these relationships are good even though they had dilemmas, 17.39% expressed neither good nor bad and only 30% were dissatisfied with the behavior of employers expressing resentment and only the great need to provide for the family "bite", are forced to work because the way workers are treated is impermissible but do not believe that current institutions can improve this position of workers.

**Table 4.** Overtime work

Question	N	%
1. Do you work overtime?		
Yes	220	47.82%
No	240	52.18%

Note: Respondent data in numbers and percentages.

According to the present research (see Table 4), 47.82% of the participants state that they work longer than working hours and this phenomenon is mostly reflected in construction but also trade, while

in the manufacturing sector and banks, it is rarer case. Of the respondents 52.18% state that they do not work even though sometimes the need may arise, but the compensation is 30% more for overtime.

Above there are general trends regardless of the results expressed on the ground, from these circumstances, it can be observed that the commitments are oriented in a positive direction, and this is illustrated by a greater willingness to cooperate with the institutions committed to the implementation of the law such as both employers and employees.

However, this does not mean that there is no need for necessary changes and corrections in both legal and institutional terms.

Seeing the effect of these measures, the workers will be able to organize themselves even better, thanks to cooperation with the institutions called for legal implementation, to minimize or even eliminate the identified deficiencies.

So, we consider that there is a need to change certain provisions in the Labor Law, to issue and strengthen the new General Collective Contract.

The union must strengthen its role vis-à-vis the Government and employers so that the partners of the Social Economic Council (SEC) see it as an equal partner in decision-making, but also commit to the implementation of the agreements they reach together.

In these circumstances, the existing literature can help deepen the challenges and opportunities identified in these sectors, influencing the improvement of policies in economic development with the responsibility of society for the improvement of the work climate. The findings of the analysis can lead to changes in government policies and practices, improving institutional efficiency and accountability regarding workers' rights. At least this survey can help to create a business that is suitable for the rights of the employees, as well as to improve the competition.

Moreover, the research is limited only to three large regions of Kosovo and to specific activities, not addressing all possible areas for employees in Kosovo. The special focus has been on how the legal provisions are being implemented and bylaws for the protection of the rights of employees and employers since the competent bodies in Kosovo have determined the rules and procedures that regulate labor relations, which include working hours, wages, safety conditions at work and other workers' rights, with special emphasis on limiting discrimination. Considering the importance of the topic addressed, it was impossible to cover all possible areas of employees in the public and private sectors in Kosovo.

## 5. CONCLUSION

The right to work has multiple meanings. This means, permitting the man who has nothing but labor power, to earn a living for himself and his family. In this sense, the right to work means the obligations of society that the citizen, who needs work and wants to work, to provide work. In this regard, it is an ongoing commitment to the drafting and implementation of the labor law, the improvement of working conditions, and the awareness of all actors in the workplace.

The cooperation of employees, employers, and trade unions is key to guaranteeing a fair and safe working environment. A fair approach focused on equal treatment and the protection of human rights will help create a work environment that contributes to the sustainable development of the economy and society.

Despite progress in the field of workers' rights in Kosovo, there are still challenges to be overcome.

In legal terms, the SEC has been established, a body in which representatives of employers, employees, and the government of Kosovo are represented. The purpose of the SEC is to establish and develop a social dialogue between employees and employers on issues related to the realization of their economic, social, and professional rights, which are realized through the settlement of disputes by bilateral or trilateral agreements. However, in practice, this dialogue has not produced many agreements and decisions that the parties have agreed on. In 2014, a declaration of collective agreement was signed between employers, employees, and the Government of Kosovo, but it was not strengthened, due to the unilateral withdrawal of employers and the Government of Kosovo. These developments may have contributed to the high number of employees without the basic right of having an employment contract. The percentage of employees without an employment contract is relatively high, 6%. In this regard, it is important to strengthen monitoring and evaluation at a country level to secure the rights of employees.

However, the private sector in Kosovo reflects the results of changes in developments that may have significant implications for the growth of this sector in the local economy, including 1) economic growth in investments and the development of private businesses contributing to economic growth by creating opportunities for increased production; 2) creation of new jobs such as the establishment of businesses that can bring more jobs; 3) innovations in technology, using technology to modernize business practices; 4) increased competition that will help to increase the quality of products and services; 5) creation of business partners, the possibility of creating new jobs, creating business connections at local levels.

The public sector as a result of the changes may have these important implications for society both at the local and central levels, including 1) transparency and accountability that affects the increase of accountability to citizens and the reduction of corruption; 2) improvement of public services, as the increase in the efficiency of the dimensions of public services has a positive effect on the life of citizens as in education, health, and infrastructure; 3) social and economic policies that can have an impact on economic development, social security, and social progress; 4) political stability, an important indicator because a stable and responsible government helps to maintain political stability and social peace; 5) improving the legal infrastructure that can affect the functioning and stability of public institutions.

Future research perspectives in the public and private sectors may include cooperation between sectors and a detailed study of how the public and private sectors can cooperate to improve economic

development and public services; 2) innovation and investments, analyzing private investments in economic growth and job generation; 3) public policies and the promotion of businesses, evaluating government policies that can encourage the development of businesses in the private sector; 4) impact of global changes, perceiving global changes as in technology, business climate including small and medium-sized enterprises in economic development.

Research that may yield results in the future on potential challenges in the private and public sectors in Kosovo and beyond are as follows: 1) innovation and investments, a thorough analysis of the role of innovation and private investments in the economic network for the generation of new jobs; 2) cooperation between sectors, studying how the public and private sectors can cooperate to improve economic development and public services in particular; 3) inclusion of small and medium enterprises (SMEs), the study on how to improve the business climate, including enterprises in economic development; 4) public policy and business promotion in the assessment of government policies that can encourage business development in the two sectors; 5) impact of global changes with particular emphasis on technology, and free trade can affect the private and public sectors.

However, this paper can shed light on the challenges and opportunities of research in the private and public sectors, so that in the future there will be closer cooperation between the two sectors. Therefore, we recommend and suggest focusing on the improvement of the public and private sectors which may include 1) improving the business climate, guiding governments to take measures to improve the business climate, reducing barriers, and providing incentives to invest and develop business development; 2) institutional cooperation, encouraging public and private institutions to develop partnership and cooperation to improve efficiency in services; 3) investments in education and training, supporting education and training programs in the fields that are important in the private and public sectors; 4) efficiency and transparency monitoring, encouraging the implementation of more efficient monitoring mechanisms in the public sector; 5) improvement of the legislation by revising the legislation for the improvements and conditions affecting the functioning of the private and public sector; 6) focus on regional development, encouraging the taking of steps in economic development through projects and investments that have a positive impact on the whole country; 7) participation of citizens, in the active encouragement of citizens in decision-making processes in local governments to ensure the needs of communities.

Current research has shed light on important issues of the employment sector in Kosovo. Considering these results, future studies should focus on further exploring workers' rights. However, there are also challenges in implementing such systems, including the need for access to technology, concerns about data accuracy and security, and potential issues with employee privacy.

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