

PRISHTINA, NOVEMBER 2021

TRANSPARENCY AND ACCOUNTABILITY IN KOSOVO PUBLIC UNIVERSITIES

3

Management of finances



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Prishtina, November 2021

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“Our Father, who art in heaven, give us the power to keep our mouths shut when we have nothing to say. And forgive us the patience to think before we write! Inspire us with a sharp sense of justice to speak not only without bias, but to also act thus! Save us from the traps of grammar, distortions of language and errors of typing. Amen!”

[Faik Konica]

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Personal income of academic staff in managing positions
in the University of Applied Sciences in Ferizaj according to
the asset declarations

ABBREVIATIONS

- **MESTI** - Ministry of Education, Science, Technology, and Innovation
- **KESP** - Kosovo Education Strategic Plan
- **UP** - the University of Prishtina "Hasan Prishtina"
- **UHZ** - the University of Peja "Haxhi Zeka"
- **UPZ** - the University of Prizren "Ukshin Hoti"
- **UGJFA** - the University of Gjakova "Fehmi Agani"
- **UMIB** - the University of Mitrovica "Isa Boletini"
- **UKZ** - the University of Gjilan "Kadri Zeka"
- **UASF** - the University of Applied Sciences in Ferizaj
- **ACA** - Anti-corruption Agency
- **KAS** - Kosovo Agency of Statistics
- **NAO** - National Audit Office
- **KEC** - Kosovo Education Center
- **KEEN** - Kosovo Education and Employment Network
- **ORCA** - the Organisation for Improving the Quality of Education

INTRODUCTION

Public funds continue to comprise the main financial resource for public universities, therefore transparency and accountability of these institutions is necessary, to show how these funds are divided and what are the priorities of the universities in the usage of public funds.

This is the third time ORCA researches, analyses, and compares the expenditures of seven public universities, with special emphasis on academic staff in managing positions, but also investments or other relevant expenditures within universities.

The data for this report have been taken from the Budget Reports of public universities, email communication with universities, the annual financial report of the budget of the Republic of Kosovo for the year 2020¹, the auditing reports of the financial reports of the Ministry of Education, Science, Technology and Innovation (MESTI) for the year 2020², auditing report of the financial reports of the University of Prishtina for the year 2020³, asset declarations in the Anti-corruption Agency, as well as from the Kosovo Agency of Statistics.

The focus of this research was the academic staff in public universities in the following managing positions: member of the Steering Council, rector, vice-rector, dean, and vice-dean.

The purpose of the research is to find and bring forth information about the base wage of these officials based on the regulations for personal income, and how much they earn through other compensation, and the management of other expenditures within the universities.

¹ Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/4CEFB44C-4397-4901-AB93-2AA37F43A9F7.pdf>

² Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020, link: file:///C:/Users/DELL/Desktop/Raporti%20i%20shpenzimeve%20dhe%20transparences%203/RaportiAuditimit_MASHTL_2020.pdf

³ Auditing Report for the financial reports of the University of Prishtina for the year 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_UP_2020_Shaip.pdf

Compared to the 2018 report⁴ and the 2019 report⁵, noticeable improvements were found on the amount of extra compensation received by academic staff in managing positions. The total number of full-time academic staff in public universities in 2020 is 1,358 (726 women and 632 men), while there are 703 adjunct staff (319 women and 384 men)⁶. In 2019 there were 1,275 academic staff (685 women and 590 men), thus 83 were hired in the meantime, and there were 700 adjunct staff (356 women and 344 men), thus 3 were hired in 2020.

The total number of students registered at the Bachelor level in all public universities is 46,027 students, while in 2019 there were 50,091 students, 4,064 students less compared to 2019. While the number of students who graduated (2019/2020) is 5,939, and in 2018/2019 the number of graduated students was 7,282, 1,343 students less in 2020.

The total number of students in the Master level is 7,925, while in 2019 there were 8,184 students. The number of students graduated in the Master level (2019/2020) is 1,650, while in (2018/2019) 2,274 students graduated.

The ratio between students and professors in all public universities is 40:1.

⁴ Report "Academic bourgeoisie", 2019, link: <http://orca-ks.org/wp-content/uploads/2017/02/Borgjezia-e-Akademis%C3%AB-1.pdf>

⁵ "Transparency and Accountability in Public Universities in Kosovo – Finance Management", 2020, link: <http://orca-ks.org/wp-content/uploads/2017/02/Shpenzimet-e-universiteteve-publike-ENG.pdf>

⁶ Report "Education Statistics in Kosovo 2020/21", 2021, Kosovo Agency of Statistics, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

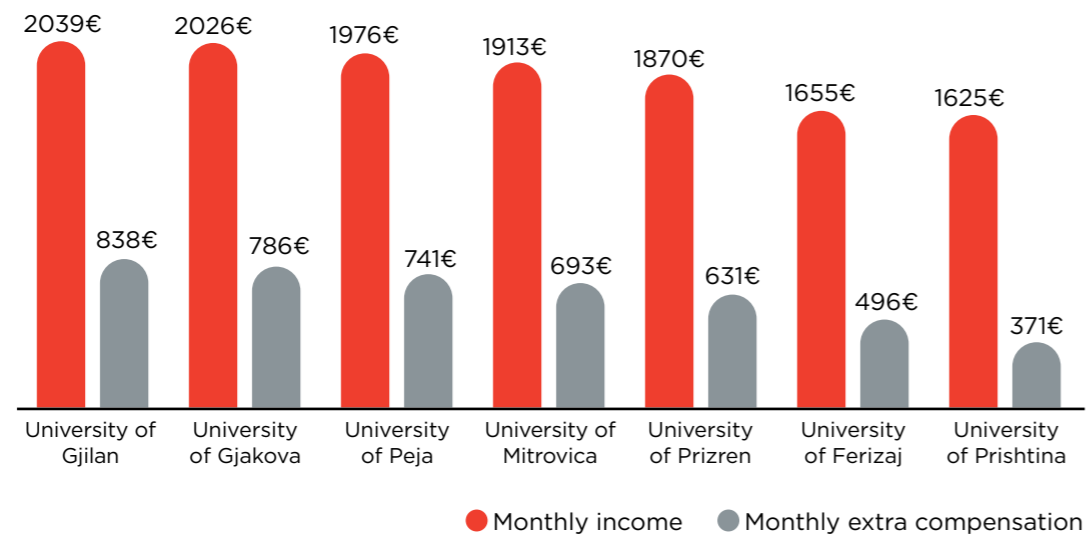
MAIN FINDINGS

Since the first measurement in 2018, the academic staff of public universities in Kosovo continue to have massive extra compensations in their monthly wages, but lately these extra compensations have decreased in some universities, and in others they continue to increase.

Based on the asset declarations in 2021 of the academic staff in managing positions, the University of Gjilan has the highest extra monthly compensations, with a sum of 838 euros. The second university with the highest extra compensations is the University of Gjakova with 786 euros. Third is the University of Peja with an average of 741 euros. Fourth is the University of Mitrovica with 693 euros per month. Fifth is the University of Prizren with 631 euros.

The lowest monthly extra compensations are in the University of Ferizaj with 496 euros per month, and the University of Prishtina with 371 euros per month. *(Graph below)*

MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN PUBLIC UNIVERSITIES



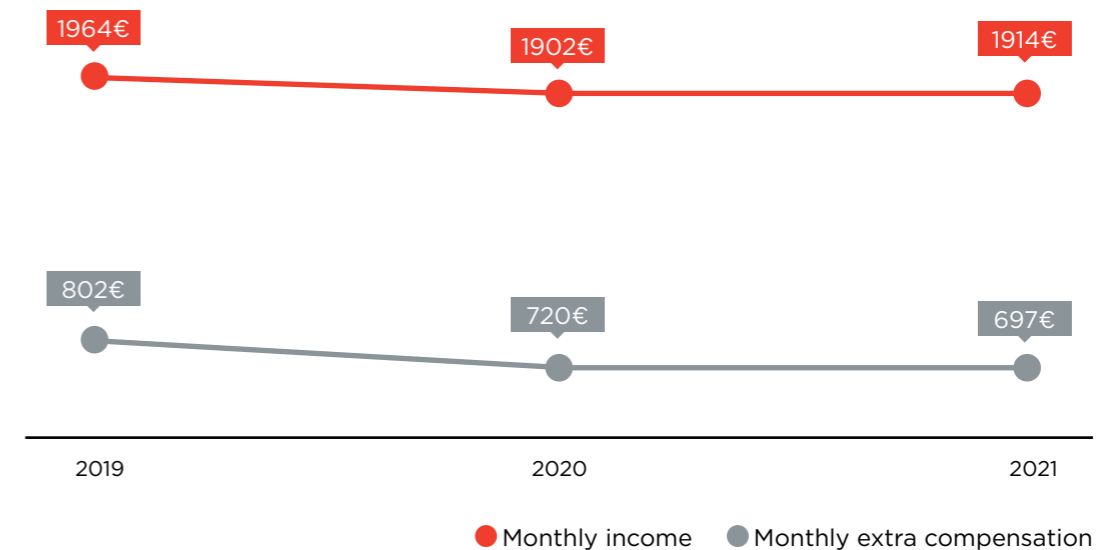
The monthly average income and extra compensation in the six public universities within the Ministry of Education have gradually decreased throughout the years.

The University of Prishtina is not included in this comparison because it had a drastic decrease of the average extra compensation, and it would decrease the total average of extra compensations when this is not the case in other universities.

In the six other public universities, from 1,964 euros of average monthly income for academic staff with managing positions in 2019, this has decreased to 1,902 euros in 2020, and increased to 1,914 euros in 2021.

The average extra compensation also decreased from 802 euros in 2019, to 720 euros in 2020, and 697 euros in 2021. *(Graph below)*

AVERAGE EXTRA COMPENSATIONS FOR ACADEMIC STAFF IN MANAGING POSITIONS NOT INCLUDING UP



The National Audit Office (NAO) in the Auditing Report for the Ministry of Education, Science, Technology, and Innovation for the year 2020⁷, has repeated the finding from last year where four out of six public universities had included in their regulations, extra compensations for some committees which are considered in violation of the Statute, with the approval of the Steering Councils of the respective universities. Similar findings are in the auditing reports of 2018⁸, 2019⁹, and 2020¹⁰, thus these recommendations continue to not be implemented.

According to this report, the Law on management of public finances¹¹ does not allow extra financial compensation if an employee, civil servant, or official of a public authority is requested to serve on a commission, board, or other public authority through a government act. This is because this type of service is considered as part of their mandatory duties of the position that the official holds

Four out of the six universities within MESTI, with the approval of their Steering Councils had included extra compensation for participating in committees such as procurement commissions, registering and evaluating assets, budget planning, admitting new students, appeals commissions, staff recruitment, scholarship providing commissions, compiling strategies and other regulations, etc.

The University of Gjakova spent 2,845 euros on such commissions, the University of Applied Sciences in Ferizaj spent 3,010 euros, the University of Gjilan spent 9,245 euros in this compensation, and the University of Prizren spent 27,650 euros on such compensation.

“We evaluate that some articles of these regulations are in violation of the legal framework for management of public funds, respectively they are in violation of Article 80 of the Law on Public Financial Management and Accountability, since work duties during the normal full-time schedule should be inseparable from the job description and tasks for which the employees receive a base salary. Despite our recommendation last year, three public uni-

7 Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf

8 Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2018, page 33, link: <http://www.zka-rks.org/wp-content/uploads/2019/06/Raporti-MASHT-E.pdf>

9 Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2019, page 30, link: <http://www.zka-rks.org/wp-content/uploads/2020/07/Raporti-i-auditimit-MASHT-2019-Shqip.pdf>

10 Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020, page 38, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASH-TI_2020_Shqip.pdf

11 Law on Public Financial Management and Accountability, 2008, link: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2524>

versities have not undertaken any actions to change the regulations on compensation of internal commissions.”¹², is said in the report.

In the Kosovo Education Strategic Plan for the year 2017-2021¹³ (KESP), 3,648,000 euros have been set aside for higher education in the year 2019, 5,099,000 euros for 2020, while in 2021 they plan to spend 7,357,000 euros, in total 22,232,000 euros. As for economic categories, they plan to spend 9,478,000 euros in wages and compensations only, while in subsidies and transfers they plan to spend 7,600,000 euros. For higher education, MEST has set aside 7,636,000 euros, other agencies have provided 10,488,000 euros, while donors have pledged 4,108,000 euros, in total 22,232,000 euros for the five-year period.¹⁴

The Kosovo Education Center¹⁵ (KEC) in the project Kosovo Education and Employment Network (KEEN), in its mid-term evaluation of the KESP implementation showed that for the science fund, MEST has set aside 396,000 euros in 2017 and 2018 each, while in 2019, they have provided 1,252,000 euros.¹⁶

In the report “Academic bourgeoisie” (2019), ORCA researched the asset declarations for the year 2018 for all academic staff in managing positions in all public universities in Kosovo, published on the website of the Anti-corruption Agency. In this report we included academic staff that has managing positions in the Steering Council, the rectors, the vice rectors, the deans, and the vice deans of all seven public universities. The average monthly income was 2013 euros, and the extra compensation was 836 euros.¹⁷

In the research of the asset declarations of the academic staff with managing positions in all public universities in 2020¹⁸, ORCA found that 159 professors with managing positions in public universities are paid on average 1916 euros a month, out of which 696 euros are extra compensation (36% of their monthly income).

12 Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020”, page 25, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASH-TI_2020_Shqip.pdf

13 Kosovo Education Strategic Plan 2017-2021, 2016, link: https://masht.rks-gov.net/uploads/2017/02/20161006-psak-2017-2021_1.pdf

14 Kosovo Education Strategic Plan 2017-2021, 2016, page 109, link: https://masht.rks-gov.net/uploads/2017/02/20161006-psak-2017-2021_1.pdf

15 Kosovo Education Center (KEC), link: <https://kec-ks.org/>

16 KEEN, 2019. Mid-term evaluation: Implementation of the Kosovo Education Strategic Plan 2017-2021

17 Report “Academic bourgeoisie”, 2019, link: <http://orca-ks.org/wp-content/uploads/2017/02/Borgjezia-e-Akademike-mis%C3%AB-1.pdf>

18 Transparency and Accountability in Public Universities in Kosovo – Finance Management 2”, ORCA, October 2020, link: <http://orca-ks.org/wp-content/uploads/2020/10/Menaxhimi-i-financave-2.pdf>

In the research of the asset declarations of the academic staff with managing positions in all public universities in 2021, ORCA has found that 158 professors with managing positions in public universities are paid on average 1804 euros a month, out of which 574 euros are extra compensation (31% of their monthly income).

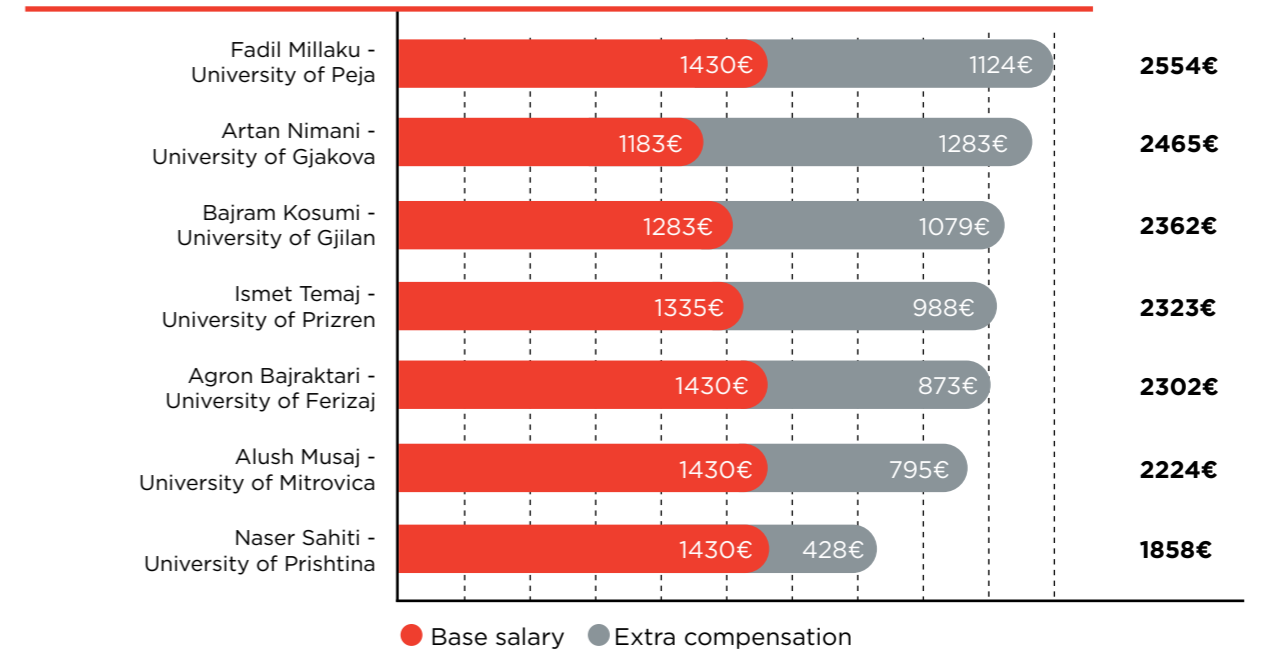
Since 2019 there has been a gradual decrease of monthly income and extra compensation.

AVERAGE EXTRA COMPENSATIONS FOR ACADEMIC STAFF IN MANAGING POSITIONS INCLUDING UP



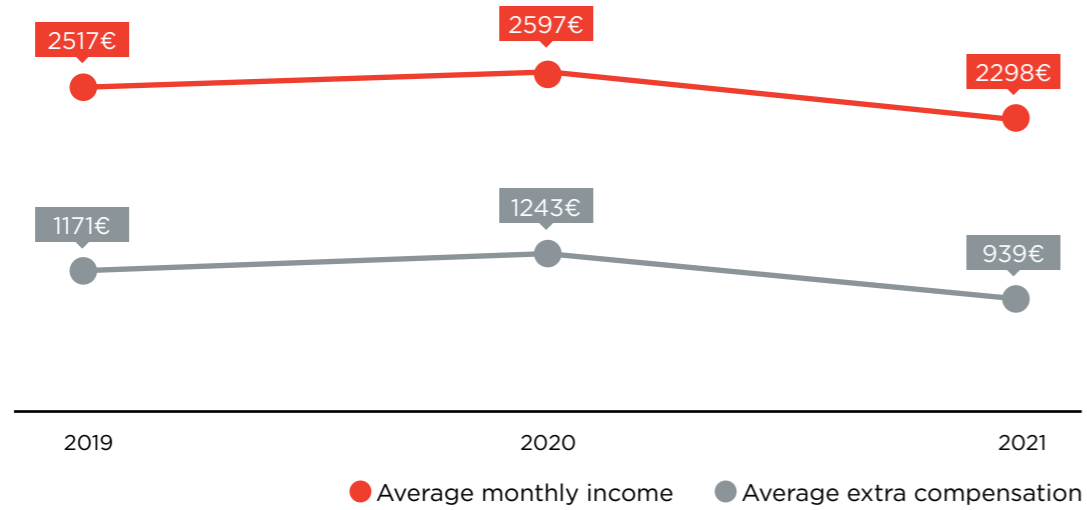
Rectors of the public universities are paid on average 2298 euros per month, out of which 939 euros on average are extra compensation. The highest paid rector is Fadil Millaku, the rector of the University of Peja, with 2554 euros per month. The second highest paid rector is Artan Nimani, the rector of the University of Gjakova, with 2465 euros per month. While the lowest paid rector is Naser Sahiti, the rector of the University of Prishtina with 1858 euros per month.

MONTHLY INCOME OF RECTORS OF PUBLIC UNIVERSITIES



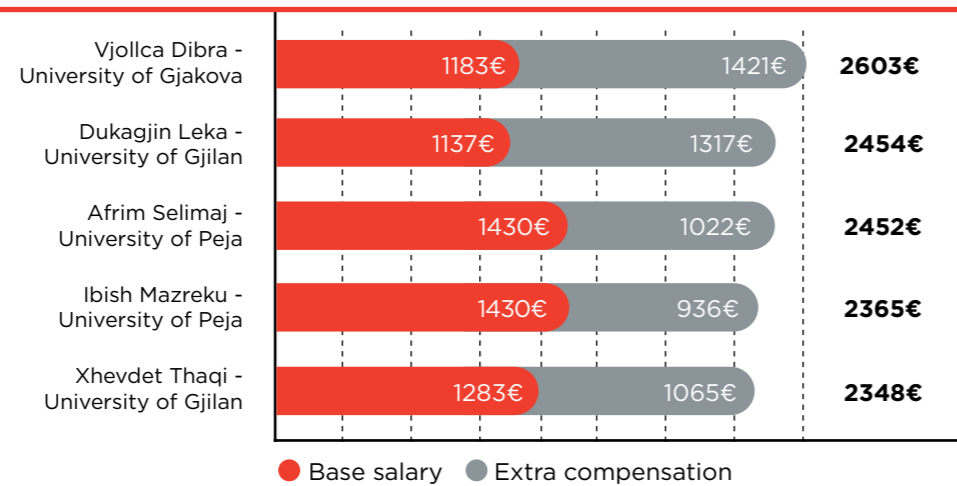
There's a decrease compared to asset declarations from 2020, when rectors were paid on average 2597 euros per month, out of which 1,243 were on average extra compensations, and in 2019 when the average pay was 2517 euros, out of which 1171 euros were extra compensation.

MONTHLY INCOME OF RECTORS THROUGHOUT THE YEARS



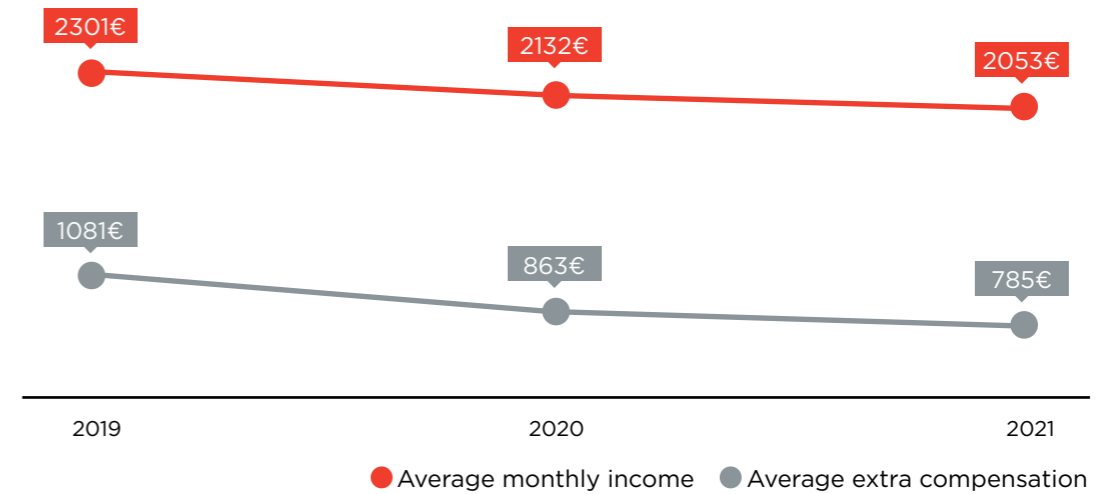
Vice-rectors of public universities are paid on average 2053 euros per month, out of which on 785 euros are extra compensation. The highest paid vice-rector is Vjollca Dibra, vice-rector in the University of Gjakova, with 2603 euros per month.

5 VICE-RECTORS WITH THE HIGHEST INCOME IN PUBLIC UNIVERSITIES



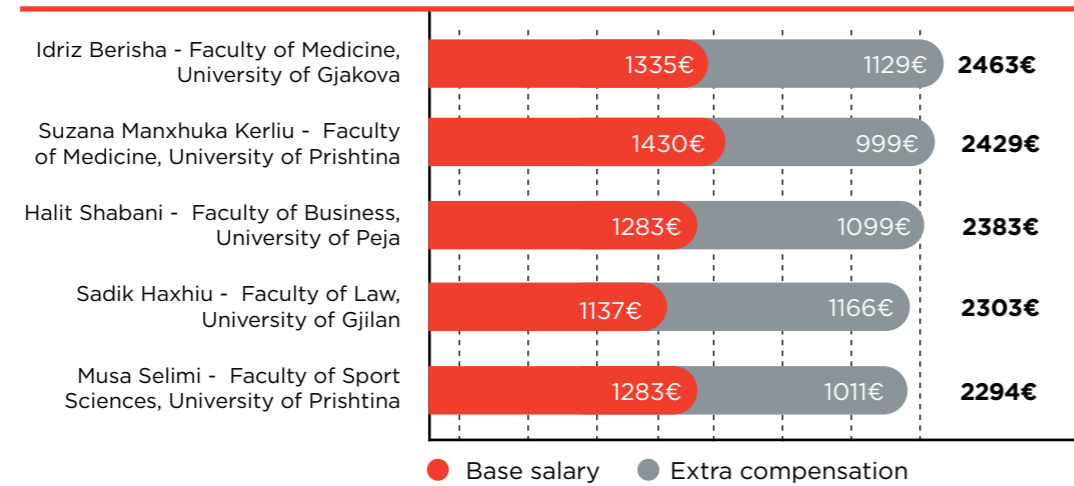
These sums mark a decrease on extra compensation compared to the asset declarations of 2020, where the average income of vice-rectors was 2132 euros per month, out of which 863 euros were extra compensation, and in 2019 when the average income was 2301 euros, out of which 1081 euros were extra compensation.

MONTHLY INCOME OF VICE-RECTORS THROUGHOUT THE YEARS



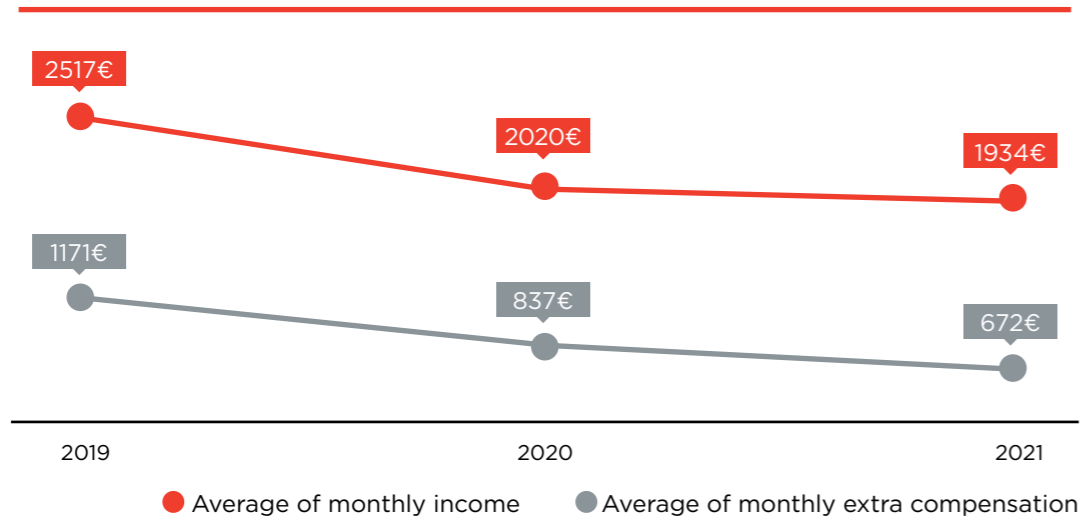
Deans of public universities are paid on average 1934 euros per month, out of which on average 672 euros are extra compensation. The highest paid dean is Idriz Berisha, dean of the Faculty of Medicine in the University of Gjakova, with 2463 euros per month.

5 DEANS WITH THE HIGHEST INCOME IN PUBLIC UNIVERSITIES



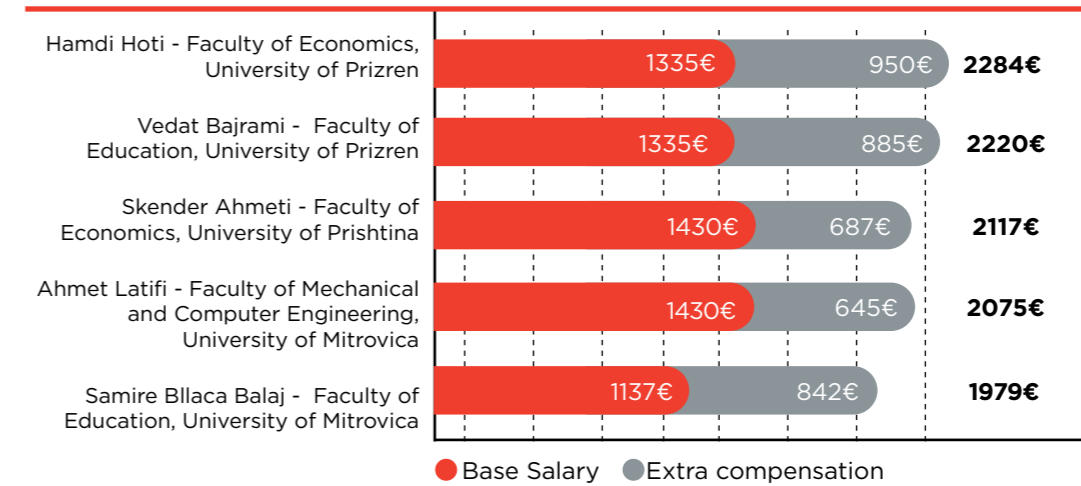
There's a decrease in extra compensation from 2020 asset declarations, where the average income was 2020 euros per month, out of which 837 euros were extra compensation, and in 2019 when the average income was 2517 euros, out of which 1171 euros were extra compensation.

MONTHLY INCOME OF DEANS THROUGHOUT THE YEARS



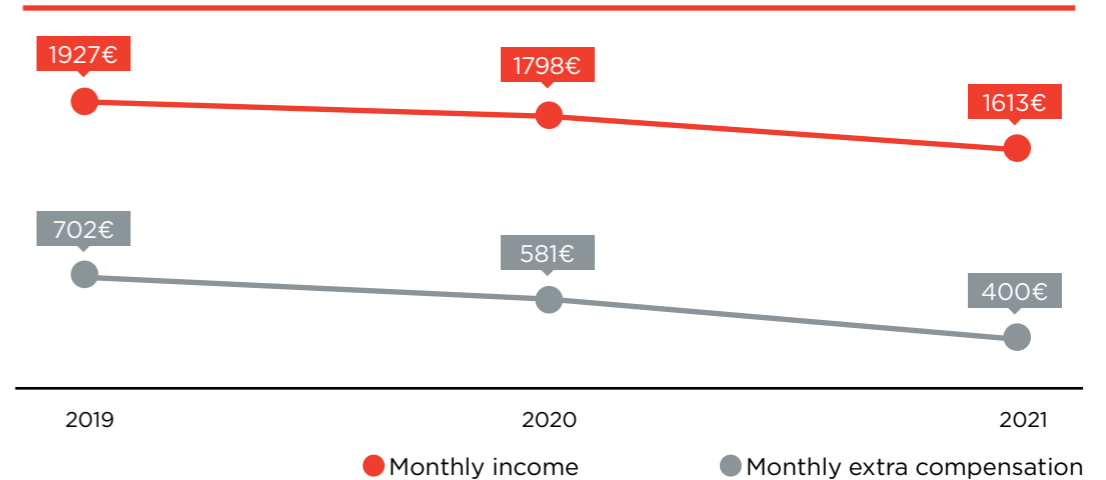
Vice-deans of public universities are paid on average 1613 euros per month, out of which 400 euros are on extra compensation. The highest paid vice-dean is Hamdi Hoti, vice-dean of the Faculty of Economics in the University of Prizren, with 2284 euros per month.

5 VICE-DEANS WITH THE HIGHEST INCOME IN PUBLIC UNIVERSITIES



There's a decrease in extra compensation from 2020 asset declarations, where the average income was 1798 euros per month, out of which 581 euros were extra compensation, and in 2019 when the average income was 1927 euros, out of which 702 euros were extra compensation.

MONTHLY INCOME OF VICE-DEANS THROUGHOUT THE YEARS



Based on the asset declarations published in 2021 by the Anti-corruption Agency, Vjollca Dibra, the vice-rector of the University of Gjakova, is the highest paid managing staff of all public universities with 2603 euros per month. Comparatively, the highest wage in Kosovo, which is the president's, is 2390 euros per month, according to the new law on salaries in the public sector.¹⁹ The average expenditures per student in public universities in 2020 is 796 euros. While based on the planned budget in 2021, the average expenditures per student is 828 euros.

¹⁹ Law No.06/L-111 on salaries in public sector. 01.03.2019, Link: <https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=18683>



UNIVERSITY OF PRISHTINA

According to the Kosovo Agency of Statistics²⁰, the University of Prishtina has a total of 905 academic staff in a full-time contract and 380 adjunct staff in 2020/21, while in 2019/20 there were 891 full-time academic staff and 473 adjunct staff.

The University of Prishtina has a total of 27,124 students in the Bachelor level in 2020/21, while in 2019/20 there were 29,531 students. There are 5,836 students in Master level in 2020/21, while in 2019/20 there were 6064. There are 39 PhD candidates in 2020/21, while in 2019/20 there were 78 PhD candidates.

Number of students in the University of Prishtina

	BA			MA			PhD		
			Total			Total			Total
2019/20	17,898	11,633	29,531	3,687	2,377	6,064	53	25	78
2020/21	16,860	10,264	27,124	3,766	2,070	5,836	21	18	39

The student-professor ratio in the University of Prishtina is 36:1.

²⁰ Report "Education Statistics in Kosovo 2020/21", 2021, Kosovo Agency of Statistics, link: https://ask.rks-gov.net/media/5460/statistikat-e-arsimit-n%C3%AB-kosov%C3%AB_2019-20_gjuheshqipe.pdf

Number of graduated students in the University of Prishtina

	BA			MA		
			Total			Total
2018/19	2,979	1,798	4,777	975	829	1804
2019/20	2,585	1,285	3,870	721	517	1238

Expenditures analysis

A total of 31,141,822 euros were given by the Kosovo budget²¹ to the University of Prishtina in 2020, while they spent 30,929,976 euros. In 2021, they have planned to spend 31,015,038 euros.

In comparison, in 2019 UP spent 26,787,752 euros from the Kosovo budget²².

59% of the budget in 2020 was spent on wages and compensation for academic staff (18,327,239 euros) for 2,081 employees. Compared to 2019, when they spent 18,604,884 euros on wages and compensation, this sum seems to have decreased for over 200,000 euros. While in 2021, they have foreseen 18,432,170 euros or 68% of the total budget.²³

For goods and services, UP spent a total of 3,183,954 euros in 2020, while in 2019 they spent 3,164,086 euros. So compared to the previous year, they have spent an additional 19,000 euros. While in 2021, they have planned to spend 63,822 euros.

²¹ Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/23991BEA-4CD9-40B3-94D3-EA192C572464.pdf>

²² Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

²³ Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES FOR THE UNIVERSITY OF PRISHTINA 2019, 2020 AND 2021

Wages and compensation	2019	18,604,884	69%
	2020	18,327,239	59%
	2021	18,432,170	68%
Goods and services	2019	3,164,086	12%
	2020	3,183,954	10%
	2021	3,063,822	11%
Utilities	2019	1,175,000	4%
	2020	1,175,000	4%
	2021	1,175,000	4%
Subsidies and transfers	2019	343,782	1%
	2020	343,782	1%
	2021	343,782	1%
Capital investments	2019	3,500,000	13%
	2020	7,900,001	26%
	2021	4,000,000	15%
Total expenditures	2019	26,787,752	100%
	2020	30,929,976	
	2021	27,014,774	

For utilities, UP paid 1,175,000 euros in 2020 and the same amount was spent in 2019 as well. The sum divided for subsidies and transfers in UP has not changed throughout the years, with 343,782 euros each year. The capital investment budget has a difference of over 3,000,000 euros between 2019 and 2020, since in 2020 they spent 7,900,000 euros, while in 2019 they spent 3,500,000 euros. In 2021 they planned to spend 4 million euros.

Annual expenditures per student in 2021 in the University of Prishtina are 941 euros per student. In comparison, in the previous year it was 870 euros.

The University of Prishtina also generated 3,997,750 euros of its own money in 2020.

Personal income of academic staff with managing positions in the University of Prishtina

The wages of the professors and other compensation in the University of Prishtina is regulated through the regulation no.2/486 dated 11.09.2017 for personal income of the academic staff, compensation for functions, honoraria, and permanent committees in the University of Prishtina "Hasan Prishtina".

Article 8 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Classes per week	Base monthly salary
Full professors	6	1429.54 Euro
Associate professors	6	1283.34 Euro
Assistant professors	6	1137.14 Euro
Lecturers	6	990.94 Euro
Foreign language lecturers	10	844.73 Euro
Repetiteur	10	844.73 Euro
Assistants	10	772.50 Euro
New assistants	10	698.75 Euro

Table 1. Base wages of the academic staff in the University of Prishtina

Beyond the base wage, academic staff that has managing positions in the University of Prishtina, are compensated according to this table:

Position	Compensation
Rector	500 Euro
Vice-rector	450 Euro
Dean	350 Euro
Vice-dean	250 Euro

Table 2. Extra compensation for managing positions in the University of Prishtina

Academic staff in the University of Prishtina are allowed to hold extra classes (honorary) up to 6 hours per week (for professors) and up to 10 hours per week (for lecturers, assistants, and repetiteurs). These classes are compensated per this table:

Academic rank	Compensation
Professors (full, associate, assistant)	25 Euro
Lecturer, foreign language lecturers	15 Euro
Assistants, repetiteurs	13 Euro

Table 3. Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

Commission	BA	MA	PHD
Mentor	20 Euro	150 Euro	1200 Euro
Head of commission	n/a	60 Euro	200 Euro
Member of the commission	10 Euro	50 Euro	150 Euro

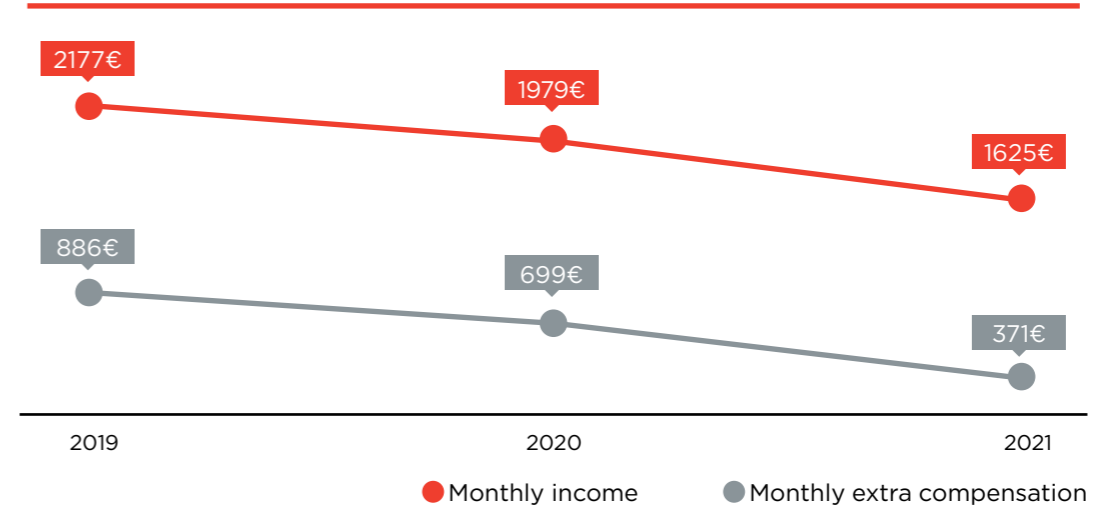
Table 4. Compensation for supervisors of theses in all levels

Academic staff is also compensated for participating in various committees in the scope of the university work, and for participating in the Senate, according to Article 22 of the regulation on personal income.

Data analysis from asset declarations

In the asset declarations analysis for the University of Prishtina we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

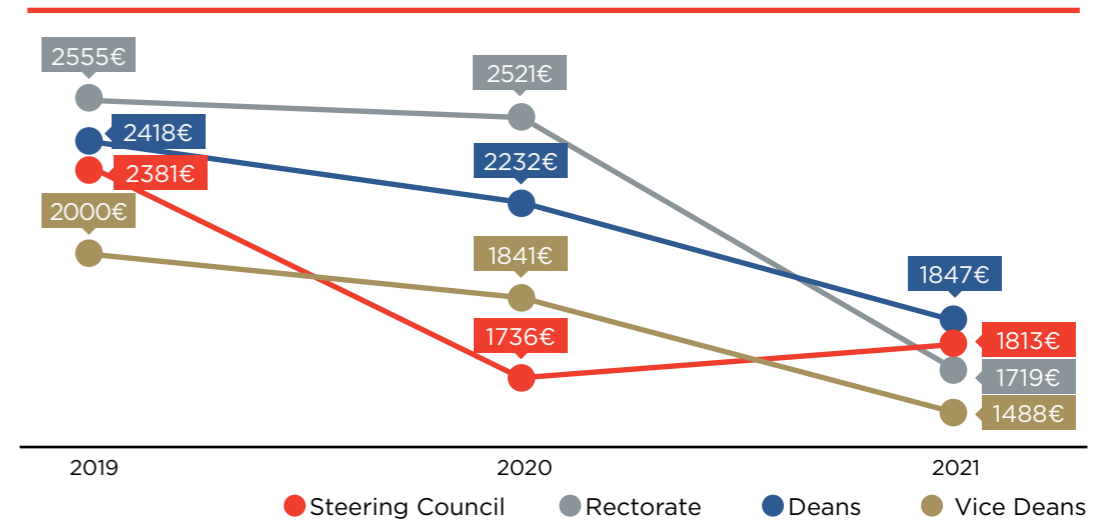
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UP THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in the University of Prishtina has decreased visibly. While in 2019, the average monthly income was 2,177 euros, in 2020 this decreased to 1,979 euros, and in 2021 it has continued decreasing to 1,625 euros.

While monthly extra compensation also drastically decreased from 886 euros in 2019, to 699 euros in 2020, and 371 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UP THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



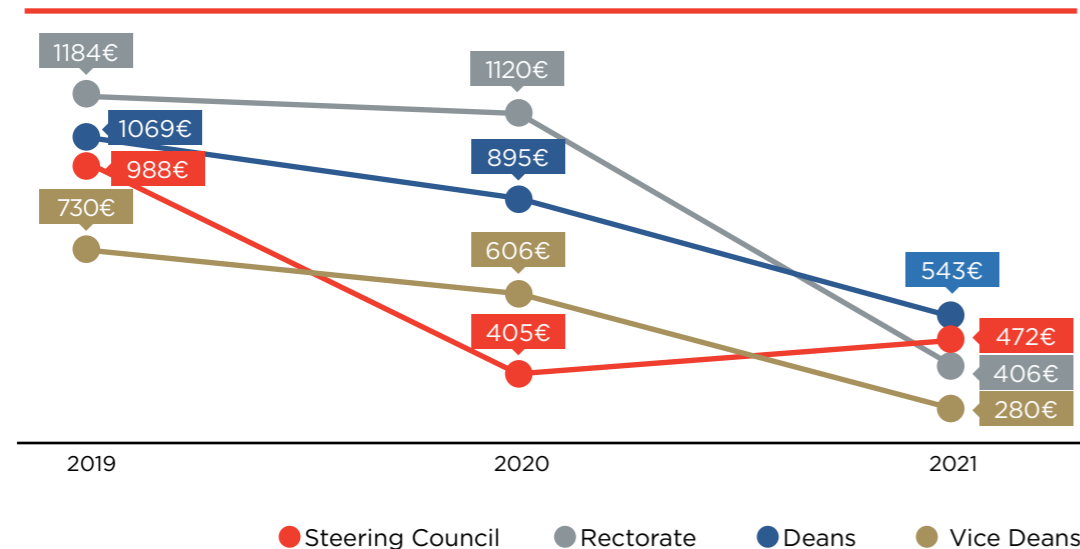
The members of the Steering Council who have academic ranks are paid on average 1813 Euros monthly by the university budget, and they receive on average 472 Euros monthly as extra compensation. These extra compensations comprise around 26% of their monthly income. These numbers represent an increase of extra compensations compared to 2020 when the average income was 1736 euros monthly, and extra compensations were 405 euros monthly. In 2019, both the average income and average extra compensations were higher with 2381 euros per month, out of which 988 euros were extra compensations.

The members of the Rectorate are paid on average 1719 Euros monthly by the university budget, out which 406 Euros are extra compensation. These compensations comprise about 27% of their monthly income. There's a significant decrease compared to 2020 when the average income was 2521 euros, and 1120 euros were extra compensation. In 2019 both the average income and extra compensation were higher, with 2555 euros in monthly income, out of which 1184 euros were extra compensation.²⁴

Deans of the faculties are paid on average 1847 Euros monthly by the university budget, and 543 Euros monthly as extra compensation. These compensations comprise about 29% of their monthly income. These numbers represent a decrease of extra compensations compared to 2020 when the average income was 2232 euros monthly, and extra compensations were 895 euros monthly. In 2019, both the average income and average extra compensations were higher with 2481 euros per month, out of which 1069 euros were extra compensations.

Vice-Deans of the faculties are paid on average 1488 Euros monthly by the university budget, and 280 Euros monthly as extra compensation. These compensations comprise about 19% of their monthly income. There's a decrease compared to 2020 when the average income was 1841 euros, and 606 euros were extra compensation. In 2019 both the average income and extra compensation were higher, with 2000 euros in monthly income, out of which 730 euros were extra compensation.

EXTRA COMPENSATION OF MANAGING STAFF IN UP THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



²⁴ This decrease of extra compensation could be because the new members of the Rectorate have been appointed in October 2020, when they started receiving the function extra compensations, while most other asset declarations are for the entire year of 2020.

For the first time, none of the professors with managing positions in the University of Prishtina have higher compensations than their base salary. In the previous report in 2020, four professors had higher compensations than their base salary: two vice-rectors and two vice-deans.

Science fund

In 2020, in the category Subscriptions and Publications, UP spent only 2485 euros, which according to the Annual Report, were used mainly for conference participations. In 2021, according to the Regulation for financing scientific-research, artistic and sports activities in the University of Prishtina (Protocol number 3/879, dated 11.12.2020)²⁵, they plan to spend 1% of the general UP budget on funding research, which means about 310,125 euros.

²⁵ Regulation for financing scientific-research, artistic and sports activities in the University of Prishtina (Prot. no. 3/879, date 11.12.2020), regulation, link: <https://dokumente.uni-pr.edu/>

Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in annex number 1.

		2019	2020	2021
Average of monthly income	Steering Council	2381 €	1736 €	1,813 €
	Rectorate	2555 €	2521 €	1,719 €
	Deans	2418 €	2232 €	1,847 €
	Vice-Deans	2000 €	1804 €	1,488 €
Average of extra compensation	Steering Council	988 €	405 €	472 €
	Rectorate	1184 €	1120 €	406 €
	Deans	1068 €	895 €	543 €
	Vice-Deans	730 €	606 €	280 €
Minimum and maximum of monthly income	Steering Council	2200 €, 2630 €	1313 €, 1995 €	1,650 €, 1,942 €
	Rectorate	2072 €, 3125 €	1980 €, 2930 €	1,215 €, 1,985 €
	Deans	1910 €, 3367 €	1743 €, 2706 €	1,354 €, 2,429 €
	Vice-Deans	1283 €, 3352 €	1283 €, 2707 €	796 €, 2,117 €
Minimum and maximum of extra compensation	Steering Council	815 €, 1200 €	177 €, 566 €	367 €, 566 €
	Rectorate	861 €, 1694 €	697 €, 1501 €	78 €, 556 €
	Deans	505 €, 1937 €	606 €, 1277 €	129 €, 1,011 €
	Vice-Deans	0, 1922 €	103 €, 1423 €	24 €, 700 €



According to the Annual Report for 2020, UP has distributed scholarships in the amount of **650 euros to 1067 students** with the total amount reaching **693,550 euros**.

In comparison, in 2019 there was no public information on expenses in this category, while in 2020 the financing of scientific activities in UP was done through the budget line subsidies and transfers, in the amount of 1% of the general budget of the university, respectively 367,339 euros.

Student scholarships

According to the Annual Report for 2020²⁶, UP has distributed scholarships in the amount of 650 euros to 1067 students, with the total amount reaching 693,550 euros. While in 2021, UP has distributed 1290 scholarships with the amount of 650 euros, totaling 774,000 euros. In 2019, UP distributed 1058 scholarships²⁷ worth 600 euros, totaling 653,319 euros.

Main capital investments

Capital investments in 2020 reached 1,899,906 euros, while in 2021 UP has planned to spend 4 million euros in this category.

In 2020, UP mainly invested in these three projects: laboratories in UP amounting to 390,309 euros; establishing the center for development, transfer, and implementation of new technologies in production amounting 385,270 euros; and in establishing the center for contemporary research in electrical and information engineering amounting 298,750 euros.

In comparison, according to the Audit Report in 2019 UP spent a total of 3,090,155 euros in capital investments which mainly were furnishing the labs, renovating the university buildings, etc. According to the budget plans for 2020, UP had three big projects: 'Revitalizing labs in the Faculty of Mathematical and Natural Sciences 2018-2020' with the sum of 800,000 euros; 'Hydro isolation and drainage of the foundation and basements of the Faculty of Mathematical and Natural Sciences, Faculty of Philosophy, and the Faculty of Philology' valued at 800,000 euros; and building a new object for the Faculty of Mathematical and Natural Sciences at 450,000 euros.

But according to the Annual Report of UP in 2020 and the Finances Office in UP, during 2020 they could not implement these projects

²⁶ Annual Report, Attachment to the MESTI with the Annual Report of UP 2020, page 16, link: <https://dokumente.uni-pr.edu/>

²⁷ Scholarship beneficiaries list, 2018/19, link: https://drive.google.com/drive/folders/1Y-DQUwbbByHAs65ViOUkPRXn-1mD6Q3mB?fbclid=IwAR2_uYOhHUNIsMtriebyER80i-7a1Eg2RB8lp6ZPuhwgnz-27uQ1baJ2E2j0

for these reasons: 'Revitalizing labs in the Faculty of Mathematical and Natural Sciences 2018-2020' could not start because the procurement procedures were cancelled; 'Hydro isolation and drainage of the foundation and basements of the Faculty of Mathematical and Natural Sciences, Faculty of Philosophy, and the Faculty of Philology' could not start the work but the procurement procedures were initiated; "Building the new FMNS object" has not started because they have no building permit yet.

Buildings' security

There is no public information on the expenses in this category for 2020, but in official communications received by the University of Prishtina, they stated that they have spent 577,840 euros in 2020 and planned 600,000 euros for 2021. However, by July 2021 they had already spent 320,425 euros.

There was no public information for the expenditures in this category for 2019, but according to official communications with UP they spent 575,207 euros in this category in 2019.

Court expenditures

In the Annual Financial Report of Kosovo budget for 2020²⁸, 321,310 euros were used by UP on court expenses.

In the Annual Financial Report of Kosovo for 2019²⁹, a total of 465,059 euros were presented as court expenses, 331,775 euros of which were obligations by UP to the Tax Administration for taxes and pension contributions previously unpaid. 133,284 euros were for staff payment and for bills not paid in time. The total debt was 124,272 euros and court procedure expenses were 9,012 euros³⁰.

²⁸ Annual financial report of the Republic of Kosovo's budget, annex No.20, page 95, 2020, link: <https://mf.rks-gov.net/desk/inc/media/04E85A56-B508-41C1-A6D6-427A0C091EF0.pdf>

²⁹ Annual financial report of the budget of the Republic of Kosovo, 2019, link: <https://mf.rks-gov.net/desk/inc/media/1E29A660-3716-465F-A1E8-C99AD78E6318.pdf>

³⁰ UP Auditing Report, 2019, link: <http://www.zka-rks.org/wp-content/uploads/2020/08/Raporti-auditimit-UP-2019-Shqip.pdf>



There is no public information on the expenses in this category for 2020, but in official communications received by the University of Prishtina, they stated that they have spent **577,840 euros** in 2020 and planned **600,000 euros** for 2021.



337 professors at the University of Prishtina are currently employed in another public university for which they have not received previous approval from the rector of the University of Prishtina.

Findings from the Auditor

In the Auditing Report for the University of Prishtina in 2019³¹, they found that 37 professors at the University of Prishtina are currently employed in another public university for which they have not received previous approval from the rector of the University of Prishtina.

“Professors being hired for extra work without management approval, apart from the fact that it is in violation with the requests of the regulation for personal income of academic staff, it also impacts the quality of the education process, because of the numerous contracts of the academic staff,” is said on the Audit Report, while it was recommended that universities review the identified cases and take the necessary measures against the staff that does not obey the regulations.

Another finding was that compensations were made in violation with the regulation for compensating the work of committees formed in the central level, because the compensation for extra work and overtime is not allowed for rectors, vice-rectors, members of the Steering Council, the General Secretary of the University of Prishtina, deans, vice-deans, secretaries of academic units and directors of the Central Administration, while according to the Auditing Report, in 13 cases they were compensated as members of committees for extra work which according to the office for academic issues in UP, are not considered as professional committees. The amount of these compensations was 1892 euros.

According to the report, this happened because the management did not take into consideration the limitations established with the regulation, considering these committees as ancillary and professional.

“Compensations for participation in committees of staff that are in violation of the regulation create irregular payments and damage to the budget,” is said in the report

They recommended that the Rector should ensure that they do not compensate people for participating in committees, for staff that are not entitled to compensation according to the regulation, and where there are violations, they should take measures to refund.

³¹ Auditing Report for the financial reports of the University of Prishtina for the year 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_UP_2020_Shaip.pdf

Further they found shortcomings in the internal regulations that deal with the payment of function extra compensations.

“In our testing, we noticed that the compensation of the General Secretary of the University is included in two regulations, including the base salary and the functional compensation. The base salary is established by the Regulation No. 3/525 on the salaries for the administration personnel, article 4, in the amount of 1429 euros, while functional compensation in the amount of 250 euros is established by the article 9 of the Regulation no. 2/486 on the personal income of academic staff. Thus, the position of the General Secretary is not classified as academic staff, this is a position of the highest manager of the administration, and as such should not have been included in the regulation for academic staff. This happened because the Steering Council during the compilation of the regulation, did not take into consideration the classification of the positions established by the UP Statute.”, is said in the report.

They recommended that the Rector and the Steering Council must harmonize the internal regulations in accordance with the statute of the university, so that the compensations can be in accordance with the functional positions.

The auditors also found irregularities in the budget line of Wages and compensation, where they asked that the Rector must increase control to ensure that the payments processed for compensations are documented with evidence for work done outside the normal work schedule.

“In cases when there is no evidence that the employees have conducted work outside the schedule, the compensations should not be processed and must be interrupted immediately. There were no actions taken despite the situation being the same as in the previous Auditing Report. It has not been addressed”, is said in the report.

Out of the nine recommendations given by the Auditor Office in 2019, one was implemented fully, one was not relevant anymore, and seven were not implemented at all.



The base salary is established by the Regulation **No. 3/525** on the salaries for the administration personnel, **article 4**, in the amount of **1429 euros**, while functional compensation in the amount of **250 euros** is established by the **article 9** of the Regulation **no. 2/486** on the personal income of academic staff.



UNIVERSITY OF PRIZREN

According to the Kosovo Agency of Statistics³², the University of Prizren has a total of 80 academic staff in a full-time contract, 25 of which are women, and 114 adjunct staff, out of which 39 are women.

The University of Prizren has a total of 3982 students in the undergraduate level, 348 students in the postgraduate level, and no PhD candidates.

Number of students in the University of Prizren

	BA			MA			PhD		
			Total			Total			Total
2019/20	2,776	1,000	3,776	144	115	259	-	-	-
2020/21	2,750	1,232	3,982	172	176	348	-	-	-

The student-professor ratio is 50:1 in the University of Prizren.

³² Kosovo Agency of Statistics, Kosovo Education Statistics 2020/21, page. 84, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

Number of graduated students in the University of Prizren

	BA			MA		
			Total			Total
2018/19	620	237	857	109	92	201
2019/20	691	209	900	113	55	168

Expenditures analysis

A total of 2,561,012 euros were given by the Kosovo budget to the University of Prizren in 2020, and they spent 2,518,728 euros. In 2021, they plan to spend the same amount, 2,518,728 euros.

In 2019, the University of Prizren spent 2,570,944 euros of the Kosovo budget.³³

61% of the budget for this university in 2020 was spent on wages and compensation for academic staff (with 1,545,728 euros foreseen for 147 employees). In 2019, they spent 1,597,944 euros on wages and compensation. In 2021, they plan to spend 1,347,540 euros in this category (59%).³⁴

For goods and services, UPZ spent 600,000 euros in 2020, and the same amount was also spent in 2019. They have also planned the same amount for 2021.

For utilities, UPZ paid 73,000 euros in 2020, and they spent the same amount in 2019. They have planned the same amount for 2021 as well.

³³ Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

³⁴ Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES IN THE UNIVERSITY OF PRIZREN 2019, 2020 AND 2021

Wages and compensation	2019	1,597,944	62%
	2020	1,545,728	61%
	2021	1,347,540	59%
Goods and services	2019	600,000	23%
	2020	600,000	24%
	2021	600,000	26%
Utilities	2019	73,000	3%
	2020	73,000	3%
	2021	73,000	3%
Subsidies and transfers	2019	100,000	4%
	2020	100,000	4%
	2021	100,000	4%
Capital investments	2019	200,000	8%
	2020	200,000	8%
	2021	180,000	8%
Total expenditures	2019	2,570,944	100%
	2020	2,518,728	
	2021	2,300,540	

The sum divided for subsidies and transfers in UPZ has not changed throughout the years, with 100,000 euros divided for 2019, 2020 and 2021 each.

The capital investment budget was 200,000 euros in both 2020 and 2019, while they have planned 180,000 euros for 2021.

Expenditures per student in the University of Prizren in 2020 are 645 euros per student. In the previous year it was 556 euros per student.

The University of Prizren has also generated 105,000 euros of its own money.

Personal income of academic staff in managing positions in the University of Prizren according to the asset declarations

The wages of the professors and other compensation in the University of Prizren is regulated through the regulation for personal income, compensation for functioning, honoraria, and permanent commissions in the University of Prizren, approved on 18.01.2019.³⁵ Article 8 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Classes per week	Base monthly salary
Full professors	6	1486.72 Euro
Associate professors	6	1334.67 Euro
Assistant professors	6	1182.62 Euro
Lecturers	6	1030.57 Euro
Foreign language lecturers	10	878.52 Euro
Repetiteur	10	878.52 Euro
Assistants	10	803.40 Euro
New assistants	10	726.70 Euro

Table 1. Base salaries of the academic staff in the University of Prizren

Beyond the base salary, academic staff that has managing positions in the University of Prizren, are compensated according to this table:

Position	Compensation
Rector	600 Euro
Vice-rector	450 Euro
Dean	350 Euro
Vice-dean	250 Euro

Table 2. Extra compensation for managing positions in the University of Prizren

³⁵ Regulation for the personal income of academic staff, compensation for functions, honoraria, and permanent commissions in the University of Prizren "Ukshin Hoti". 18.01.2019, link: https://uni-prizren.com/repository/docs/RREGULLORJA_NO_01-11_-_2019_247988.pdf

Academic staff in the University of Prizren are allowed to hold extra classes (honorary) up to 6 hours per week (for professors) and up to 10 hours per week (for lecturers, assistants, and repetiteurs). These classes are compensated per this table:

Academic rank	Compensation
Professors (full, associate, assistant)	25 Euro
Lecturer, foreign language lecturers	15 Euro
Assistants, repetiteurs	13 Euro

Table 3. Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

Commission	BA	MA	PHD
Mentor	20 Euro	150 Euro	1200 Euro
Head of commission	n/a	50 Euro	300 Euro
Member of the commission	10 Euro	30 Euro	200 Euro

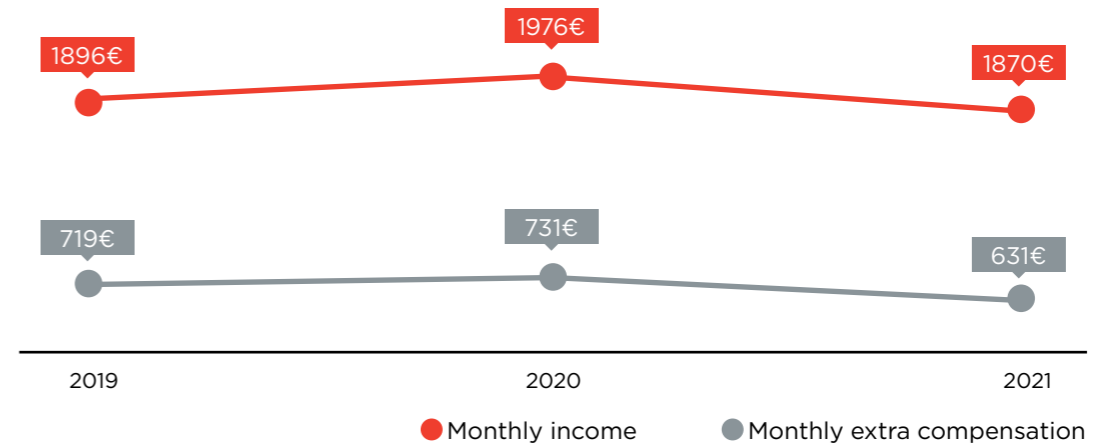
Table 4. Compensation for supervisors of theses in all levels

Academic staff is also compensated for participating in various committees in the scope of the university work, and for participating in the Senate, according to Articles 20 and 21 of the regulation on personal income.

Data analysis from asset declarations

In the asset declarations analysis for the University of Prizren we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

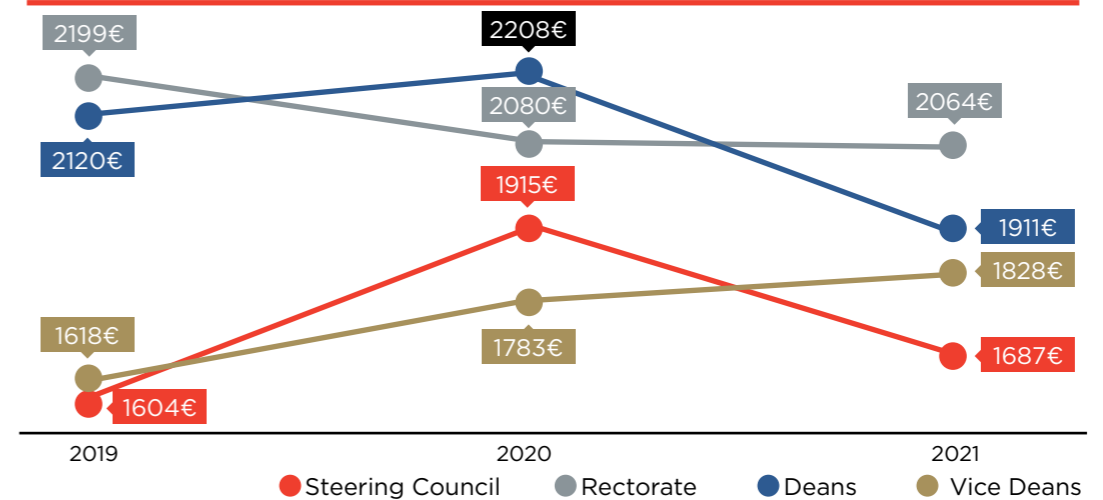
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UPZ THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in UPZ have decreased. While in 2019, the average monthly income was 1896 euros, in 2020 it increased to 1976 euros, and in 2021 decreased again to 1870 euros.

Monthly extra compensation also had similar changes, with 719 euros in 2019, increasing to 731 euros in 2020, and decreasing to 631 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UPZ THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



The members of the Steering Council who have academic ranks are paid on average 1687 Euros monthly by the university budget, and they receive on average 504 Euros monthly as extra compensation. These extra compensations comprise around 29% of their monthly income. These numbers show a decrease of extra compensations compared to 2020 when the average income was 1915 euros per month, out of which 733 euros were extra

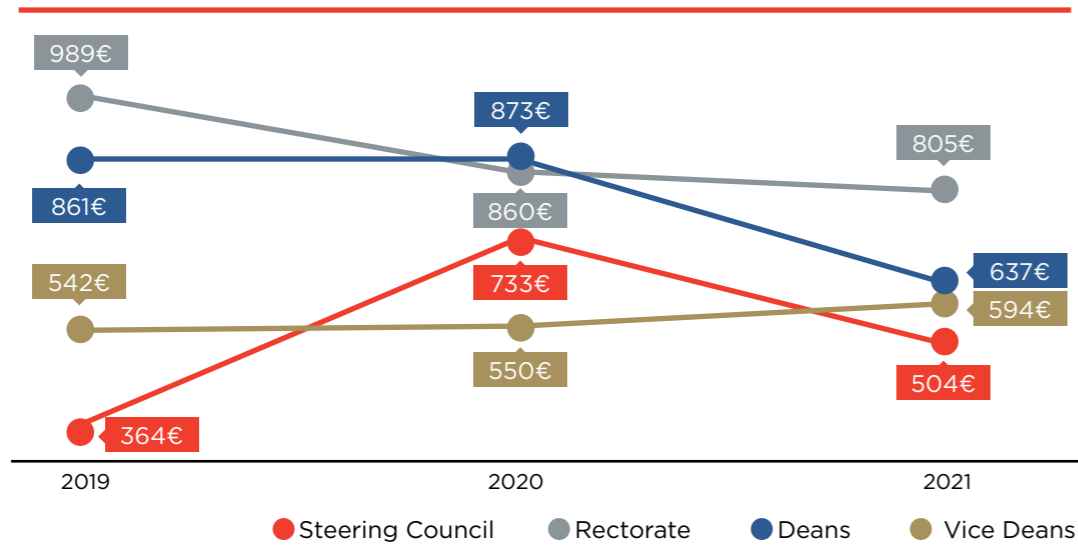
compensations. In 2019, the average income was 1604 euros per month, out of which 364 euros were extra compensations.

The members of the Rectorate are paid on average 2064 Euros monthly by the university budget, and 805 Euros monthly as extra compensation. These compensations comprise about 39% of their monthly income. Similar numbers were in 2020 when the average income was 2080 euros, out of which 860 euros were extra compensations. In 2019, the average income was 2199 euros, out of which 989 euros were extra compensations.

Deans of the faculties are paid on average 1911 Euros monthly by the university budget, and 637 Euros monthly as extra compensation. These compensations comprise about 33% of their monthly income. These numbers show a decrease of extra compensations compared to 2020 when the average income was 2208 euros per month, out of which 873 euros were extra compensations. In 2019, the average income was 2120 euros per month, out of which 861 euros were extra compensations.

Vice-Deans of the faculties are paid on average 1828 Euros monthly by the university budget, and 594 Euros monthly as extra compensation. These compensations comprise about 32% of their monthly income. In 2020, the average income was 1783 euros per month, out of which 550 euros were extra compensations. In the 2019 asset declarations the average monthly income was 1618 euros, 542 euros of which were extra compensation.

EXTRA COMPENSATION OF MANAGING STAFF IN UP THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



None of the professors have higher extra compensation than their base salary.

***Science fund**

There was no public information on the amount spent in 2020 in this category, but in an official communication with the university, they stated that they spent 3,531 euros on science in 2020, and they had planned 25,000 euros. They have planned to spend 5,000 euros in 2021.

In comparison, UPZ spent only 2000 euros in 2019 for science.

***Student scholarships**

There was no public information on the amount spent in 2020 in this category, but in an official communication with the university, they stated that the amount of student scholarships for 2020 is 99,985 euros. UPZ gave out 153 scholarships of 653 euros. 100,000 euros are planned for 2021.

In comparison, UPZ spent 68,805 euros on 154 student scholarships worth 446 euros each in 2019.



Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in **annex number2.**

		2019	2020	2021
Average of monthly income	Steering Council	1604 €	1915 €	1,687 €
	Rectorate	2199 €	2080 €	2,064 €
	Deans	2120 €	2208 €	1,911 €
	Vice-Deans	1618 €	1783 €	1,828 €
Average of extra compensation	Steering Council	394 €	733 €	504 €
	Rectorate	989 €	860 €	805 €
	Deans	861 €	873 €	637 €
	Vice-Deans	542 €	550 €	594 €
Minimum and maximum of monthly income	Steering Council	1446 €, 1888 €	1483 €, 2260 €	1,399 €, 1,942 €
	Rectorate	1854 €, 2551 €	1738 €, 2738 €	1,778 €, 2,323 €
	Deans	1500 €, 2817 €	2024 €, 2398 €	1,480 €, 2,289 €
	Vice-Deans	1374 €, 2010 €	1350 €, 2217 €	1,458 €, 2,284 €
Minimum and maximum of extra compensation	Steering Council	17 €, 751 €	301 €, 1077 €	217 €, 760 €
	Rectorate	717 €, 1268 €	556 €, 1403 €	507 €, 1,131 €
	Deans	217 €, 1534 €	689 €, 1063 €	297 €, 954 €
	Vice-Deans	237 €, 873 €	167 €, 882 €	275 €, 950 €



They have planned **180,000 euros** in 2021, but there is no public information on the number, type or amounts for the capital investments projects.

*Main capital investments

There was no public information on the amount spent in 2020 in this category, but in an official communication with the university, they stated that capital investment projects reach 90,414 euros from the Kosovo budget, and 13,800 euros from donations. They have planned 180,000 euros in 2021, but there is no public information on the number, type or amounts for the capital investments projects.

In comparison, in 2019 they spent 44,900 euros in lab equipment, and they had planned to spend 200,000 euros in 2020.

*Buildings' security

There was no public information on the amount spent in 2020 in this category, but in an official communication with the university, they stated that they spent 33,674 euros in 2020 for this category, and that they plan to spend 35,000 euros in 2021.

In comparison in 2019 UPZ spent 31,735 euros in this category and planned 35,000 euros for 2020.

*Court expenditures

There was no public information on the amount spent in 2020 in this category, but in an official communication with the university, they stated that they have not made any court expenses, and that in 2019 they had spent 654 euros.

Findings of the auditor

The National Audit Office (NAO) in the Auditing Report for the Ministry of Education, Science, Technology, and Innovation for the year 2020³⁶, has repeated the finding from last year where four out of six public universities had included in their regulations, extra compensations for some committees which are considered in violation of the Statute, with the approval of the Steering Councils of the respective universities. University of Prizren is included in this finding.

³⁶ Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf

According to this report, the Law on management of public finances³⁷ does not allow extra financial compensation if an employee, civil servant, or official of a public authority is requested to serve on a commission, board, or other public authority through a government act. This is because this type of service is considered as part of their mandatory duties of the position that the official holds. The University of Prizren has spent 27,650 euros on such compensations.

UPZ employees were also compensated for participating in the commission for doing inventory of assets; for admitting new students; for appeals and complaints; for staff recruitment; commission on accepting donations; for evaluating offers, while the meetings were held during the normal work schedule. The sum of extra compensations for members of the commissions during October, November and December was 3,780 euros.

The University of Prizren with the decision of the Steering Council dated November 3rd, 2020, had changed the regulation, but did not repeal all the articles that foresee compensations for commissions.

Further in the report it says that despite the recommendation from the previous year, this university has not undertaken any steps to change the regulations on compensation of internal commissions.

"The University of Prizren with the decision of the Steering Council dated November 3rd, 2020, had changed the regulation, but did not repeal all the articles that foresee compensations for commissions. The sum of extra compensations for members of the commissions during October, November and December was 3,780 euros,"³⁸ is said in the auditing report.

³⁷ Law on Public Financial Management and Accountability, 2008, link: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2524>

³⁸ "Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020", page 25, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf



There was no public information on the amount spent in 2020 in this category, but in an official communication with the university, they stated that they spent **33,674 euros** in 2020 for this category, and that they plan to spend **35,000 euros** in 2021.



UNIVERSITY OF PEJA

According to the Kosovo Agency of Statistics³⁹, the University of Peja has a total of 80 academic staff in a full-time contract, 25 are women, and 114 adjunct staff, 39 are women.

The University of Peja has a total of 7772 students in the undergraduate level, 1193 students in the postgraduate level, and no PhD programs.

Number of students in the University of Peja

	BA			MA			PhD		
			Total			Total			Total
2019/20	3,916	5,697	9,613	840	630	1,470	-	-	-
2020/21	2,867	4,905	7,772	635	558	1,193	-	-	-

The student-professor ratio is 112:1 in the University of Peja.

³⁹ Kosovo Agency of Statistics, Kosovo Education Statistics 2020/21, page. 17, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

Number of graduated students in the University of Peja

	BA			MA		
			Total			Total
2018/19	276	143	419	128	73	201
2019/20	191	120	311	134	69	203

Expenditures analysis

A total of 3,062,664 euros were given by the Kosovo budget to the University of Peja in 2020⁴⁰, while they spent 3,760,132 euros. In 2021 they have planned to spend 3,459,753 euros.

In comparison in 2019 they spent 3,380,544 euros from the Kosovo budget.⁴¹

46% of the budget for this university in 2020 was spent on wages and compensation for academic staff (with 1,727,717 euros foreseen for 162 employees). In 2019 they spent 1,848,129 euros in this category, with a decrease of 120,000 euros in 2020. In 2021, they have planned to spend 1,656,746 euros⁴².

For goods and services, the University of Peja spent a total of 412,000 euros in 2020, and they spent the same amount in 2019 as well. In 2021 they plan to spend 500,000 euros.

For utilities, UHZ paid 50,408 euros in 2020, and they spent the same amount in 2019 as well. In 2021 they plan to spend 500,000 euros.

⁴⁰ Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/23991BEA-4CD9-40B3-94D3-EA192C572464.pdf>

⁴¹ Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

⁴² Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES FOR THE UNIVERSITY OF PEJA 2019, 2020 AND 2021

Wages and compensation	2019	1,848,129	55%
	2020	1,727,717	46%
	2021	1,656,746	62%
Goods and services	2019	412,007	12%
	2020	412,007	11%
	2021	500,000	19%
Utilities	2019	50,408	1%
	2020	50,408	1%
	2021	50,408	2%
Subsidies and transfers	2019	100,000	3%
	2020	100,000	3%
	2021	100,000	4%
Capital investments	2019	970,000	29%
	2020	1,470,000	39%
	2021	350,000	13%
Total expenditures	2019	3,380,544	100%
	2020	3,760,132	
	2021	2,657,154	

The sum divided for subsidies and transfers in UHZ has not changed throughout the years, with 100,000 euros divided for 2019, 2020 and 2021 each.

The capital investment budget for 2020 was 1,470,000 euros. In 2019 they spent 970,000 euros in this category. In 2021, they plan to spend 350,000 euros.

Expenditures per student in 2021 are 256 euros per student. In comparison, in the previous year it was 320 euros.

UHZ also generated 105,000 euros of its own money.

Personal income of academic staff in managing positions in the University of Peja according to the asset declarations

The wages of the professors and other compensation in the University of Peja is regulated through the regulation for personal income, functional compensation, and honoraria of the academic staff in the University of Peja, approved on 08.03.2018.⁴³

Article 7 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Classes per week	Base monthly salary
Full professors	6	1429.54 Euro
Associate professors	6	1283.34 Euro
Assistant professors	6	1137.14 Euro
Foreign language lecturers/ Repetiteur	10	844.73 Euro
Assistants	10	772.50 Euro

Table 1. Base salaries of the academic staff in the University of Peja

Beyond the base wage, academic staff that has managing positions in the University of Peja, are compensated according to this table:

Position	Compensation
Rector	600 Euro
Vice-rector	400 Euro
Dean	300 Euro
Vice-dean	200 Euro

Table 2. Extra compensation for managing positions in the University of Peja

Academic staff in the University of Peja are allowed to hold extra classes (honorary) up to 5 hours per week (for professors) and up to 8 hours per week (for lecturers, and assistants). These classes are compensated per this table:

⁴³ Regulation for the personal income of academic staff, compensation for functions, honoraria, and permanent committees in the University of Peja "Haxhi Zeka". 08.03.2018 Link: <https://drive.google.com/file/d/1DsiA4YBm-LMDqAwKU3di2gFP6CV4B5Fg/view>

Academic rank	Compensation
Professors (full, associate, assistant)	30 Euro
Lecturer, and assistants	15 Euro

Table 3. Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

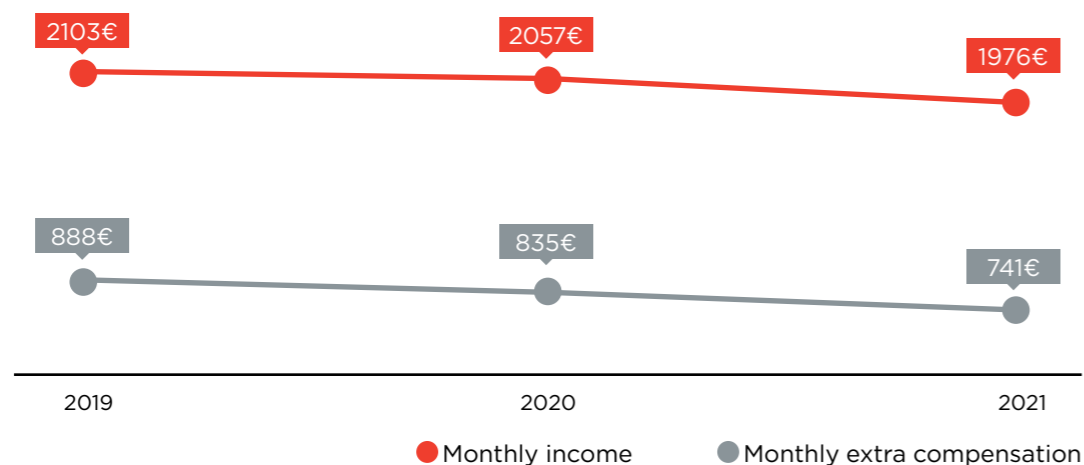
Commission	BA	MA	PHD
Mentor	30 Euro	150 Euro	1000 Euro
Head of commission	n/a	70 Euro	300 Euro
Member of the commission	10 Euro	60 Euro	250 Euro

Table 4. Compensation for supervisors of theses in all levels

Data analysis from asset declarations

In the asset declarations analysis for the University of Peja we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

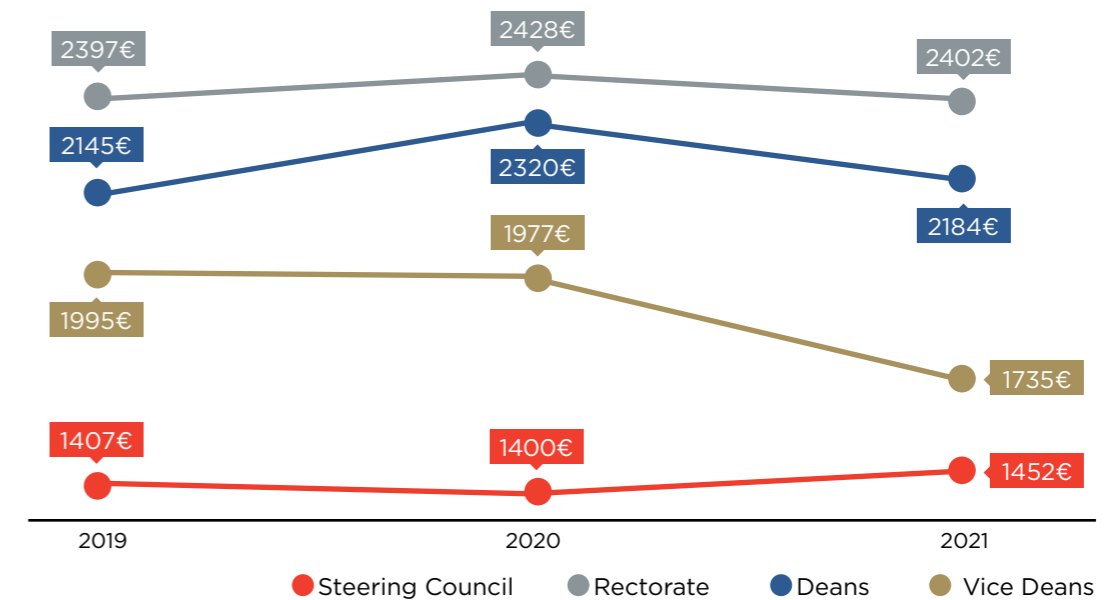
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UHZ THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in UHZ have decreased gradually. While in 2019, the average monthly income was 2103 euros, in 2020 it decreased to 2057 euros, and in 2021 decreased to 1976 euros.

Monthly extra compensation also had similar changes, with 888 euros in 2019, decreasing to 835 euros in 2020, and decreasing to 741 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UHZ THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



The members of the Steering Council who have academic ranks are paid on average 1452 Euros monthly by the university budget, and they receive on average 509 Euros monthly as extra compensation. These extra compensations comprise around 35% of their monthly income.

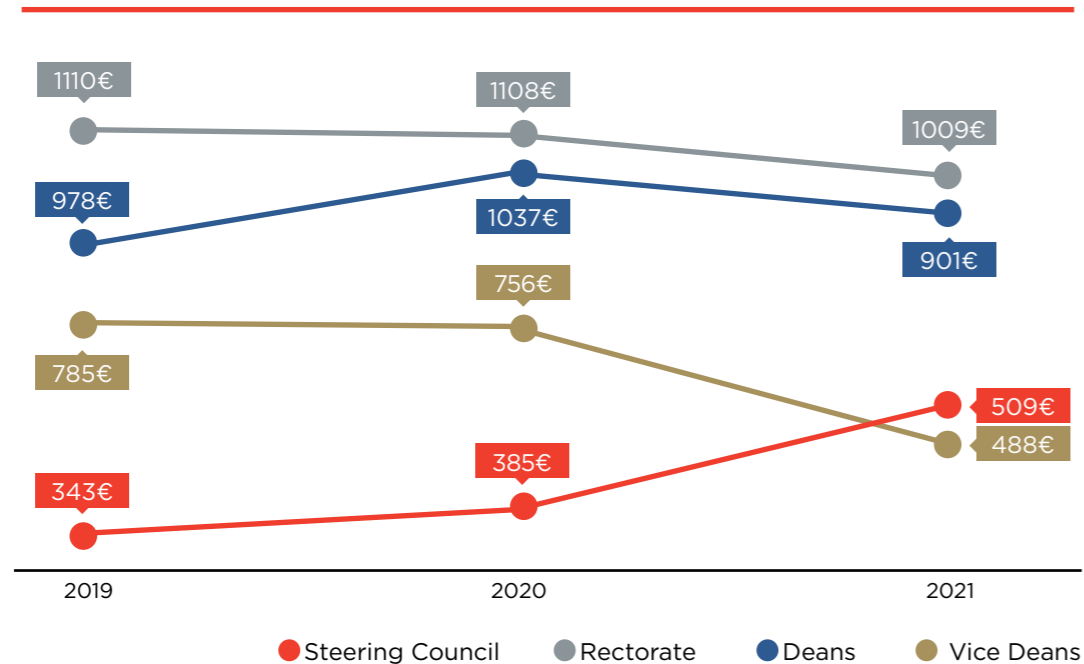
These numbers show an increase of extra compensations compared to 2020 when the average income was 1400 euros per month, out of which 385 euros were extra compensations. In the 2019 asset declarations, the average income was 1407 euros per month, out of which 343 euros were extra compensations.

The members of the Rectorate are paid on average 2402 Euros monthly by the university budget, and 1009 Euros monthly as extra compensation. These compensations comprise about 42% of their monthly income. There's a decrease of extra compensations since 2020 when the average income was 2428 euros, out of which 1108 euros were extra compensations. Similar incomes were in 2019, with an average of 2397 euros per month, out of which 1110 euros were extra compensations.

Deans of the faculties are paid on average 2184 Euros monthly by the university budget, and 901 Euros monthly as extra compensation. These compensations comprise about 41% of their monthly income. These numbers show an increase of extra compensations compared to 2020 when the average income was 2320 euros per month, out of which 1037 euros were extra compensations. In the 2019 asset declarations, the average income was 2145 euros per month, out of which 978 euros were extra compensations.

Vice-Deans of the faculties are paid on average 1735 Euros monthly by the university budget, and 488 Euros monthly as extra compensation. These compensations comprise about 28% of their monthly income. There's a decrease of extra compensations since 2020 when the average income was 1977 euros, out of which 756 euros were extra compensations. Similar incomes were in 2019, with an average of 1995 euros per month, out of which 785 euros were extra compensations.

EXTRA COMPENSATION OF MANAGING STAFF IN UHZ THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



None of the professors have higher extra compensation than their base salary.

***Science fund**

In 2020 UHZ spent 5339 euros in participations in conferences, research projects, best papers, and other expenses for organizing conferences. They plan to spend 67,500 euros in 2021.

In comparison in 2019 they spent 17,473 euros in scientific research, while their plans for 2020 were to spend 50,000 euros.

***Student scholarships**

The University of Peja gave out 43 scholarships during 2020⁴⁴ for students with 950 euros per student, amounting to 40,850 euros in total. While in 2021, they plan to spend 50,000 euros.

In comparison, in the academic year 2019/20, the total amount spent on scholarships was 64,000 euros, where 72 students received 900 euros each. While they planned to spend 50,000 euros in 2020/21.

⁴⁴ Decision on scholarship disbursement for the academic year 2020/2021, links: <https://drive.google.com/file/d/15rFDQXJ49dXC09tUDEcpyzfbWH1of-nVU/view>, <https://drive.google.com/file/d/1u-Z6E16p50x5e16xEyuculaXJ1oVwQpH/view>

Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in **annex number3.**

		2019	2020	2021
Average of monthly income	Steering Council	1407 €	1404 €	1,452 €
	Rectorate	2397 €	2428 €	2,402 €
	Deans	2145 €	2320 €	2,184 €
	Vice-Deans	1995 €	1977 €	1,735 €
Average of extra compensation	Steering Council	343 €	385 €	509 €
	Rectorate	1110 €	1108 €	1,009 €
	Deans	978 €	1037 €	901 €
	Vice-Deans	785 €	756 €	488 €
Minimum and maximum of monthly income	Steering Council	756 €, 2166 €	1210 €, 1600 €	981 €, 2,003 €
	Rectorate	1684 €, 2827 €	1874 €, 2828 €	2,235 €, 2,554 €
	Deans	1792 €, 2710 €	1794 €, 2677 €	1,977 €, 2,383 €
	Vice-Deans	1612 €, 2561 €	1391 €, 2725 €	1,361 €, 1,974 €
Minimum and maximum of extra compensation	Steering Council	0, 883 €	254 €, 462 €	936 €, 1,124 €
	Rectorate	547 €, 1398 €	591 €, 1545 €	936 €, 1,124 €
	Deans	655 €, 1573 €	511 €, 1393 €	694 €, 1,099 €
	Vice-Deans	392 €, 1424 €	245 €, 1588 €	224 €, 691 €



Capital investments during 2020 were **542,893 euros**, while in 2021 in the same category, UHZ has planned to spend **350,000 euros**.

*Main capital investments

Capital investments during 2020 were 542,893 euros⁴⁵, while in 2021 in the same category, UHZ has planned to spend 350,000 euros. In 2020, the University of Peja invested the most in these three projects: 'Building and renovating the infrastructure of UHZ', in 2017 UHZ started building the building for the Faculty of Arts with a space of 5000m², and continued the third and fourth phase of the building during 2020, for which they spent 516,643 euros; 'Buying equipment for UHZ' where they furnished the students of the Faculty of Arts with equipment worth 15,865 euros, and other equipment worth 2885 euros; 'Buying lab and IT equipment' worth 7500 euros.

In comparison, in 2019 UHZ spent 662,347 euros in these capital projects: 'building and renovating UHZ infrastructure' at 609,363 euros, 'buying equipment for UHZ', at 33,527 euros, 'buying lab equipment for UHZ' at 19,457 euros. They pledged 1,102,500 euros for 2020 for the following projects: 'building and renovating infrastructure at 1,050,000 euros, other equipment at 37,500 euros, and lab equipment at 15,000 euros.

⁴⁵ Annual Work Report of UHZ for 2020, page34, link: <https://drive.google.com/file/d/19gKLeGGc4XDE3MnqxPL0mw0IYxGrWf-t/view>

*Buildings' security

According to the Annual Report for 2020, the University of Peja has spent a total of 54,218 euros in buildings security, and they plan to spend 60,000 euros in 2021.

In comparison in 2019 they spent 58,147 euros. In 2020 they were planning to spend 59,147 euros.

*Court expenditures

In the Annual Work Report of UHZ⁴⁶ there are no court expenses, but UHZ official communication said that they spent 1440 euros on court expenses in 2020.

In 2019, there were no court expenses.

Findings of the auditor

In the MESTI Auditing Report for 2020⁴⁷, there are no findings on the payments of academic staff but there are findings on some payments for which there were changes without changing the total amount (in Capital Investments category). They also found that there were changes made in Capital Investments without changing the total amount. The recommendation of the auditor was that the rector of the University of Peja must prevent future cases where the works are changed without prior approval as required by the procurement rules and procedures. They also gave a tender for IT equipment without respecting the full criteria established in the procurement file.

⁴⁶ Annual Work Report of UHZ for 2020, page36, link: <https://drive.google.com/file/d/19gKLeGGc4XDE3MnqxPL0mw0IYxGrWf-t/view>

⁴⁷ Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportitAuditimit_MASHTI_2020_Shqip.pdf



According to the Annual Report for 2020, the University of Peja has spent a total of **54,218 euros** in buildings security, and they plan to spend **60,000 euros** in 2021.



UNIVERSITY OF GJAKOVA

According to the Kosovo Agency of Statistics⁴⁸, the University of Gjakova has a total of 56 academic staff in a full-time contract, 26 are women, and 52 adjunct staff, out of which 23 are women.

In the previous year, UGJFA had 50 full time academic staff (22 women), and 32 adjunct staff (14 women).

The University of Gjakova has a total of 1517 students in the undergraduate level, no students in the postgraduate level, and no PhD programs.

Number of students in the University of Gjakova

	BA			MA			PhD		
			Total			Total			Total
2019/20	1,399	254	1,653	-	-	-	-	-	-
2020/21	1,303	214	1,517	-	-	-	-	-	-

The student-professor ratio is 33:1 in the University of Gjakova.

48 Kosovo Agency of Statistics, Kosovo Education Statistics 2020/21, page. 84, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

Number of graduated students in the University of Gjakova

	BA			MA		
			Total			Total
2018/19	318	63	381	-	-	-
2019/20	128	18	146	-	-	-

Expenditures analysis

A total of 2,447,605 euros were given by the Kosovo budget to the University of Gjakova in 2020⁴⁹, while they spent 2,301,167 euros. In 2021, 2,501,167 euros were planned for the University of Gjakova.

In comparison in 2019 the University of Gjakova had spent 2,401,167 euros of the Kosovo budget.⁵⁰

51% of the budget for this university in 2020 was spent on wages and compensation for academic staff (with 1,184,828 euros foreseen for 111 employees). In 2019, the same amount was spent on wages and compensation. In 2021 they plan to spend 2,501,167 euros.

For goods and services, the University of Gjakova spent a total of 316,339 euros in 2020, and the same amount was spent in 2019 as well. In 2021 they plan to spend 400,000 euros⁵¹.

For utilities, UGFA spent 50,000 euros in 2020, and spent the same amount in 2019 as well. They have planned the same amount for 2021 too.

49 Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/23991BEA-4CD9-40B3-94D3-EA192C572464.pdf>

50 Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

51 Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES FOR THE UNIVERSITY OF GJAKOVA 2019, 2020 AND 2021

Wages and compensation	2019	1,844,828	77%
	2020	1,184,828	51%
	2021	1,181,477	55%
Goods and services	2019	316,339	13%
	2020	316,339	14%
	2021	400,000	19%
Utilities	2019	50,000	2%
	2020	50,000	2%
	2021	50,000	2%
Subsidies and transfers	2019	100,000	4%
	2020	100,000	4%
	2021	100,000	5%
Capital investments	2019	750,000	31%
	2020	650,000	28%
	2021	400,000	19%
Total expenditures	2019	2,401,167	100%
	2020	2,301,167	
	2021	2,131,477	

The sum divided for subsidies and transfers in UGFA has not changed throughout the years, with 100,000 euros divided for 2019, 2020 and 2021 each.

The capital investment budget was 650,000 euros in 2020, and in 2019 it was 750,000 euros. In 2021, they plan to spend 400,000 euros.

Expenditures for students in 2021 are 1387 euros per student. In the previous year it was 1195 euros.

UGJFA has also generated 58,879 euros of its own money.

Personal income of academic staff in managing positions in the University of Gjakova according to the asset declarations

The wages of the professors and other compensation in the University of Gjakova is regulated through the regulation for personal income in the public University of Gjakova⁵².

Article 8 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Classes per week	Base monthly salary
Full professors	6	1484.72 Euro
Associate professors	6	1334.67 Euro
Assistant professors	6	1182.62 Euro
Lecturers	6	1030.57 Euro
Foreign language lecturers	10	878.52 Euro
Assistants	10	878.52 Euro
New assistants	10	726.70 Euro

Table 1. Base salaries of the academic staff in the University of Gjakova

Beyond the base salary, academic staff that has managing positions in the University of Gjakova, are compensated according to this table:

Position	Compensation
Rector	500 Euro
Vice-rector	450 Euro
Dean	350 Euro
Vice-dean	250 Euro

Table 2. Extra compensation for managing positions in the University of Gjakova

⁵² Regulation for Personal income of academic staff, compensation for functions, honoraria, and commissions in the University of Gjakova "Fehmi Agani" 21.10.2019. Link: <https://uni-gjk.org/upload/dokumentet/42253-Rregullore%20per%20te%20ardhurat%20personale%20one%20upgj.pdf>

Academic staff in the University of Gjakova are allowed to hold extra classes (honorary) up to 5 hours per week (for professors) and up to 8 hours per week (for lecturers, and assistants). These classes are compensated per this table:

Academic rank	Compensation
Professors (full, associate, assistant)	25 Euro
Lecturer, foreign language lecturers, and assistants	13 Euro

Table 3. Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

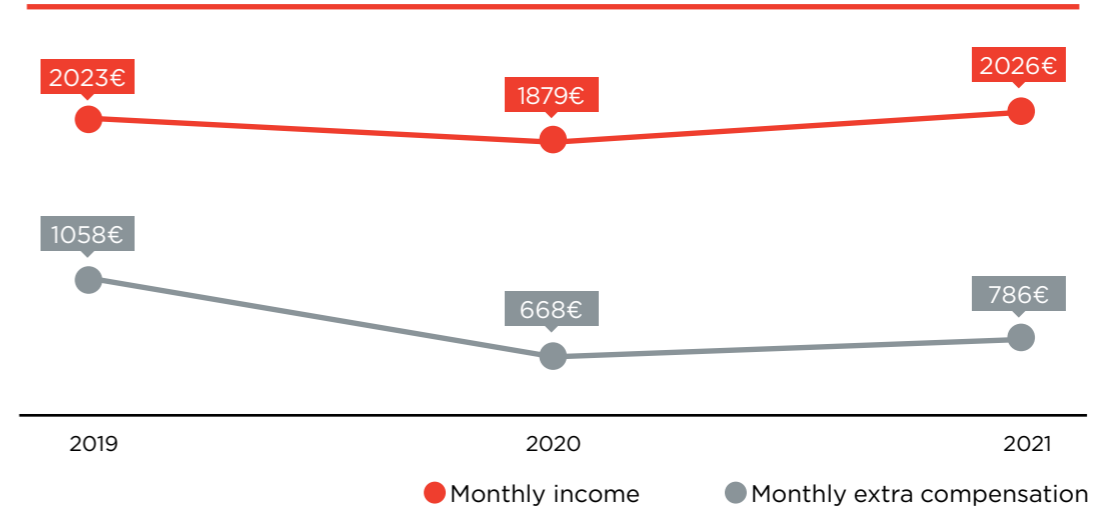
Commission	BA	MA	PHD
Mentor	20 Euro	150 Euro	1200 Euro
Head of commission	n/a	50 Euro	300 Euro
Member of the commission	10 Euro	30 Euro	200 Euro

Table 4. Compensation for supervisors of theses in all levels

Data analysis from asset declarations

In the asset declarations analysis for the University of Gjakova we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

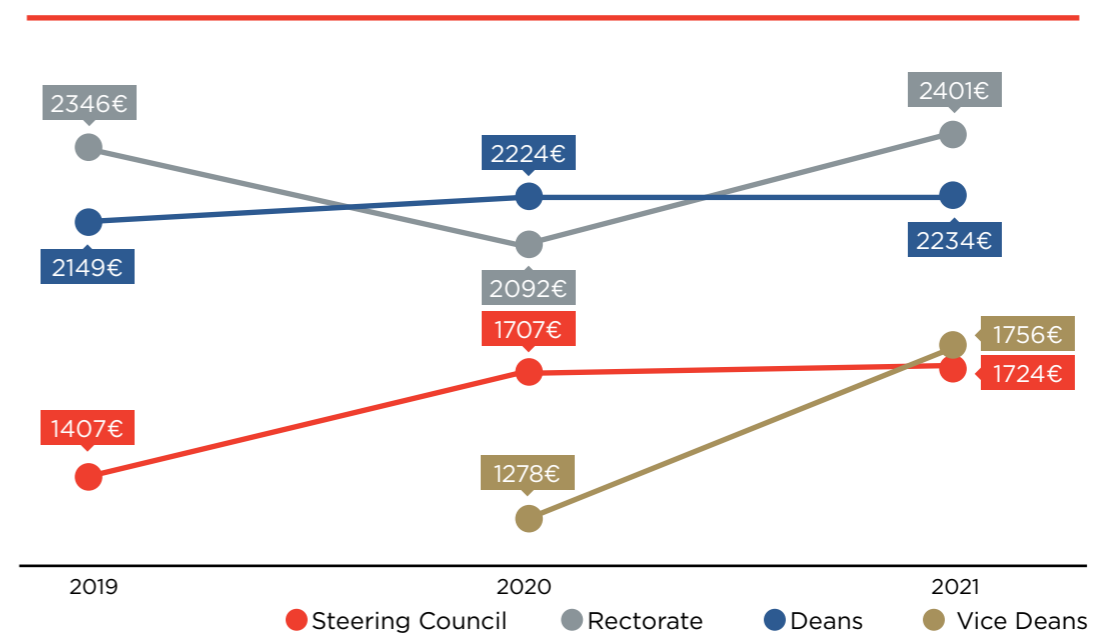
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UGJFA THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in UGJFA had decreased the previous year but this year they have slightly increased. While in 2019, the average monthly income was 2023 euros, in 2020 it decreased to 1879 euros, and in 2021 increased again to 2026 euros.

Monthly extra compensation also had similar changes, with 1058 euros in 2019, decreasing to 668 euros in 2020, and increasing to 786 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UGJFA THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



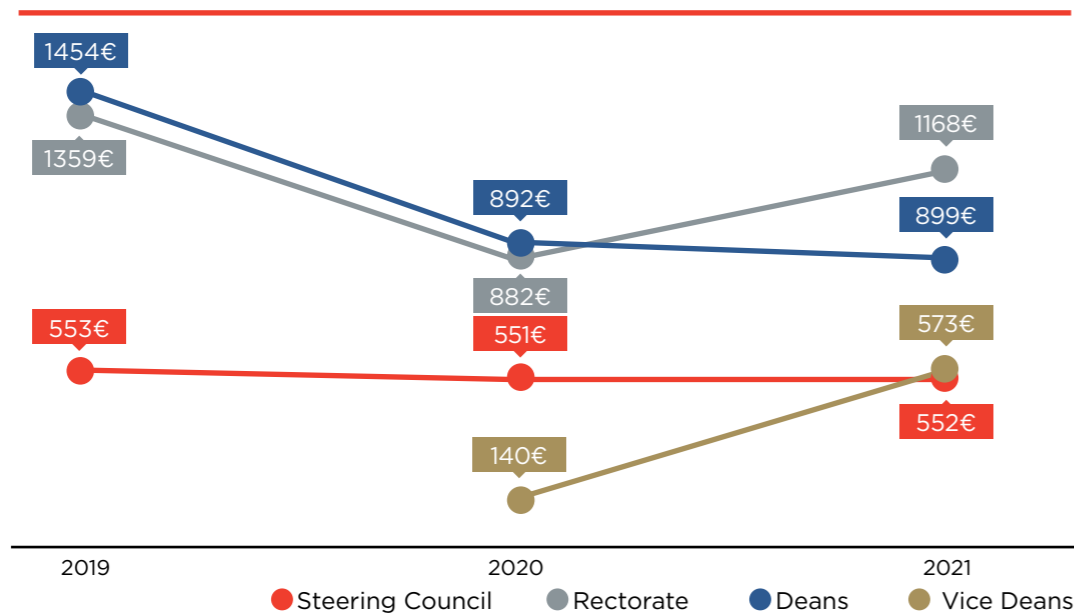
The members of the Steering Council who have academic ranks are paid on average 1724 Euros monthly by the university budget, and they receive on average 522 Euros monthly as extra compensation. These extra compensations comprise around 30% of their monthly income. Similar numbers were in 2020 when the average income was 1707 euros per month, out of which 551 euros were extra compensation. In the asset declarations of 2019, the average income was 1407 euros per month, out of which 553 euros were extra compensation.

The members of the Rectorate are paid on average 2401 Euros monthly by the university budget, and 1168 Euros monthly as extra compensation. These compensations comprise about 49% of their monthly income. There's an increase since 2020 when the average income was 2092 euros, out of which 882 euros were extra compensation. There were high incomes in 2019 as well, when they were paid 2346 euros per month on average, out of which 1359 euros were extra compensation.

Deans of the faculties are paid on average 2234 Euros monthly by the university budget, and 899 Euros monthly as extra compensation. These compensations comprise about 40% of their monthly income. Similar numbers were in 2020 when the average income was 2224 euros per month, out of which 892 euros were extra compensation. In the asset declarations of 2019, the average income was 2149 euros per month, out of which 1454 euros were extra compensation.

Vice-Deans of the faculties are paid on average 1756 Euros monthly by the university budget, and 573 Euros monthly as extra compensation. These compensations comprise about 33% of their monthly income. There's an increase since 2020 when the average income was 1278 euros, out of which 140 euros were extra compensation.

EXTRA COMPENSATION OF MANAGING STAFF IN UGJFA THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



In this university, the rector and one vice-rector have higher extra compensation than their base salary.

***Science fund**

According to UGJFA, this category is covered by Goods and Services category and by the Subsidies and Transfers category. During 2020 they spent 29,070 euros specifically in supporting research and publications or projects, while in general they spent 98,670 euros in this category. They intend to spend 100,000 euros in 2021.

In the same category of Subsidies and Transfers, UGJFA has set aside 7,800 euros for paying students in their internships.

In comparison, they spent 31,526 euros in this category, while they had planned to spend 40,000 euros in 2020.



Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in **annex number 4.**

		2019	2020	2021
Average of monthly income	Steering Council	1437 €	1707 €	1,724 €
	Rectorate	2346 €	2092 €	2,401 €
	Deans	2149 €	2224 €	2,233 €
	Vice-Deans	N/A	1278 €	1,755 €
Average of extra compensation	Steering Council	533 €	551 €	522 €
	Rectorate	1359 €	882 €	1,167 €
	Deans	1454 €	892 €	899 €
	Vice-Deans	N/A	140 €	573 €
Minimum and maximum of monthly income	Steering Council	1240 €, 1780 €	1181 €, 2135 €	1,239 €, 2,083 €
	Rectorate	2195 €, 2636 €	1583 €, 2610 €	2,134 €, 2,603 €
	Deans	2105 €, 2787 €	2165 €, 2330 €	2,118 €
	Vice-Deans	N/A	1225 €, 1330 €	1,182 €, 1,182 €
Minimum and maximum of extra compensation	Steering Council	294 €, 871 €	408 €, 851 €	397 €, 748 €
	Rectorate	1066 €, 1727 €	300 €, 1473 €	800 €, 1,420 €
	Deans	962 €, 1878 €	746 €, 1047 €	784 €, 1,128 €
	Vice-Deans	N/A	88 €, 193 €	498 €, 647 €



According to the Annual Budget Report for 2020, UGJFA has planned **61,800 euros** for scholarships for 103 students, worth **600 euros** each.

*Student scholarships

According to the Annual Budget Report for 2020⁵³, UGJFA has planned 61,800 euros for scholarships for 103 students, worth 600 euros each.

In comparison in the academic year 2019/2020⁵⁴, for 80 students⁵⁵ they gave out 800 euros scholarships, in total spending 64,000 euros. While for the academic year 2020/21 they had planned to spend 65,000 euros.

*Main capital investments

In this category in 2020,⁵⁶ UGJFA spent 97,864 euros in fixing and separating some offices in the Rectorate and in other academic units, furnishing laboratories in the Faculty of Medicine with various equipment, fixing the parking lot of the Faculty of Education and the Faculty of Philology, furnishing the server room in the Rectorate, and furnishing the Multimedia Cabinet in the Faculty of Philology.

They have planned to spend 400,000 euros in 2021.

In comparison in 2019 in this university they could not do capital investments because of the transfer of ownership of some former military barracks and the government's decision for finishing the project of the university campus.

*Buildings' security

According to the Annual Report for 2020⁵⁷, UGJFA has spent a total of 66,381 euros in this category and intends to spend 80,000 euros in 2021.

In 2019, they spent 58,302 euros in this category.

⁵³ Annual Budget report for UGJFA 2020, page 7, link: <https://uni-gjk.org/upload/dokumentet/1621512190-Vendim%2005-51.Miratohet%20Raporti%20i%20Buxhetit%20p%20p%20C%20A%20viti%202020.p%20C%20A%20Briudha%20Janar-dhjetor.pdf>

⁵⁴ Decision of the Steering Council of UGJFA on scholarship distribution for academic year 2019/20, 2019, link: <https://uni-gjk.org/upload/dokumentet/1570707522-IMG.pdf>

⁵⁵ List of scholarship beneficiaries in UGJFA for academic year 2019/20, 2019, link: https://uni-gjk.org/upload/dokumentet/1573050778-SKM_C55819110616550.pdf

⁵⁶ Annual Budget report for UGJFA 2020, page 15, link: <https://uni-gjk.org/upload/dokumentet/1621512190-Vendim%2005-51.Miratohet%20Raporti%20i%20Buxhetit%20p%20p%20C%20A%20viti%202020.p%20C%20A%20Briudha%20Janar-dhjetor.pdf>

⁵⁷ Annual Budget report for UGJFA 2020, page 11, link: <https://uni-gjk.org/upload/dokumentet/1621512190-Vendim%2005-51.Miratohet%20Raporti%20i%20Buxhetit%20p%20p%20C%20A%20viti%202020.p%20C%20A%20Briudha%20Janar-dhjetor.pdf>

*Court expenditures

During 2020, the University of Gjakova stated that they had no court expenditures. In 2019, they had filed two complaints in the Basic Court of Gjakova and had spent 85 euros. They also paid a contesting issue for compensating personal income in 2019, that they had inherited from the academic year 2015/16, for which they spent 2307 euros, after the final court decision.

Findings of the auditor

The Auditing Report for MESTI in 2020⁵⁸, did not have any findings for this university where they specified that there were irregularities in procedures or payments.



According to the Annual Report for 2020, UGJFA has spent a total of **66,381 euros** in this category and intends to spend **80,000 euros** in 2021.

⁵⁸ Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf



UNIVERSITY OF MITROVICA

According to the Kosovo Agency of Statistics⁵⁹, the University of Mitrovica has a total of 103 academic staff in a full-time contract, 30 are women, and 32 adjunct staff, out of which 11 are women.

The University of Mitrovica has a total of 2033 students in the undergraduate level, 156 students in the postgraduate level, and no PhD programs.

Number of students in the University of Mitrovica

	BA			MA			PhD		
			Total			Total			Total
2019/20	1,126	534	1,660	72	80	152	-	-	-
2020/21	1,316	717	2,033	73	83	156	-	-	-

The student-professor ratio is 19:1 in the University of Mitrovica.

⁵⁹ Kosovo Agency of Statistics, Kosovo Education Statistics 2020/21, page. 84, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

Number of graduated students in the University of Mitrovica

	BA			MA		
			Total			Total
2018/19	140	96	236	18	28	47
2019/20	173	83	256	19	13	32

Expenditures analysis

A total of 4,374,301 euros were given by the Kosovo budget to the University of Mitrovica in 2020⁶⁰, and they spent 4,096,584 euros. In 2021, they plan to spend 4,246,584 euros.

In 2019, they spent 4,674,308 euros.⁶¹

67% of the budget for this university in 2020 was spent on wages and compensation for academic staff (with 2,765,045 euros foreseen for 199 employees). In 2019, they spent 2,642,769 euros in wages and compensations. In 2021 they plan to spend 2,765,045 euros.

For goods and services, the University of Mitrovica spent a total of 366,339 euros in 2020, while in 2019, they spent 866,339 euros. They plan to spend 450,000 euros in 2021.⁶²

For utilities, UMIB paid 215,200 euros in 2020, and the same amount was spent in 2019, and they have also planned the same amount for 2021.

⁶⁰ Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/23991BEA-4CD9-40B3-94D3-EA192C572464.pdf>

⁶¹ Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

⁶² Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES OF THE UNIVERSITY OF MITROVICA 2019, 2020 AND 2021

Wages and compensation	2019	2,642,769	57%
	2020	2,765,045	67%
	2021	2,765,045	73%
Goods and services	2019	866,339	19%
	2020	366,339	9%
	2021	450,000	12%
Utilities	2019	215,000	5%
	2020	215,200	5%
	2021	215,200	6%
Subsidies and transfers	2019	100,000	2%
	2020	100,000	2%
	2021	100,000	3%
Capital investments	2019	850,000	18%
	2020	650,000	16%
	2021	240,000	6%
Total expenditures	2019	4,674,308	100%
	2020	4,096,584	
	2021	3,770,245	

The sum divided for subsidies and transfers in UMIB has not changed throughout the years, with 100,000 euros divided for 2019, 2020 and 2021 each.

The capital investment budget was 650,000 euros in 2020, and 850,000 in 2019. In 2021 they plan to spend 240,000 euros.

UMIB also generated 114,661 of its own money in 2020.

Expenditures per student in 2021 are 2144 euros per student. In the previous year it was 2963 euros.

Personal income of academic staff in managing positions in the University of Mitrovica according to the asset declarations

The wages of the professors and other compensation in the University of Mitrovica is regulated through the regulation for personal income in the University of Mitrovica, approved on 06.11.2015.⁶³

⁶³ The regulation for personal income in the University of Mitrovica, approved on 06.11.2015. Link: <https://www.umib.net/wp-content/uploads/2019/09/Tekstin-e-spastruar-te-Rregullores-per-te-ardhurat-personale-ne-UMIB.pdf>

Article 5 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Classes per week	Base monthly salary
Full professors	6	1429.54 Euro
Associate professors	6	1283.34 Euro
Assistant professors	6	1137.14 Euro
Pedagogy professors	6	1137.14 Euro
Lecturers	6	990.00 Euro
Foreign language lecturers	10	844.73 Euro
Assistants	10	772.50 Euro
New assistants	10	698.75 Euro

Table 1. Base salaries of the academic staff in the University of Mitrovica

Beyond the base salary, academic staff that has managing positions in the University of Mitrovica, are compensated according to this table:

Position	Compensation
Rector	500 Euro
Vice-rector	450 Euro
Dean	350 Euro
Vice-dean	250 Euro

Table 2. Extra compensation for managing positions in the University of Mitrovica

Academic staff in the University of Mitrovica are allowed to hold extra classes (honorary) up to 5 hours per week (for professors) and up to 8 hours per week (for lecturers, and assistants). These classes are compensated per this table:

Academic rank	Compensation
Professors (full, associate, assistant)	25 Euro
Lecturer, foreign language lecturers, and assistants	13 Euro

Table 3. Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

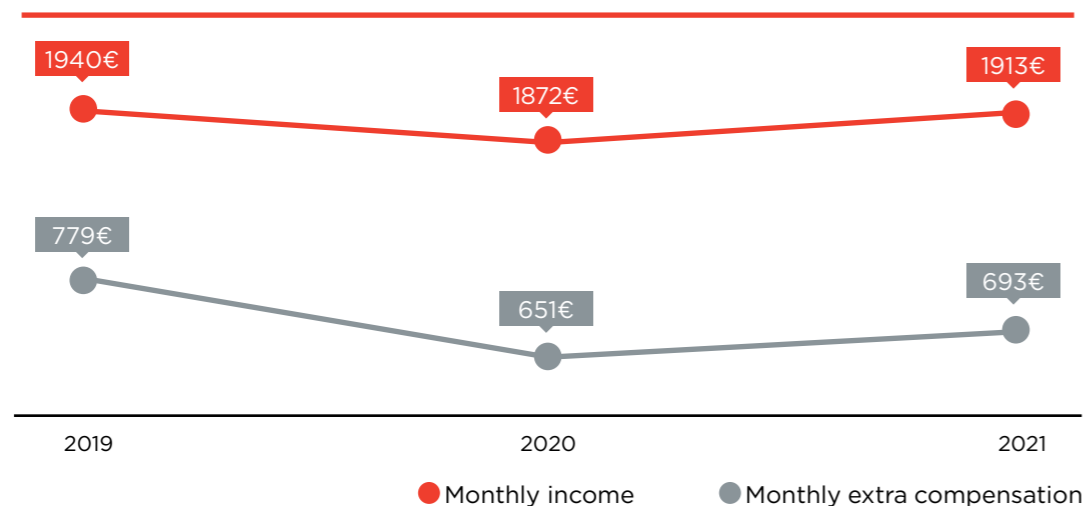
Commission	BA	MA	PHD
Mentor	20 Euro	250 Euro	1000 Euro
Head of commission	n/a	90 Euro	300 Euro
Member of the commission	10 Euro	80 Euro	250 Euro

Table 4. Compensation for supervisors of theses in all levels

Data analysis from asset declarations

In the asset declarations analysis for the University of Mitrovica we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans..

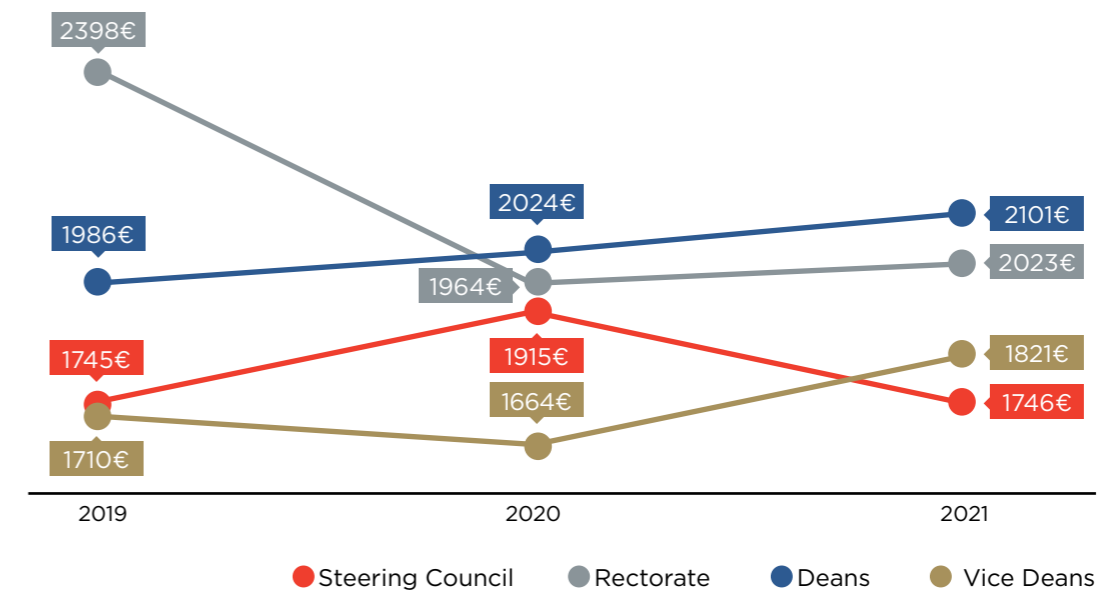
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UMIB THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in UMIB had decreased the previous year but this year they have slightly increased. While in 2019, the average monthly income was 1940 euros, in 2020 it decreased to 1872 euros, and in 2021 increased again to 1913 euros.

Monthly extra compensation also had similar changes, with 779 euros in 2019, decreasing to 651 euros in 2020, and increasing to 693 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UMIB THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



In the asset declarations analysis for the University of Mitrovica we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

The members of the Steering Council who have academic ranks are paid on average 1746 Euros monthly by the university budget, and they receive on average 653 Euros monthly as extra compensation. These extra compensations comprise around 37% of their monthly income. These numbers represent a decrease of the extra compensation compared to 2020 when the average income was 1915 euros per month, out of which 869 euros were extra compensation. In 2019, the average income was lower with 1745 euros per month, out of which 652 euros were extra compensation.

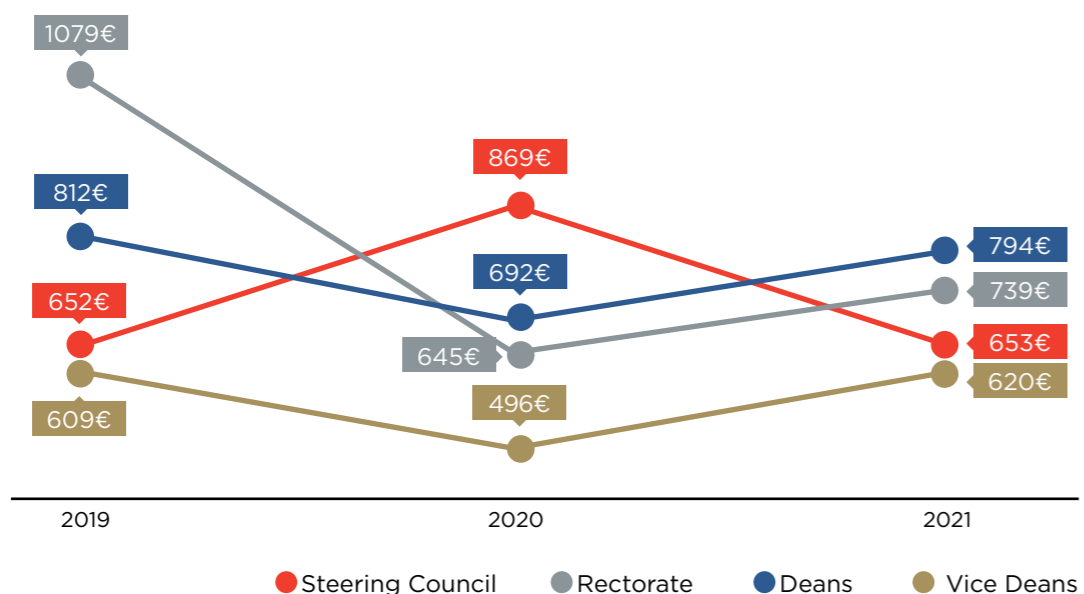
The members of the Rectorate are paid on average 2023 Euros monthly by the university budget, and 739 Euros monthly as extra compensation. These compensations comprise about 37% of their monthly income. There's an increase from 2020 when the average in-

come was 1694 euros, out of which 645 euros were extra compensation. There were high incomes in 2019 as well, with 2398 euros per month, out of which 1079 euros were extra compensation.

Deans of the faculties are paid on average 2101 Euros monthly by the university budget, and 794 Euros monthly as extra compensation. These compensations comprise about 38% of their monthly income. These numbers represent an increase of the extra compensation compared to 2020 when the average income was 2024 euros per month, out of which 692 euros were extra compensation. In 2019 the average income was 1986 euros, out of which 812 euros were extra compensation.

Vice-Deans of the faculties are paid on average 1821 Euros monthly by the university budget, and 620 Euros monthly as extra compensation. These compensations comprise about 34% of their monthly income. There's an increase from 2020 when the average income was 1664 euros, out of which 496 euros were extra compensation. There were high incomes in 2019 as well, with 1710 euros per month, out of which 609 euros were extra compensation.

EXTRA COMPENSATION OF MANAGING STAFF IN UMIB THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



One member of the Steering Council and one vice-dean have higher extra compensation than their base salary.

***Science fund**

In the report on the income and expenditures for 2020⁶⁴, UMIB stated that they spent only 552 euros in publishing scientific articles. They have provided no specific data on the amount they intend to spend in 2021 in this category.

There was no public information on the amount spent in 2019 in this category, or their plans for 2020.

***Student scholarships**

According to the report on the income and expenditures for the academic year 2020/2021 UMIB spent 45,820 euros on 58 scholarships worth 790 euros each. In their 2021 plans, UMIB intends to distribute 100,000 euros on scholarships⁶⁵.

In 2019/2020, UMIB distributed 72 scholarships⁶⁶, totaling to 42,480 euros

64 Report on the income and expenditures for the fiscal year 2020, page 18, link: <https://www.umib.net/wp-content/uploads/2021/02/RAPORT-I-TE-HYRAVE-DHE-SHPENZIMEVE-2020.pdf>
 65 Budget for 2021 – estimations for 2022/2023, page 9, link: <https://www.umib.net/wp-content/uploads/2021/04/Buxheti-2021.pdf>
 66 Decision on distribution of university scholarships for the academic year 2019/20, 2019, link: <https://www.umib.net/wp-content/uploads/2019/12/Bur-sat-2019.pdf>



Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in **annex number 5.**

		2019	2020	2021
Average of monthly income	Steering Council	1745 €	1915 €	1,746 €
	Rectorate	2398 €	1964 €	2,023 €
	Deans	1986 €	2024 €	2,101 €
	Vice-Deans	1710 €	1664 €	1,821 €
Average of extra compensation	Steering Council	652 €	869 €	653 €
	Rectorate	1079 €	645 €	739 €
	Deans	812 €	692 €	794 €
	Vice-Deans	609 €	496 €	620 €
Minimum and maximum of monthly income	Steering Council	1505 €, 2250 €	1684 €, 2476 €	1,560 €, 1,905 €
	Rectorate	2105 €, 2822 €	1721 €, 2261 €	1,889 €, 2,224 €
	Deans	1647 €, 2343 €	1778 €, 2285 €	1,918 €, 2,285 €
	Vice-Deans	1530 €, 1922 €	1140 €, 1849 €	773 €, 1,430 €
Minimum and maximum of extra compensation	Steering Council	506 €, 890 €	547 €, 1193 €	368 €, 788 €
	Rectorate	822 €, 1685 €	292 €, 832 €	460 €, 879 €
	Deans	401 €, 1167 €	349 €, 863 €	635 €, 866 €
	Vice-Deans	321 €, 785 €	3 €, 980 €	397 €, 894 €



Based on the budget changes of 2020, UMIB allocated **406,759 euros** to capital investments, and ultimately spent **314,425 euros**.

*Main capital investments

Based on the budget changes of 2020, UMIB allocated 406,759 euros to capital investments, and ultimately spent 314,425 euros.

UMIB had six capital projects: 'Furnishing with mechanical and computer engineering tools' for which they spent 37,095 euros; 'Furnishing the labs of geosciences with equipment' for which they spent 84,332 euros; 'Furnishing the labs of food technology with equipment' for which they spent 238,009 euros; 'Furnishing with IT equipment' for which they spent 12,483 euros; 'Building infrastructure in the university' for which they spent 21,918 euros; and 'furnishing with gardening equipment' for which they spent 12,500 euros. The budget planned for 2021 is 240,000 euros.

Compared to 2019, UMIB had 850,000 euros allocated, but according to the final report they spent only 663,779 euros⁶⁷, in these five projects: 'Furnishing with mechanical and computer engineering tools' for which they spent 70,000 euros; 'Furnishing the labs of geosciences with equipment' for which they spent 260,000 euros; 'Furnishing the labs of food technology with equipment' for which they spent 460,000 euros; 'Furnishing with IT equipment' for which they spent 30,000 euros; 'Building infrastructure in the university' for which they spent 30,000 euros.

⁶⁷ Report on the income and expenditures for January/December 2019, link: <https://www.umib.net/wp-content/uploads/2020/02/raporti-final-2019.pdf>

*Buildings' security

During 2020⁶⁸, according to the report on the income and expenditures UMIB spent a total of 51,372 euros in this category. They plan to spend 67,674 euros in this category in 2021.

In 2019, UMIB spent a total of 48,092 in the security of the buildings⁶⁹.

*Court expenditures

As for the court decisions in 2020⁷⁰, the University of Mitrovica spent a total of 575 euros. While in 2021, they plan to spend 2000 euros in this category.

In 2019, according to the financial report they spent a total of 51 euros on court expenditures.

Findings of the auditor

The Auditing Report for MESTI in 2020⁷¹, did not have any findings for this university where they specified that there were irregularities in procedures or payments.

⁶⁸ Report on the income and expenditures for the fiscal year 2020, page 15, link: <https://www.umib.net/wp-content/uploads/2021/02/RAPORT-I-TE-HYRAVE-DHE-SHPENZIMEVE-2020.pdf>

⁶⁹ Ibid. <https://www.umib.net/wp-content/uploads/2020/02/raporti-final-2019.pdf>

⁷⁰ Report of income and expenditures for the fiscal year 2020, page 16, link: <https://www.umib.net/wp-content/uploads/2021/02/RAPORT-I-TE-HYRAVE-DHE-SHPENZIMEVE-2020.pdf>

⁷¹ Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf



During 2020, according to the report on the income and expenditures UMIB spent a total of **51,372 euros** in this category. They plan to spend **67,674 euros** in this category in 2021.



UNIVERSITY OF GJILAN

According to the Kosovo Agency of Statistics⁷², the University of Gjilan has a total of 78 academic staff in a full-time contract, 30 are women, and 50 adjunct staff, out of which 17 are women.

The University of Gjilan has a total of 2350 students in the undergraduate level, 191 students in the postgraduate level, and no PhD programs.

Number of students in the University of Gjilan

	BA			MA			PhD		
			Total			Total			Total
2019/20	1,694	828	2,522	65	72	137	-	-	-
2020/21	1,603	747	2,350	97	94	191	-	-	-

The student-professor ratio is 32:1 in the University of Gjilan.

⁷² Kosovo Agency of Statistics, Kosovo Education Statistics 2020/21, page. 84, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

Number of graduated students in the University of Gjilan

	BA			MA		
			Total			Total
2018/19	334	103	437	-	-	-
2019/20	248	88	336	-	1	1

Expenditures analysis

A total of 2,266,186 euros were given by the Kosovo budget to the University of Gjilan in 2020⁷³, and they spent 2,300,122 euros. In 2021, they have planned to spend 2,350,122 euros.

In 2019, the University of Gjilan has spent 2,250,122 euros.⁷⁴

51% of the budget for this university in 2020, was spent on wages and compensation for academic staff (with 1,183,783 euros foreseen for 115 employees). The same amount was also spent in 2019 (1,183,783 euros). In 2021 they plan to spend 1,173,456 euros⁷⁵.

For goods and services, the University of Gjilan spent a total of 316,339 euros in 2020, and the same amount was spent in 2019. In 2021, they plan to spend 400,000 euros.

For utilities, UKZ paid 50,000 euros in 2020, and the same amount was spent in 2019. The same amount was also planned for 2021.

⁷³ Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/23991BEA-4CD9-40B3-94D3-EA192C572464.pdf>

⁷⁴ Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

⁷⁵ Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES FOR THE UNIVERSITY OF GJILAN 2019, 2020 AND 2021

Wages and compensation	2019	1,183,783	53%
	2020	1,183,783	51%
	2021	1,173,456	60%
Goods and services	2019	316,339	14%
	2020	316,339	14%
	2021	400,000	20%
Utilities	2019	50,000	2%
	2020	50,000	2%
	2021	50,000	3%
Subsidies and transfers	2019	100,000	4%
	2020	100,000	4%
	2021	100,000	5%
Capital investments	2019	600,000	27%
	2020	650,000	28%
	2021	240,000	12%
Total expenditures	2019	2,250,122	100%
	2020	2,300,122	
	2021	1,963,456	

The sum divided for subsidies and transfers in UKZ has not changed throughout the years, with 100,000 euros divided for 2019, 2020 and 2021 each.

The capital investment budget was 650,000 euros in 2020, 600,000 euros were spent in 2019. In 2021 they plan to spend 240,000 euros.

Expenditures per student in 2021 are 785 euros per student. The previous year it was 732 euros.

UKZ has generated 113,860 euros of its own money in 2020.

Personal income of academic staff in managing positions in the University of Gjilan according to the asset declarations

The wages of the professors and other compensation in the University of Gjilan is regulated through the regulation for personal income and other payment to academic staff in the University "Kadri Zeka" approved on 30.10.2015.⁷⁶

Article 4 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Classes per week	Base monthly salary
Full professors	6	1429.54 Euro
Associate professors	6	1283.34 Euro
Assistant professors	6	1137.14 Euro
Lecturers	6	990.00 Euro
Foreign language lecturers	10	844.73 Euro
Repetiteur	10	844.73 Euro
Assistants	10	772.50 Euro

Table 1. Base salaries for academic staff in the University of Gjilan

Beyond the base salary, academic staff that has managing positions in the University of Gjilan, are compensated according to this table:

Position	Compensation
Rector	500 Euro
Vice-rector	450 Euro
Dean	350 Euro
Vice-dean	250 Euro

Table 2. Extra compensation for managing positions in the University of Gjilan

⁷⁶ The regulation for personal income and other payment to academic staff in the University "Kadri Zeka". Academic staff in the University of Gjilan are allowed to hold extra hours (honorary) up to 20% of their base salary. <https://www.univ-gjilane.edu.mk/wp-content/uploads/2015/10/Regulacione-za-Placirane-i-ostale-placirane-za-akademike-stafite-univ-gjilane.pdf>

to 6 hours per week (for professors) and up to 10 hours per week (for lecturers, and assistants).

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

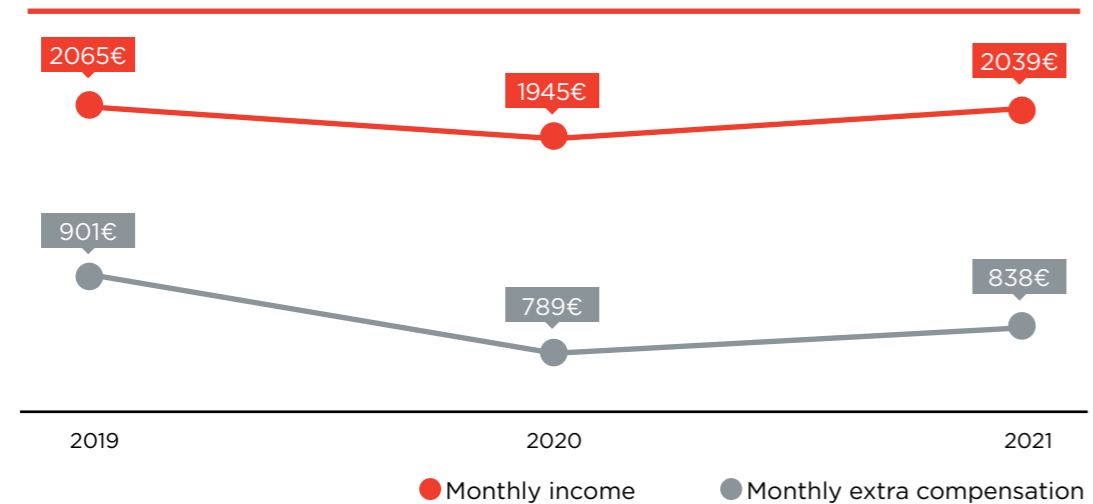
Commission	BA	MA	PHD
Mentor	20 Euro	250 Euro	1000 Euro
Head of commission	n/a	90 Euro	300 Euro
Member of the commission	10 Euro	80 Euro	250 Euro

Table 2. Compensation for supervisors of theses in all levels

Data analysis from asset declarations

In the asset declarations analysis for the University of Gjilan we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

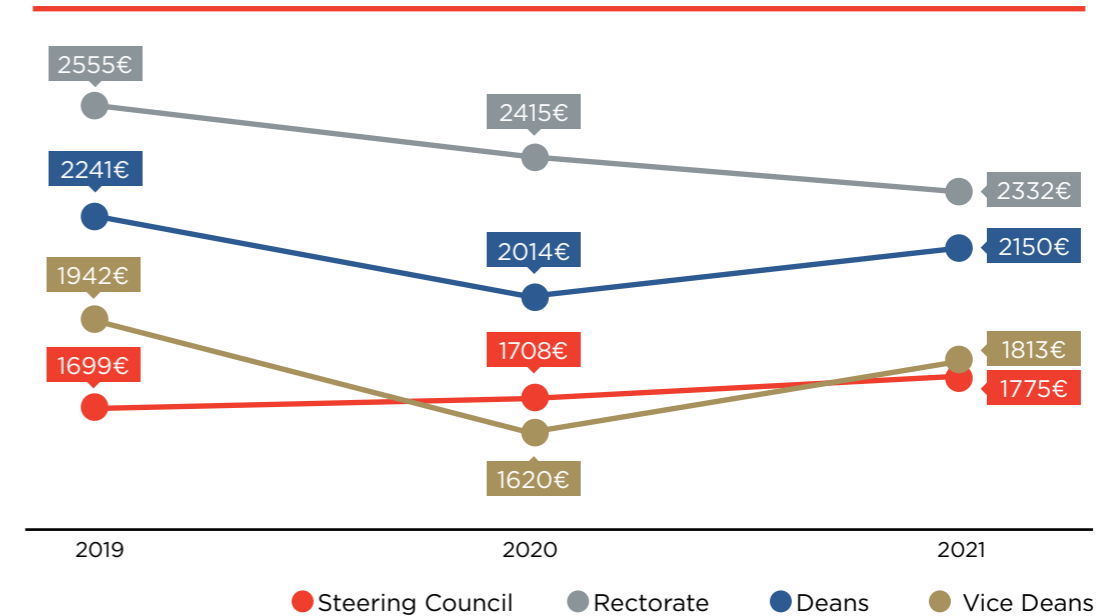
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UKZ THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in UKZ had decreased the previous year but this year they have slightly increased. While in 2019, the average monthly income was 2065 euros, in 2020 it decreased to 1945 euros, and in 2021 increased again to 2039 euros.

Monthly extra compensation also had similar changes, with 901 euros in 2019, decreasing to 789 euros in 2020, and increasing to 838 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UKZ THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



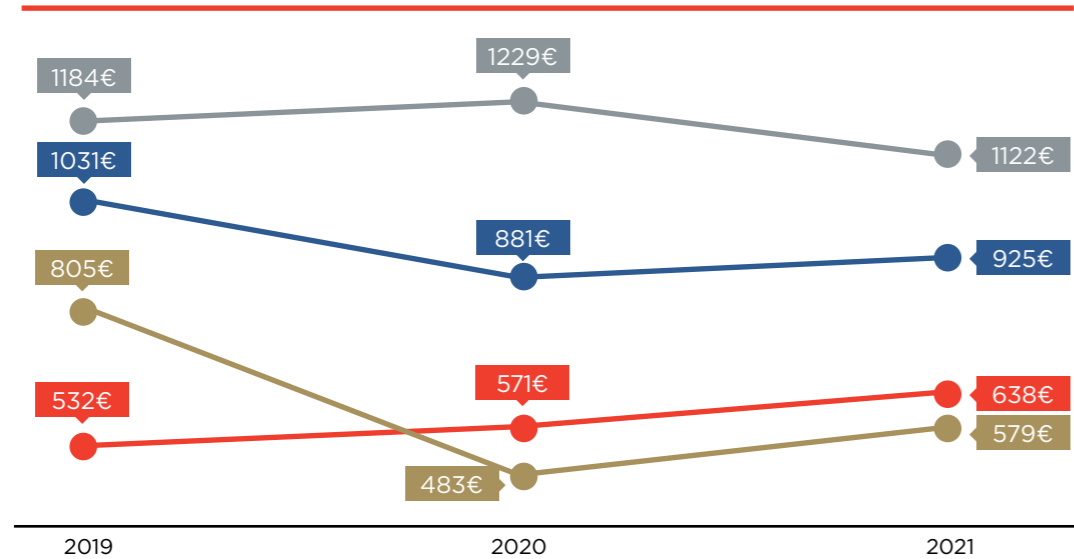
The members of the Steering Council who have academic ranks are paid on average 1775 Euros monthly by the university budget, and they receive on average 638 Euros monthly as extra compensation. These extra compensations comprise around 36% of their monthly income. These numbers show a small increase of extra compensations compared to the 2020 report where the average income was 1708 euros per month, with 571 euros in extra compensations per month. In 2019, the average income was 1669 euros, with 532 euros in extra compensations.

The members of the Rectorate are paid on average 2332 Euros monthly by the university budget, and 1122 Euros monthly as extra compensation. These compensations comprise about 48% of their monthly income. These amounts are similar with 2020 where the average income was 2415 euros with 1229 euros per month in extra compensations. In 2019 the average income was 2555 euros per month, out of which 1184 euros were in extra compensations.

Deans of the faculties are paid on average 2150 Euros monthly by the university budget, and 925 euros monthly as extra compensation. These compensations comprise about 43% of their monthly income. These numbers show a small increase of extra compensations compared to the 2020 report where the average income was 2014 euros per month, with 881 euros in extra compensations per month. In 2019, the average income was 2241 euros, with 1031 euros in extra compensations.

Vice-deans of the faculties are paid on average 1813 Euros monthly by the university budget, and 579 Euros monthly as extra compensation. These compensations comprise about 31% of their monthly income. These numbers show a small increase of extra compensations compared to the 2020 report where the average income was 1620 euros per month, with 483 euros in extra compensations per month. In 2019, the average income was 1942 euros, with 805 euros in extra compensations.

EXTRA COMPENSATION OF MANAGING STAFF IN UKZ THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



One vice-rector and one dean in this university have higher extra compensation than their base salary.

● Steering Council ● Rectorate ● Deans ● Vice Deans

***Science fund**

There is no public information for the expenses in this category in 2020, however, in official communications with UKZ, they stated that they spent 1109 euros for science in 2020, and they have planned 10 thousand euros for 2021.

There was no public information for the expenses in this category in 2019.

***Student scholarships**

There is no public information for the expenses in this category in 2020, however in official communication with UKZ they said that they spent 84,750 euros on scholar-

		2019	2020	2021
Average of monthly income	Steering Council	1669 €	1708 €	1,775 €
	Rectorate	2408 €	2415 €	2,332 €
	Deans	2241 €	2048 €	2,150 €
	Vice-Deans	1942 €	1620 €	1,813 €
Average of extra compensation	Steering Council	532 €	571 €	638 €
	Rectorate	1235 €	1229 €	1,122 €
	Deans	1031 €	881 €	925 €
	Vice-Deans	805 €	483 €	579 €
Minimum and maximum of monthly income	Steering Council	1334 €, 2050 €	1334 €, 2000 €	1,337 €, 2,000 €
	Rectorate	2185 €, 2778 €	2013 €, 2973 €	2,164 €, 2,454 €
	Deans	1779 €, 2805 €	1800 €, 2243 €	1,925 €, 2,303 €
	Vice-Deans	1703 €, 2148 €	1418 €, 1844 €	1,683 €, 1,949 €
Minimum and maximum of extra compensation	Steering Council	197 €, 813 €	197 €, 863 €	200 €, 863 €
	Rectorate	1048 €, 1495 €	876 €, 1690 €	1,027 €, 1,317 €
	Deans	642 €, 1522 €	663 €, 1023 €	642 €, 1,166 €
	Vice-Deans	566 €, 1011 €	281 €, 707 €	399 €, 671 €



Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in **annex number 6.**



There is no public information for the expenses in this category in 2020, however in official communication with UKZ they said that they spent **84,750 euros** on scholarships for **113 students (750 euros each)**, and they plan **90,000 euros** for 2021.

ships for 113 students (750 euros each)⁷⁷, and they plan 90,000 euros for 2021.

In comparison, in 2019/20 UKZ gave out 114 scholarships⁷⁸.

*Main capital investments

There is no public information for the expenses in this category in 2020, however in official communication with UKZ, they said they invested in three capital projects: 'Building the campus of UKZ' for which they spent 91,765 euros, while they have planned 180,000 euros for this project in 2021; 'Buying furniture for UKZ' where they spent 9,240 euros, and plan to spend 30,000 euros in 2021; and 'Buying lab equipment and IT equipment', where they did not spend any money since the government pulled out the money because of the Covid-19 pandemic. 30,000 euros have been planned for this project in 2021.

There was no public information for the expenses in this category in 2019, but according to the strategy and action plan of UKZ 2017/2022⁷⁹, for capital investments in 2019 they planned 1,500,000 euros, an amount that is not known if it has been spent since the Work and budget report for 2019 has not been published.

⁷⁷ Decision of the Steering Council of the University of Gjilan for student scholarships, 2020, link: <https://www.uni-gjilan.net/wp-content/uploads/2017/06/Vendim-i-KD-per-kriteret-e-burses-universitare-2019-2020.pdf>

⁷⁸ Decision on providing scholarships for the academic year 2019/20, 2019, link: <https://www.uni-gjilan.net/wp-content/uploads/2019/12/Vendim-p%C3%ABr-ndarjen-e-bursave-universitare-p%C3%ABr-vitin-akademik-2019-2020.pdf>

⁷⁹ Developing strategy and action plan of UKZ 2017-2022, 2018, link: <https://www.uni-gjilan.net/wp-content/uploads/2017/05/Strategjia-e-UKZ.pdf>

*Buildings' security

There is no public information for the expenses in this category in 2020, however, in official communication with UKZ, they stated that they had spent 19,184 euros, and they planned to spend 25,000 euros in 2021.

There was no public information for the expenses in this category in 2019.

*Court expenditures

There is no public information for the expenses in this category in 2020, but in official communication with UKZ, they stated that they had spent 416 euros in 2020 in court expenses. There was no public information for the expenses in this category in 2019

Findings of the auditor

In the Auditing Report for MESTI in 2020⁸⁰, the Auditor's Office found that some employees in the University of Gjilan were compensated for participating in the commission of compiling regulations while the meetings were held during the official work schedule. The compensation for the members of this commission for July, October, November, and December was 3295 euros.

They also found that there were changes made in Capital Investments without changing the total amount. The recommendation of the auditor was that the rector of the University of Gjilan must prevent future cases where the works are changed without prior approval as required by the procurement rules and procedures.

⁸⁰ Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020 2020, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf



There is no public information for the expenses in this category in 2020, however, in official communication with UKZ, they stated that they had spent **19,184 euros**, and they planned to spend **25,000 euros** in 2021.



UNIVERSITY OF APPLIED SCIENCES IN FERIZAJ

According to the Kosovo Agency of Statistics⁸¹, UASF has a total of 60 academic staff in a full-time contract, out of which 22 are women, while there are no adjunct staff.

The University of Applied Sciences in Ferizaj, has a total of 1249 students in the undergraduate level, and 201 students in the postgraduate level, while they do not have any PhD students.

Number of students in the University of Ferizaj

	BA			MA			PhD		
			Total			Total			Total
2018/19	719	617	1,336	60	42	102	-	-	-
2019/20	739	510	1,249	109	92	201	-	-	-

The student-professor ratio is 32:1.

81 Kosovo Agency of Statistics, Kosovo Education Statistics 2020/21, page. 84, link: <https://ask.rks-gov.net/media/6072/statistikat-e-arsimit-20202021.pdf>

Number of graduated students in the University of Ferizaj

	BA			MA		
			Total			Total
2018/19	105	70	175	7	14	21
2019/20	83	37	120	3	5	8

Expenditures analysis

A total of 2,295,908 euros were given by the Kosovo budget to the University of Applied Sciences in Ferizaj in 2020⁸², while they spent 1,745,908 euros. In 2021, they have planned to spend 1,665,908 euros.

In comparison in 2019⁸³, they spent 2,195,908 euros.

43% of the budget for this university in 2020, was spent on wages and compensation for academic staff (757,712 euros) foreseen for 60 employees. In 2019, the same amount of 757,712 euros was spent for the same number of employees as the previous year. While in 2021, they have planned to spend 750,334 Euros⁸⁴.

For goods and services, UASF spent a total of 210,696 euros in 2020, and in 2019 they spent the same amount. In 2021, they have planned to spend 232,326 euros.

For utilities, UASF paid 21,000 euros in 2020, and the same amount was spent in 2019 as well. The same amount has been planned for 2021. The sum divided for subsidies

82 Law on the budget appropriations for the budget of the republic of Kosovo for year 2020, link: <https://mf.rks-gov.net/desk/inc/media/23991BEA-4CD9-40B3-94D3-EA192C572464.pdf>

83 Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

84 Law on the budget appropriations for the budget of the republic of Kosovo for year 2021, link: <https://mf.rks-gov.net/desk/inc/media/5EA509E4-2933-4524-BD0F-5466A661486F.pdf>



BUDGET LINES FOR THE UNIVERSITY OF FERIZAJ 2019, 2020 AND 2021

Wages and compensation	2019	757,712	35%
	2020	757,712	43%
	2021	750,334	53%
Goods and services	2019	210,696	10%
	2020	210,696	12%
	2021	232,326	16%
Utilities	2019	21,000	1%
	2020	21,000	1%
	2021	21,000	1%
Subsidies and transfers	2019	56,500	3%
	2020	56,500	3%
	2021	56,500	4%
Capital investments	2019	1,150,000	52%
	2020	700,000	40%
	2021	350,000	25%
Total expenditures	2019	2,195,908	100%
	2020	1,745,908	
	2021	1,410,160	

and transfers in UASF has not changed throughout the years, with 56,600 euros divided for 2019, 2020 and 2021.

The capital investment budget was 700,000 euros in 2020, and 1,150,000 euros in 2019. In 2021, they have planned 350,000 euros.

Expenditures per student in 2021 are 1007 euros per student. In 2019, 979 euros were spent per student.

The University of Applied Sciences in Ferizaj also generated 31,174 euros of its own money in 2020.

Personal income of academic staff in managing positions in the University of Applied Sciences in Ferizaj according to the asset declarations

The University of Applied Sciences in Ferizaj have not published in their website the regulation for personal income of academic staff. Likewise, the university did not respond to our freedom of information request to access the regulation.

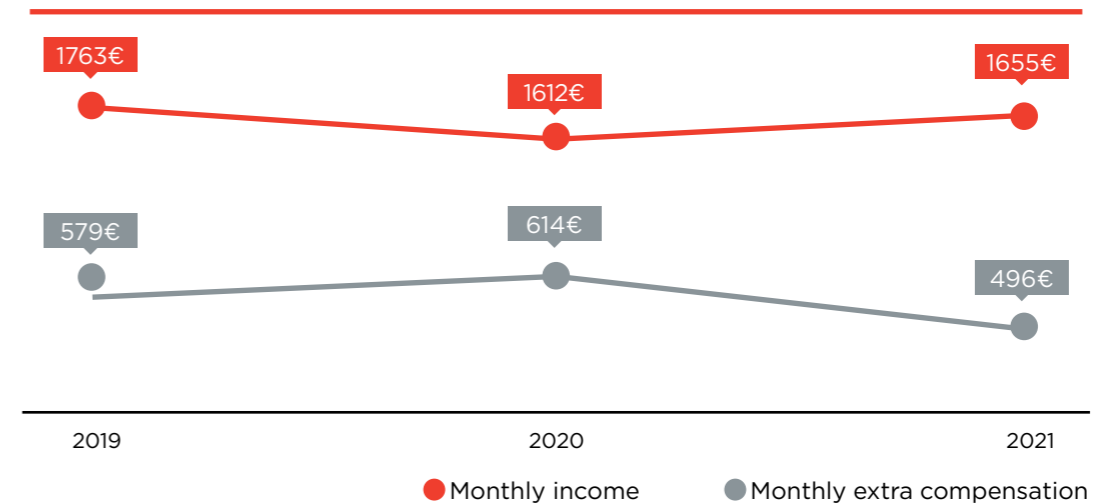
For research purposes, we have used the base wages of other public universities (identical in most universities), to find out how much UASF professors with managing positions are paid on extra compensation.

Academic rank	Classes per week	Base monthly salary
Full professors	6	1429.54 Euro
Associate professors	6	1283.34 Euro
Assistant professors	6	1137.14 Euro
Lecturers	6	990.00 Euro
Assistants	10	772.50 Euro

Data analysis from asset declarations

In the asset declarations analysis for the University of Applied Sciences in Ferizaj we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, and the deans.

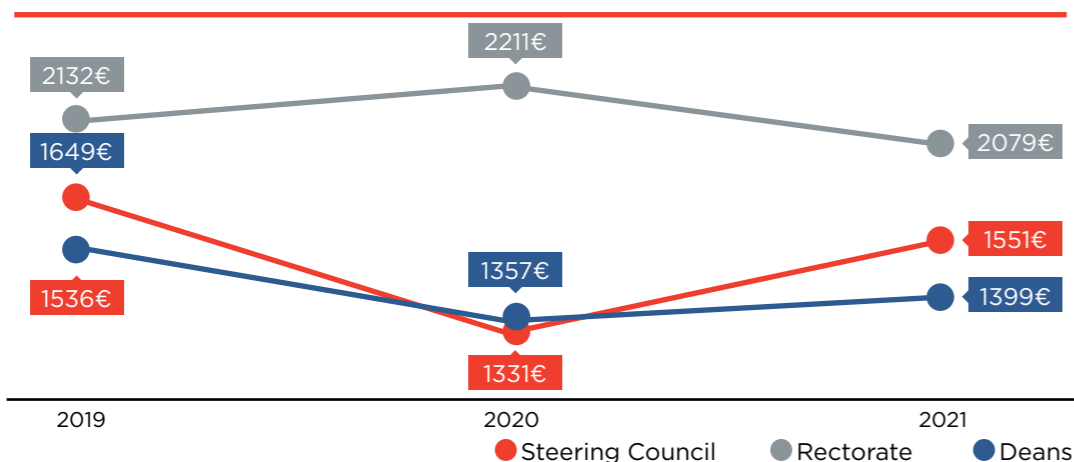
MONTHLY INCOME AND EXTRA COMPENSATION OF MANAGING STAFF IN UASF THROUGHOUT THE YEARS



In general, the monthly income of academic staff with managing positions in UASF had decreased the previous year but this year they have slightly increased. While in 2019, the average monthly income was 1763 euros, in 2020 it decreased to 1612 euros, and in 2021 increased again to 1655 euros.

Monthly extra compensation also had similar changes, with 579 euros in 2019, increasing to 614 euros in 2020, and decreasing to 496 euros in 2021.

MONTHLY INCOME OF MANAGING STAFF IN UASF THROUGHOUT THE YEARS - ACCORDING TO POSITIONS

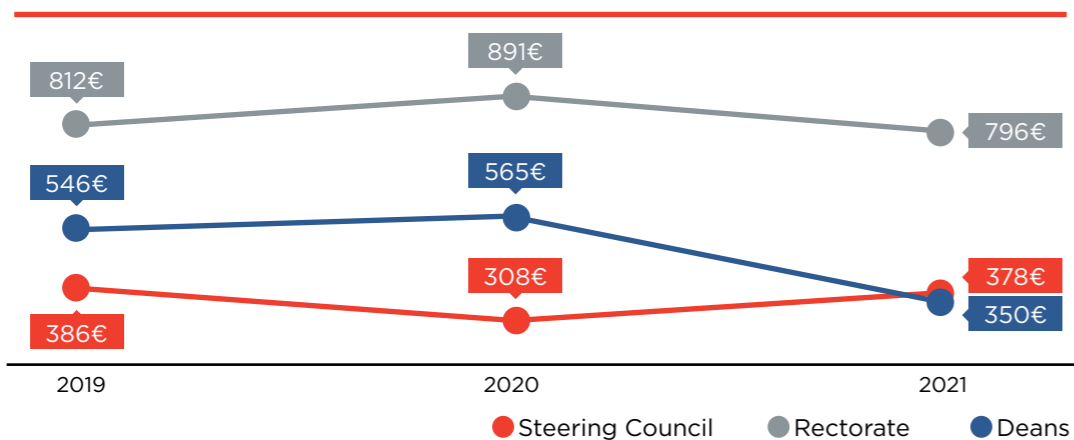


The members of the Steering Council who have academic ranks are paid on average 1551 euros monthly by the university budget, and they receive on average 378 euros monthly as extra compensation. These compensations comprise about 24% of their monthly income. These numbers show an increase of extra compensations compared to 2020 when the average income was 1331 euros, and the extra compensations were on average 308 euros. In 2019, the average monthly income was 1649 euros, while the extra compensations were 386 euros.

The members of the Rectorate are paid on average 2079 Euros monthly by the university budget, and they receive on average 796 Euros monthly as extra compensation. These compensations comprise about 38% of their monthly income. There is a decrease of extra compensation compared to the 2020 report when the monthly income was 2211 euros, and extra compensation was 891 euros per month. In 2019, the average monthly income was 2132 euros per month, out of which 812 euros were extra compensation.

Deans of the faculties are paid on average 1399 Euros monthly by the university budget, and 350 Euros monthly as extra compensation. These compensations comprise about 25% of their monthly income. These numbers show a decrease of extra compensations compared to 2020 when the average income was 1357 euros, and the extra compensations were on average 565 euros. In 2019, the average monthly income was 1536 euros, while the extra compensations were 546 euros.

EXTRA COMPENSATION OF MANAGING STAFF IN UASF THROUGHOUT THE YEARS - ACCORDING TO POSITIONS



One Vice-rector of this university has higher extra compensation than the base salary.

***Science fund**

There is no public information for the expenses in this category in 2020 or the previous years or plans for 2021.

However, in official communications with UASF, they stated that they spent 25 thousand euros for science in 2020, and they have planned 26 thousand euros for 2021.

In the previous year in official communications with UASF, they said they spent 23 thousand euros in 2019, and they planned to spend 25 thousand euros in 2020.

***Student scholarships**

For the academic year 2020/21, UASF has provided 79 scholarships for students⁸⁵. Meanwhile in official communication with UASF they said that they spent 45 thousand euros on scholarships, and they plan the same amount for 2021.

⁸⁵ Decision on providing university scholarships for the academic year 2020/21 for the students of the University of Applied Sciences in Ferizaj, link: <http://www.ushaf.net/wp-content/uploads/2020/10/Vendimi-per-ndarje-te-bursave.pdf>

Detailed data according to the 2021 asset declarations, with sums representing annual income divided by 12 months can be found in **annex number 7.**

		2019	2020	2021
Average of monthly income	Steering Council	1649 €	1331 €	1,551 €
	Rectorate	2132 €	2211 €	2,079 €
	Deans	1536 €	1357 €	1,399 €
Average of extra compensation	Steering Council	386 €	308 €	378 €
	Rectorate	812 €	891 €	796 €
	Deans	546 €	565 €	350 €
Minimum and maximum of monthly income	Steering Council	1330 €, 2083 €	694 €, 1573 €	1,261 €, 1,738 €
	Rectorate	1936 €, 2350 €	2060 €, 2369 €	1,524 €, 2,302 €
	Deans	1340 €, 1698 €	562 €, 1918 €	1,345 €, 1,474 €
Minimum and maximum of extra compensation	Steering Council	76 €, 800 €	91 €, 436 €	91 €, 601 €
	Rectorate	665 €, 1067 €	630 €, 1008 €	386 €, 1,162 €
	Deans	350 €, 708 €	350 €, 928 €	208 €, 433 €



There is no public information for the expenses in this category in 2020, however in official communication with UKZ they said that they spent **84,750 euros** on scholarships for **113 students (750 euros each)**, and they plan **90,000 euros** for 2021.

In comparison, in 2019/20 UASF gave out 55 scholarships⁸⁶, but the amount was not made public. UASF stated in official communications that they spent 35 thousand euros on 55 scholarships, and they plan to spend 42 thousand euros in 2020/21.

***Main capital investments**

There is no public information for the expenses in this category in 2020 or the previous years or plans for 2021.

However, in official communication with UASF, they stated that the main capital investments done in 2020 were on lab equipment, extra tools for classes, infrastructure, etc., but without showing the amounts spent. In 2021 they plan to continue these projects as well.

They also provided the same answer in the previous year, with the same projects, and no amounts shown. They said they will continue the same projects in 2020.

***Buildings' security**

There is no public information for the expenses in this category in 2020 or the previous years or plans for 2021.

However, in official communication with UASF, they stated that they had spent 16,605 euros, and the same was planned for 2021.

Likewise in official communication with UASF in the previous year, they said that they spent 16,605 euros in 2019, and the same amount is planned for 2020.

⁸⁶ Decision on providing scholarships for the academic year 2019/20 for the students of UASF, link: http://www.ushaf.net/wp-content/uploads/2019/12/Bur-sat2019_20.pdf

***Court expenditures**

There is no public information for the expenses in this category in 2020 or the previous years.

However, in official communication with UASF, they stated that they had no court expenditures in 2020, or 2019.

Findings of the auditor

One finding of the auditor was that this university processed payments from accounts or budget lines that were not adequate, such as paying 2155 euros for an adjunct professor for the summer semester in 2019/20, which was processed through the Goods and Services budget line. According to the Auditor's report, it should have been processed by the Wages and compensation budget line.⁸⁷



There is no public information for the expenses in this category in 2020, however, in official communication with UKZ, they stated that they had spent **19,184 euros**, and they planned to spend **25,000 euros** in 2021.

⁸⁷ Auditing Report for the financial reports of the Ministry of Education, Science, Technology, and Innovation for the year 2020 2020", page 11, link: https://www.zka-rks.org/wp-content/uploads/2021/07/RaportiAuditimit_MASHTI_2020_Shqip.pdf

METHODOLOGY

This report compared the expenditures of the year 2019, the year 2020, as well as the budgetary plans for the year 2021 in seven public universities (University of Prishtina⁸⁸, University of Peja⁸⁹, University of Prizren⁹⁰, University of Gjakova⁹¹, University of Mitrovica⁹², University of Gjilan⁹³, and University of Applied Sciences in Ferizaj⁹⁴).

The report contains detailed information about the wages and compensations of the academic staff with managing positions in all public universities, expenditures for student scholarships, for capital investments, the fund for science, the security of the university buildings, and court expenditures.

The asset declarations of 2021 for academic staff with managing positions in all public universities in Kosovo are published on the website of the Anti-corruption Agency.⁹⁵

In these declarations the academic staff with managing positions declares their annual income from the university/government budget. These annual incomes are divided per month, and from the monthly income we have deducted the base wage established in the respective regulations for personal income in all universities. The remaining income are compensations given by universities for different services, such as: compensation for managing positions (rector, vice-rector, dean, vice-dean, Steering Council, etc.), compensation for extra classes (extra classes/honoraria), and compensations for supervising theses (BA, MA, and PhD).

The seven public universities were contacted via email to request information that was not published in the universities' websites. All seven public universities have responded to ORCA's request with the required information.

88 Official website of the University of Prishtina, link: <https://uni-pr.edu/>

89 Official website of the University of Peja, link: <https://unhz.eu/>

90 Official website of the University of Prizren, link: <https://www.uni-prizren.com/>

91 Official website of the University of Gjakova, link: <https://uni-gjk.org/al>

92 Official website of the University of Mitrovica, link: <https://www.umib.net/>

93 Official website of the University of Gjilan, link: <https://www.uni-gjilan.net/>

94 Official website of the University of Ferizaj, link: <https://www.ushaf.net/>

95 Asset declarations in the Anti-corruption Agency, Ministry of Education, Science, Technology and Innovation, 2021, link: https://akk-ks.org/deklarimi_i_pasuris/1963/Ministria_e_Arsimit_Shkenc%C3%ABs_Teknologjis%C3%AB_dhe_Inovacionit/1963/?

ANNEX NO.1

Personal income of academic staff in managing positions in the University of Prishtina according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Alberta Troni	Member of the Steering Council	Full professor	1,852 €	1,430 €	422 €
2	Naser Kabashi	Member of the Steering Council	Full professor	1,921 €	1,430 €	491 €
3	Kemajl Bislimi	Member of the Steering Council	Full professor	1,942 €	1,430 €	512 €
4	Florim Isufi	Member of the Steering Council	Associate professor	1,650 €	1,283 €	367 €
5	Bedri Bahtiri	Member of the Steering Council	Assistant professor	1,703 €	1,137 €	566 €
6	Naser Sahiti	Rector	Full professor	1,858 €	1,430 €	428 €
7	Kurtesh Sherifi	Vice-rector	Full professor	1,919 €	1,430 €	489 €
8	Mihane Berisha-Namani	Vice-rector	Full professor	1,985 €	1,430 €	556 €
9	Albulena Blakaj-Gashi	Vice-rector	Associate professor	1,757 €	1,283 €	473 €
10	Mimoza Ibrani	Vice-rector	Associate professor	1,718 €	1,283 €	435 €
11	Elton Bahtiri	Vice-rector	Assistant professor	1,215 €	1,137 €	78 €
12	Ahmet Shala	Dean	Full professor	2,115 €	1,430 €	685 €
13	Idriz Vehapi	Dean	Full professor	1,601 €	1,430 €	172 €
14	Lindita Rugova	Dean	Full professor	1,903 €	1,430 €	473 €
15	Suzana Manxhuka Kerliu	Dean	Full professor	2,429 €	1,430 €	999 €
16	Violeta Nushi	Dean	Full professor	1,558 €	1,430 €	129 €

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
17	Bedri Dragusha	Dean	Associate professor	2,076 €	1,283 €	793 €
18	Dashamir Berxulli	Dean	Associate professor	1,837 €	1,283 €	553 €
19	Fatos Ukaj	Dean	Associate professor	1,633 €	1,283 €	350 €
20	Hazir Haziri	Dean	Associate professor	1,671 €	1,283 €	388 €
21	Isak Shabani	Dean	Associate professor	1,950 €	1,283 €	667 €
22	Musa Selimi	Dean	Associate professor	2,294 €	1,283 €	1,011 €
23	Avni Puka	Dean	Assistant professor	1,354 €	1,137 €	217 €
24	Blerim Saqipi	Dean	Assistant professor	1,893 €	1,137 €	756 €
25	Florim Grajcevc	Dean	Assistant professor	1,550 €	1,137 €	413 €
26	Avdi Visoka	Vice-dean	Full professor	1,665 €	1,430 €	236 €
27	Hasim Rushiti	Vice-dean	Full professor	1,935 €	1,430 €	505 €
28	Ilir Doci	Vice-dean	Full professor	1,926 €	1,430 €	496 €
29	Mehmet Behluli	Vice-dean	Full professor	1,672 €	1,430 €	242 €
30	Rexhep Selimaj	Vice-dean	Full professor	1,636 €	1,430 €	207 €
31	Skender Ahmeti	Vice-dean	Full professor	2,117 €	1,430 €	687 €
32	Alltane Kryeziu	Vice-dean	Associate professor	1,501 €	1,283 €	217 €
33	Avni Berisha	Vice-dean	Associate professor	1,476 €	1,283 €	193 €
34	Bylbyl Sokoli	Vice-dean	Associate professor	1,374 €	1,283 €	91 €
35	Isa Memishi	Vice-dean	Associate professor	1,600 €	1,283 €	317 €
36	Kadri Sylejmani	Vice-dean	Associate professor	1,476 €	1,283 €	193 €
37	Kastriot Buza	Vice-dean	Associate professor	1,708 €	1,283 €	424 €
38	Milaim Zabeli	Vice-dean	Associate professor	1,528 €	1,283 €	245 €
39	Milote Sadiku	Vice-dean	Associate professor	1,567 €	1,283 €	283 €

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
40	Muhamet Qerimi	Vice-dean	Associate professor	1,941 €	1,283 €	657 €
41	Qamil Kabashi	Vice-dean	Associate professor	1,676 €	1,283 €	393 €
42	Sefer Avdiaj	Vice-dean	Associate professor	1,666 €	1,283 €	382 €
43	Vlora Navakazi	Vice-dean	Associate professor	1,533 €	1,283 €	250 €
44	Adem Beha	Vice-dean	Assistant professor	1,443 €	1,137 €	305 €
45	Alban Elshani	Vice-dean	Assistant professor	1,258 €	1,137 €	121 €
46	Besar Zahiti	Vice-dean	Assistant professor	1,349 €	1,137 €	212 €
47	Fatos Sada	Vice-dean	Assistant professor	1,328 €	1,137 €	191 €
48	Florent Mucaj	Vice-dean	Assistant professor	1,271 €	1,137 €	134 €
49	Florian Miftari	Vice-dean	Assistant professor	1,449 €	1,137 €	312 €
50	Hajdar Sadiku	Vice-dean	Assistant professor	1,333 €	1,137 €	196 €
51	Jehona Shkodra-Beqiri	Vice-dean	Assistant professor	1,351 €	1,137 €	214 €
52	Kajtaz Bllaca	Vice-dean	Assistant professor	1,278 €	1,137 €	141 €
53	Majlinda Gjellaj	Vice-dean	Assistant professor	1,837 €	1,137 €	700 €
54	Mentor Alishani	Vice-dean	Assistant professor	1,301 €	1,137 €	163 €
55	Selim Bezeraj	Vice-dean	Assistant professor	1,504 €	1,137 €	367 €
56	Valon Krasniqi	Vice-dean	Assistant professor	1,344 €	1,137 €	207 €
57	Xhevahir Bajrami	Vice-dean	Assistant professor	1,300 €	1,137 €	162 €
58	Arlinda Dushi	Vice-dean	Foreign language lecturer	882 €	845 €	37 €
59	Blerta Perolli-Shehu	Vice-dean	Assistant	1,077 €	773 €	305 €
60	Luljeta Plakolli-Kasumi	Vice-dean	Assistant	796 €	773 €	24 €
61	Pranvera Breznica - Selmani	Vice-dean	Assistant professor	-	-	-
62	Ymer Kuka	Vice-dean	Assistant professor	-	-	-

ANNEX NO.2

Personal income of academic staff in managing positions in the University of Prizren according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Naser Bajraktari	Member of the Steering Council	Assistant professor	1,399 €	1,183 €	217 €
2	Rifat Morina	Member of the Steering Council	Assistant professor	1,837 €	1,183 €	655 €
3	Drita Krasniqi	Member of the Steering Council	Assistant professor	1,942 €	1,183 €	760 €
4	Ylli Kortoçi	Member of the Steering Council	Assistant professor	1,568 €	1,183 €	385 €
5	Rifat Hoxha	Member of the Steering Council	Assistant professor	-	-	-
6	Ismet Temaj	Rector	Associate professor	2,323 €	1,335 €	988 €
7	Armend Podvorica	Vice-rector	Associate professor	1,841 €	1,335 €	507 €
8	Shemsi Morina	Vice-rector	Assistant professor	2,313 €	1,183 €	1,131 €
9	Soner Yildirim	Vice-rector	Assistant professor	1,778 €	1,183 €	595 €
10	Fahredin Shabani	Dean	Associate professor	-	-	-
11	Samedin Krrabaj	Dean	Associate professor	2,062 €	1,335 €	727 €
12	Isuf Lushi	Dean	Associate professor	1,772 €	1,335 €	437 €
13	Halil Kukaj	Dean	Associate professor	2,289 €	1,335 €	954 €
14	Safet Krasniqi	Dean	Assistant professor	1,480 €	1,183 €	297 €
15	Flamur Shala	Dean	Assistant professor	1,952 €	1,183 €	769 €
16	Arsim Susuri	Vice-dean	Assistant professor	1,767 €	1,183 €	584 €
17	Albana Plakiqi Milaimi	Vice-dean	Assistant professor	1,588 €	1,183 €	406 €
18	Vedat Bajrami	Vice-dean	Associate professor	2,220 €	1,335 €	885 €
19	Hamdi Hoti	Vice-dean	Associate professor	2,284 €	1,335 €	950 €
20	Berat Aqifi	Vice-dean	Assistant professor	1,458 €	1,183 €	275 €
21	Xhafer Beqiraj	Prodekan	Assistant professor	1,650 €	1,183 €	467 €

ANNEX NO.3

Personal income of academic staff in managing positions in the University of Peja according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Agim Rysha	Member of the Steering Council	Associate professor	2,003 €	1,283 €	719 €
2	Fisnik Morina	Member of the Steering Council	Assistant	1,371 €	773 €	599 €
3	Enkeleda Lulaj	Member of the Steering Council	Assistant	-	-	-
4	Gentiana Gega	Member of the Steering Council	Assistant	981 €	773 €	208 €
5	Fadil Millaku	Rector	Full professor	2,554 €	1,430 €	1,124 €
6	Ibish Mazreku	Vice-rector	Full professor	2,365 €	1,430 €	936 €
7	Afrim Selimaj	Vice-rector	Full professor	2,452 €	1,430 €	1,022 €
8	Sabiha Shala	Vice-rector	Associate professor	2,235 €	1,283 €	952 €
9	Halit Shabani	Dean	Associate professor	2,383 €	1,283 €	1,099 €
10	Adem Dreshaj	Dean	Associate professor	2,278 €	1,283 €	995 €
11	Nexhdet Shala	Dean	Associate professor	2,098 €	1,283 €	815 €
12	Hysen Nimani	Dean	Associate professor	1,977 €	1,283 €	694 €
13	Petrit Nimani	Dean	Assistant professor	-	-	-
14	Vehbi Ramaj	Vice-dean	Associate professor	1,894 €	1,283 €	611 €
15	Bedri Millaku	Vice-dean	Associate professor	1,974 €	1,283 €	691 €
16	Ismail Cacaj	Vice-dean	Associate professor	1,710 €	1,283 €	427 €
17	Orhan Ceku	Vice-dean	Assistant professor	-	-	-
18	Albona Shala Abazi	Vice-dean	Assistant professor	1,361 €	1,137 €	224 €

ANNEX NO.4

Personal income of academic staff in managing positions in the University of Gjakova according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Besim Muhadri	Member of the Steering Council	Associate professor	1,842 €	1,335 €	508 €
2	Labinot Berisha	Member of the Steering Council	Associate professor	2,083 €	1,335 €	749 €
3	Behxhet Gaxhiqi	Member of the Steering Council	Associate professor	1,732 €	1,335 €	397 €
4	Kushtrim Grezda	Member of the Steering Council	Assistant	1,239 €	803 €	436 €
5	Artan Nimani	Rector	Assistant professor	2,465 €	1,183 €	1,283 €
6	Haxhi Kamberi	Vice-rector	Associate professor	2,135 €	1,335 €	800 €
7	Vjollca Dibra	Vice-rector	Assistant professor	2,603 €	1,183 €	1,421 €
8	Ilir Kelmendi	Dean	Associate professor	2,119 €	1,335 €	784 €
9	Kamber Kamberi	Dean	Associate professor	2,119 €	1,335 €	785 €
10	Idriz Berisha	Dean	Associate professor	2,463 €	1,335 €	1,129 €
11	Laura Naka	Vice-dean	Assistant professor	1,681 €	1,183 €	499 €
12	Fitor Ollomani	Vice-dean	Assistant professor	1,830 €	1,183 €	647 €
13	Antigona Ukehaxhaj	Vice-dean	Assistant professor	-	-	-

ANNEX NO.5

Personal income of academic staff in managing positions in the University of Mitrovica according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Ismet Mulliqi	Member of the Steering Council	Associate professor	1,905 €	1,283 €	622 €
2	Nurten Deva	Member of the Steering Council	Associate professor	1,651 €	1,283 €	368 €
3	Halil Bajrami	Member of the Steering Council	Assistant professor	1,841 €	1,137 €	704 €
4	Fatbardha Hoxha	Member of the Steering Council	Assistant	1,560 €	773 €	788 €
5	Ylber Januzaj	Member of the Steering Council	Lecturer	1,772 €	990 €	782 €
6	Alush Musaj	Rector	Full professor	2,224 €	1,430 €	795 €
7	Behxhet Shala	Vice-rector	Full professor	1,889 €	1,430 €	460 €
8	Merita Shala	Vice-rector	Assistant professor	1,961 €	1,137 €	824 €
9	Ajtene Avdullahi	Vice-rector	Assistant professor	2,016 €	1,137 €	879 €
10	Naser Peci	Dean	Full professor	2,194 €	1,430 €	764 €
11	Hakif Zeqiri	Dean	Full professor	2,285 €	1,430 €	855 €
12	Milaim Sadiku	Dean	Associate professor	2,150 €	1,283 €	866 €
13	Agron Beka	Dean	Associate professor	2,062 €	1,283 €	778 €
14	Qazim Tmava	Dean	Associate professor	1,918 €	1,283 €	635 €
15	Besim Gollopeni	Dean	Assistant professor	2,000 €	1,137 €	863 €
16	Ahmet Latifi	Vice-dean	Full professor	2,075 €	1,430 €	645 €
17	Muharrem Zabeli	Vice-dean	Associate professor	1,680 €	1,283 €	397 €
18	Mensur Kelmendi	Vice-dean	Associate professor	1,883 €	1,283 €	600 €
19	Bashkim Bellaqa	Vice-dean	Associate professor	1,707 €	1,283 €	424 €
20	Islam Qerimi	Vice-dean	Associate professor	1,802 €	1,283 €	518 €
21	Lumnije Thaçi	Vice-dean	Assistant professor	1,779 €	1,137 €	642 €
22	Samire Ballaca Balaj	Vice-dean	Assistant professor	1,979 €	1,137 €	842 €
23	Xhemajl Veliqi	Vice-dean	Assistant	1,667 €	773 €	894 €

ANNEX NO.6

Personal income of academic staff in managing positions in the University of Gjilan according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Musa Ajeti	Member of the Steering Council	Assistant professor	1,765 €	1,137 €	628 €
2	Nevrije Bislimi-Ismaili	Member of the Steering Council	Assistant professor	1,999 €	1,137 €	862 €
3	Urtak Hamiti	Member of the Steering Council	Assistant professor	1,337 €	1,137 €	200 €
4	Refik Kryeziu	Member of the Steering Council	Assistant professor	2,000 €	1,137 €	863 €
5	Bajram Kosumi	Rector	Associate professor	2,362 €	1,283 €	1,079 €
6	Xhevdet Thaçi	Vice-rector	Associate professor	2,348 €	1,283 €	1,065 €
7	Dukagjin Leka	Vice-rector	Assistant professor	2,454 €	1,137 €	1,317 €
8	Bajram Fejzullahu	Vice-rector	Assistant professor	2,164 €	1,137 €	1,027 €
9	Merxhan Avdyli	Dean	Associate professor	1,925 €	1,283 €	642 €
10	Xhevat Sopi	Dean	Associate professor	2,292 €	1,283 €	1,008 €
11	Artan Dërmaku	Dean	Associate professor	2,100 €	1,283 €	817 €
12	Sadik Haxhiu	Dean	Assistant professor	2,303 €	1,137 €	1,166 €
13	Shpresë Qamili	Dean	Assistant professor	2,130 €	1,137 €	993 €
14	Bashkim Dalipi	Vice-dean	Associate professor	1,949 €	1,283 €	666 €
15	Shefket Jakupi	Vice-dean	Associate professor	1,683 €	1,283 €	399 €
16	Ragmi Mustafa	Vice-dean	Assistant professor	1,808 €	1,137 €	671 €
17	Fatmire Krasniqi	Vice-dean	Assistant professor	-	-	-

ANNEX NO.7

Personal income of academic staff in managing positions in the University of Applied Sciences in Ferizaj according to the asset declarations

No.	Name and last name	Position	Academic rank	Monthly income	Base salary	Monthly extra compensation
1	Ibrahim Çunaku	Member of the Steering Council	Full professor	1,520 €	1,430 €	91 €
2	Muhamet Ymeri	Member of the Steering Council	Assistant professor	1,738 €	1,137 €	601 €
3	Bashkim Thaçi	Member of the Steering Council	Assistant professor	1,685 €	1,137 €	548 €
4	Lejla Ibrahim	Member of the Steering Council	Lecturer	1,261 €	990 €	271 €
5	Agron Bajraktari	Rector	Full professor	2,302 €	1,430 €	873 €
6	Bujar Pira	Vice-rector	Full professor	2,191 €	1,430 €	762 €
7	Rrahim Sejdiu	Vice-rector	Assistant professor	2,300 €	1,137 €	1,162 €
8	Arben Tërstena	Vice-rector	Assistant professor	1,524 €	1,137 €	386 €
9	Petrit Hasanaj	Dean	Assistant professor	1,474 €	1,137 €	337 €
10	Sokol Krasniqi	Dean	Assistant professor	1,345 €	1,137 €	208 €
11	Bujar Jashari	Dean	Lecturer	1,366 €	990 €	376 €
12	Flamur Salihu	Dean	Lecturer	1,388 €	990 €	398 €
13	Florit Hoxha	Dean	Lecturer	1,423 €	990 €	433 €

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