



NO MORE DISCRIMINATION

“Since the moment I become a member of health profession I solemnly swear that I will put my life in the service of humanity. (...) the health of my patients shall be my biggest concern. Since the very start I will protect life in the outmost absolute war. Even upon threatening conditions I shall not allow to exploit my medical knowledge which could be against the humanity laws. I take this oath in solemn and willful manner, and upon my personal honor” said Hippocrates one of the first doctors in the ancient Greece, which later became as well the oath for every doctor around the world.



More than 100 medical specialists have taken this very same oath upon completing their education but they were never given the opportunity to serve to their patient despite the great need for these types of specialties.

The paradox was that most of them had specialized thanks to the scholarships offered by the Ministry of Health through its clinical training program. This year only, 2.5 million euro in the budget of Kosovo was dedicated for clinical training and continuous education for the doctors.

Regardless of this government investment in the education of new staff with tax payer's money and continuous need for these services, these doctors are not able to find employment and return this investment into welfare for citizens. The Law of Health obliges the Ministry of Health to retain the doctors who have completed specialization (clinical training) through public money employed for three years after their specialization, otherwise what would be the meaning of this investment?

The Ministry of Health has confirmed that the budget dedicated for citizens to seek recovery abroad is up to 7.8 million euro per year. If these funds would be invested in the human resources, equipment and infrastructure within the Kosovo health system the efficiency in this sector would rise and the citizens would be the ones benefiting. In economic terms, the public money would not be dedicated for expenditure rather it would be dedicated for investment.

In March 2016, a group of medical specialists have addressed this issue at the Advocacy and Legal Advice Center within Kosovo Democratic Institute (KDI), a branch of Transparency International in Kosovo. Among others, they reported discrimination with elements of corruption, and other legal violations

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which were committed by the University Hospital Clinical Service of Kosovo (UHCSK), a health management body, regarding the calls for employment for medical specialists. This call discriminated these specialists since it had set an eligibility criteria that the candidate except from having a specialization in the relevant fields as indicated by the call, he/she had to be as well an assistant at the Medical Faculty.

Dr. Bedri, a thoracic surgery specialist, says that he can work only at the University Clinical Center of Kosovo, because this specialization belongs to tertiary professions. He is one amongst 8 (eight) specialists in Kosovo in this sector, and for him there is no job for three and a half years now, despite the fact that this clinical training was made possible due to the budget offered by the Ministry of Health.

Dr. Luljeta a cardiologist who represents no exception. She can hardly accept that fact that after 10 years of studying medicine, she is not able to offer her contribution as a cardiologist and “conduct a heart echo” and look for other employment opportunities abroad.

On the 31st of March 2016, UHCSK had opened a job calling to fill 11 positions at University Clinical Center of Kosovo. The discrimination criteria was not removed from the job call. The director of UHCSK Mr. Curr Gjocaj declared that this was a mandatory criteria according to the 2016 Law on Budget and said that “it is impossible for us to accept all the specialists within the system since we lack the budget to do so”.





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Protesting this process, the discriminated medical specialists with the support of KDI organized a press conference to raise awareness with the public and decision makers. They requested from UHCSK to annul the job call for accepting the medical specialists by referring at the discrimination criteria namely the breach of article 5 of the Law on Labor. On the other hand, UHCSK did not take any measures to annul the discriminatory job advertisement.

With the support of KDI, the group of medical specialists continued the public pressure and in June they addressed a request to the two parliamentary committees, the Committee on Budget and Finance and the Committee on Work and Social Welfare asking them to review the 2016 budget to approve the engagement of medical specialists. They held several meetings with members of the Assembly and the Minister of Health Mr. Imet Rrahmani. The two Committees of the Assembly of Kosovo upon the request of KDI, medical specialists and the Minister of Health himself, included in agenda the request for additional budget until the end of 2016 for all unemployed specialists.

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The Minister of Health in the parliamentary committee but also in the parliamentary session of 14th July 2016, when the amendments for allocation budget for medical specialists was approved, publicly took the obligation to create jobs for all the specialists of 2017 and the coming years.





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The Service for Legal Consult for victims and whistleblowers at KDI except the opportunity to meet in person a legal adviser at its offices, has as well a free call phone line, where the citizens can report cases of corruption, whether they are witnesses or victims of these cases. Another form of report corruption is through our email address: info@kdi-kosova.org.

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