



**Republika e Kosovës**  
**Republika Kosovo - Republic of Kosovo**  
*Kuvendi - Skupština - Assembly*

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**Law No. 04/L-161**

**ON SAFETY AND HEALTH AT WORK**

**Assembly of Republic of Kosovo,**

Based on Article 65 (1) of the Constitution of the Republic of Kosovo;

Approves:

**LAW ON SAFETY AND HEALTH AT WORK**

**CHAPTER I**  
**GENERAL PROVISIONS**

**Article 1**  
**Purpose**

1. Purpose of this Law is to set measures for improving the level of safety and health of employees at work.
2. This Law contains general principles for prevention of occupational hazards, elimination of hazardous and accidents factors, information, consultation, balanced participation in improving the level of safety and health at work, treatment of employees, their representatives and general guidelines for implementing such principles.

## **Article 2 Scope**

1. Provisions of this Law are applied in public, private and public-private sector and in state administration sector at central and local level.
2. Provisions of this Law are applied for interns, pupils and students carrying out practical work during their schooling, persons serving sentences engaged in work, visitors, business partners, users of services and persons attending vocational training and re-training with employer.
3. Provisions of this Law are not applied in sectors, activity of which is regulated with special Laws, such as: Kosovo Security Force, police, firefighters service and protection and rescue services.

## **Article 3 Definitions**

1. Terms used in the Law shall have the following meaning:
  - 1.1 **Employer** – a natural or legal person that provides jobs for one or more employees, pays the salary to employee/s for the work or services rendered and is responsible for the working entity;
  - 1.2. **Employee** - a natural person who carries out work or services with payment for employer and has employment relations with the employer;
  - 1.3. **Safety and health at work** - an integral part of the work process organization, by taking prevention measures that aim at improving work conditions, employees' health protection, improvement of working environment, protection of physical and psychic health of employees and others who participate in the work process;
  - 1.4. **Hazard** - possibility that employees suffer injuries, illnesses or health difficulties, immediate or consequent, as a result of exposure to work environment containing hazardous physical, chemical and biological elements, exposure to working tools or machinery without protection equipment and unsafe to use, wrong way of using working tools and machinery and wrong way of work organization.
  - 1.5. **Potential and serious hazard** – an identifiable activity, which shows hazard, and which in a short-term period may cause material and human damages;
  - 1.6. **Occupational illness** – any illness caused by the exposure to damaging and hazardous chemical, physical and biological elements at working environment during carrying out the work activity;
  - 1.7. **Preventive measures** – all actions taken and planned at all work processes within the company to avoid or minimize hazards caused by exercising the work activity;

1.8. **Working places** – include all places and spaces under direct and indirect supervision of employers, where employees should carry out work activities and stay during the work process;

1.9. **Risk assessment document** – a document which describes characteristics of the work, identification of the risk source, determining who may be at risk, what is at risk and how, assessment of risk to health and safety at work and determining required and necessary actions to improve such measures according to periodical assessments;

1.10. **Individual in charge of safety and health at work** – a professional employed with employer and appointed to carry out tasks closely linked to safety and health at work;

1.11. **Specialized people or services** – natural or legal persons, outside the company, which are qualified and licensed to carry out activities related to safety and health at work in accordance with the present Law;

1.12. **Work or work-related accident** – any unexpected occurrence during the work process, which causes immediate damage to employees' body, damage causing temporary disability, permanent disability and any other health damage related directly to the exercising of work activity;

1.13. **Labour Inspectorate** – an executive body of the MLSW that supervises the implementation of labour legislation, including this Law;

1.14. **Ministry** – the Ministry of Labour and Social Welfare.

#### **Article 4**

#### **National Council on Safety and Health at Work**

1. Government of the Republic of Kosovo, upon the proposal of the Minister of Labour and Social Welfare, establishes the National Council on Safety and Health at Work, which proposes, recommends and develops policies regarding the improvement of safety and health at work levels and continuously follows up employees' safety and health at work situation.

2. The Council, is composed of eleven (11) members: three (3) Government representatives, two (2) employers' representatives, two (2) workers' representatives, two (2) experts from the field of safety and health at work and one (1) expert of labour medicine and one (1) ad-hoc expert, depending on the nature of the matter.

3. The mandate of Council members is a three (3) year mandate.

4. Council's working rules and procedures are set with a particular act issued by the Government

## **CHAPTER II EMPLOYER'S DUTIES**

### **Article 5 General principles for employers**

1. Employer is responsible to provide safe and healthy working conditions at all aspects of work.
2. Employer is obliged to cover all medical treatment expenses for employee/s who have suffered injury at work or professional illnesses, if they are not insured at an insurance company.
3. Employer is obliged to carry out detailed risk assessment for all work places.
4. Employer is obliged to be led by the principle of equal treatment when taking safety and health measures for all employees.

### **Article 6 General duties of the employer**

1. As part of his/her responsibilities, employer is obliged to take health and safety measures at work including measures for the prevention of professional hazards, information, training of employees for safe work, provision of proper instructions for the use and maintenance of machinery, tools, and equipment, measures for proper organizing of the workflow.
2. Employer should continuously act in improving work conditions to increase the level of safety and health at work, by amending and supplementing previous measures, according to circumstances created with the change of technical and technological processes.
3. Employer is responsible to employee for damages caused by injury at work, professional illnesses or work-related illnesses, according to the principle of objective responsibility of the rights of liabilities.

### **Article 7 Preventive measures**

1. Employer is obliged to apply preventive measures, based on the general principles of prevention, such as:
  - 1.1. avoiding risks;
  - 1.2. assessment of unavoidable risks;
  - 1.3. combating the risk at the origin;
  - 1.4. over -passing the causes of the risk;

- 1.5. adapting the work according to the individual especially with regard to work place and working environment features;
  - 1.6. selection of equipment, work methods and work process, to facilitate the same-monotonous work and to reduce its impact on health;
  - 1.7. adjustment to technical progress;
  - 1.8. replacing hazardous conditions with non-hazardous or less hazardous conditions;
  - 1.9. development of a comprehensive preventive policy regarding technology, work organizing, working conditions, social relations and impact of factors related to working environment;
  - 1.10. giving priority to collective safety in relation to individual safety;
  - 1.11. provision of proper instructions for safe and healthy work for employees, and their display at visible places in a language that employee understands;
2. Considering the nature of the business of the company, employer carries out risk assessment of work places, selection of work equipment, substances or chemicals that are used.
  3. After the assessment carried out according to paragraph 2 of this Article, the employer should:
    - 3.1. provide an improved level of safety and health at work for employees, by eliminating risk factors, reducing the impact of hazardous chemical substances, improving work equipment and removing bad habits during the working process;
    - 3.2. integrate and apply preventive measures deriving from the risk assessment, in all company's activities and at all levels of the hierarchy.
  4. Employer, when trusting work tasks to an employee, is obliged to take into account his/her skills for performing such tasks;
  5. Employer is obliged to inform and train employees for safe work, when replacing existing technology with new technologies.
  6. Employer is obliged to carry out necessary measures for safety and health at work by providing proper instructions for work for employees at hazardous work places and in such work places employer can engage only employees trained and qualified for such work places.

## **Article 8**

### **Cooperation of employers in implementing safety and health at work measures**

1. Employers using the same work area (space, premises, street, etc.) are obliged to cooperate in implementing measures related to safety and health at work, considering the nature of working entities' activities.

2. Employers should coordinate their activities in establishing safe and healthy conditions at work, and to inform employees or their representatives about risks at work.
3. Safety and health at work measures, under no circumstances, are at financial burden of the employees.
4. Employer as an investor, will reach contractual agreements, in written form, with individuals carrying out work for him/her, respectively with contractors and sub-contractors, in which agreement the responsibility for safety and health at work is determined.
5. If no written agreement, as per paragraph 4 of this Article is reached, the responsibility for safety and health at work, pursuant to this Law, remains with the investor.

### **Article 9**

#### **Protection and prevention services**

1. Each employer is obliged to appoint one or more employees, to carry out safety and health at work activities, unless otherwise provided for by this Law.
2. The employee responsible as per paragraph 1 of this Article may not be violated because of his/her activities related to the protection and prevention of risks at work, neither by the employer, not by other employees.
3. For the employee appointed to carry out safety and health at work activities, employer should provide necessary trainings and work equipment.
4. When lacking qualified personnel to manage safety and health at work, employer within his/her company should hire people or institutions for external professional services.
5. The Ministry, with a sub-legal act, depending on the kind of activity, sets conditions and criteria for certification and licensing of persons and institutions for services from paragraph 4 of this Article.
6. External people or institutions for carrying out activities related to safety and health at work should be equipped with proper professional tools and equipment, and appropriate measuring instruments.
7. In cases when employer engages people or institutions for safety and health at work services, he/she is obliged to inform them on the work process, potential risks, on circumstances that influence or might influence in employees' safety and health and with preventive measures taken to established safe and healthy work conditions for employees.

### **Article 10**

#### **Employees in charge for safety and health at work**

1. Employer employing up to fifty (50) employees, if competent, can personally take over the responsibility for implementing measures determined in paragraph 1 of Article 9 of this Law, with the conditions to meet conditions and criteria as per paragraph 5 of Article 9 of this Law.

2. Employer employing over fifty (50) employees and less than two hundred and fifty (250) employees, is obliged to appoint an expert, for carrying out tasks related to safety and health at work.

3. Employer employing over two hundred and fifty (250) employees should engage one (1) or more experts to carry out activities related to safety and health at work.

## **Article 11**

### **First aid, fire extinguishing, employees evacuation, serious and potential risks**

1. Employer is obliged to carry out necessary measures for first aid, fire extinguishing and evacuation of employees, adjust to the nature of activities and size of the company.

2. Employer is obliged to organize and provide first aid to employees in case of injuries at work or unexpected illnesses and to proceed them to medical treatment.

3. Employer provides training for individuals who will carry out evacuation, rescue, extinguish fire and provide first aid.

4. Employer through trained individuals carries out evacuation, rescue, fire extinguishing and first aid, for employees within the company.

5. Employer develops a plan for evacuation and rescue in emergency situations, which he/she provides to all employees, and carries out practical exercise, at least once in two (2) years, in accordance with the plan.

6. Employer is obliged to maintain necessary contacts with external services, especially regarding first aid, emergency medical care, rescue services and firefighter service.

7. Employer, in case of serious and possible health-and life-threatening risk to employees, should:

7.1. as soon as possible, inform all employees, who are or might be exposed to serious and potential risk, thus preventing or reducing the health- or life-threatening risk;

7.2. take measures and provide instructions to allow employees, in case of serious and potential risks at work, to leave the workplace and immediately abandon it and move to a safer place;

7.3. refrain from requests for employees to carry on with the work in situations when there is still serious and potential risk;

7.4. engage only qualified, specialized and trained employees to avoid risk and normalize the work process in special conditions with high risk;

7.5. organize the continuation of the work process only after the risk has passed, except in extraordinary and objectively justifiable cases when interruption of the work process causes larger damages in people.

8. Employees when facing a serious risk and who are not able to immediately contact their senior will act based on their skills acquired in training and technical equipment available to them, to avoid the consequences of such risk.

9. Employees acting in accordance with paragraph 8 of this Article, will not be held responsible for possible consequences, except in cases when their deliberately act contrary to instructions or do not act by neglecting the risk.

### **Article 12**

#### **Employers' duties for determining measures for the prevention of accidents at work and professional illnesses**

1. Employer, with the aim of determining measures for the prevention of accidents at work and professional illnesses, is obliged to:

1.1. approve the stage for the search, projection and development of the plan for the use of work equipment, pursuant to the provisions of the current Law and other applicable Laws, leading to the reduction and avoidance of risks, accidents at work and professional illnesses;

1.2. develop a risk assessment and prevention document comprising measures with technical, organizational, sanitary and hygienic measures, which will be applied in specific conditions of the work places of the company;

1.3. set qualities and responsibilities of employee in the field of safety and health at work, in their job descriptions, according to the position of an employee.

### **Article 13**

#### **Duties of employer in implementing measures for the prevention of accidents at work and professional illnesses**

1. For ensuring the implementation of measures to prevent accidents at work and professional illnesses, employers must:

1.1. supervise the work and quality of services provided of the external individual or institutions contracted for the services related to safety and health at work;

1.2. take measures to provide required information and training materials for employees and to install proper safety signs, posters, leaflets, films and recordings related to safety and health at work;

1.3. provide information to each employee prior to commencing the work on risks he/she may be exposed at his/her workplace, and on necessary preventive and protective measures;

1.4. ensure that employees are equipped with relevant professional qualifications;



- 1.5. to ensure continuous and proper functioning of protection systems and equipment, measuring and control tools and dictation, controlling and chemical substance neutralization instruments, released during the work process;
- 1.6. recruit an employee based on medical examination, depending on the workplace;
- 1.7. allow the representative of employees, upon the latter's request, to participate during the inspection visit, and also during investigations;
- 1.8. allow employee to participate in inspection and investigation, upon the request of a labour inspector;
- 1.9. save all evidence at the scene where a fatal accident has occurred, even if it is collective, except in cases when saving such evidence at the scene may cause another accident;
- 1.10. provide sufficient number of fire extinguishers with proper filling according to the type of fire cause;
- 1.11. maintain and re-fill at certain deadlines fire extinguishers as written in the label;
- 1.12. install fire extinguishers at appropriate locations;
- 1.13. install hydrants in companies with higher risk of fire and where it is considered that fire extinguishers are not sufficient to fight fires;
- 1.14. install hydrants in visible, appropriate locations and hydrants to be ready for use at any given time;
- 1.15. mark clearly smoking prohibition signs at workplaces and in public places;
- 1.16. mandatorily, equip employees with individual protection equipment, ensure their maintenance and respect the expiration of utilization deadlines.

#### **Article 14**

##### **Utilization of working kit and individual protection equipment during the work process**

1. Employer is obliged to maintain properly the work equipment, check their proper functioning and safety with periodical controls in determined deadlines by an act endorsed by him/her, respectively in accordance with manufacturer's instructions, provisions and technical standards.
2. If by manufacturer's instructions, no other deadline is set, employer is obliged to check, try and test the working tools;
  - 2.1. prior to the first use;
  - 2.2. after reconstruction, after defects; and

- 2.3. after moving the equipment from one spot to another.
3. Employer must ensure that individual working tools and protection equipment are in good working condition at any given time.
4. Employer can not use working tools and individual protection equipment, if they are not compliant with technical standards and in accordance with safety and health at work rules.

### **Article 15** **Buildings/Premises**

1. For each premise/building, destined for work, employer must provide:
  - 1.1. each building to have the emergency exits;
  - 1.2. evacuation plan in order that employees are evacuated from the premises/building, in case of unexpected occurrence, which threatens employees' health and life;
  - 1.3. emergency exits are marked with proper signs, installed in visible locations and in accordance with relevant rules;
  - 1.4. emergency ways and exits are free without obstacles and which lead directly out of hazardous area or to a safe area;
  - 1.5. space for the provision of first aid and required equipment;
  - 1.6. necessary resting area;
  - 1.7. auxiliary spaces (canteen, wardrobe, baths, separate toilets for men and women);
  - 1.8. laundry for the working outfit and protective equipment.

### **Article 16** **Risk assessment at workplaces**

1. Employer is obliged to carry out risk assessment at workplaces, in order to prevent the risk, including exposure of employees to elements harmful and hazardous of safety and health at work during the working process
2. Risk assessment at workplaces is carried out by experts of relevant fields within the company, appointed by the employer, respectively by external individuals or services contracted by the employer.
3. Employer, after the risk assessment process, is obliged to develop a risk assessment document and take protective measures necessary for employees' safety and health at work.

4. Method for developing the risk assessment document and its content are regulated by a sub-legal act developed by the Ministry, in accordance with the competent ministry on charge of health issues.

5. Employer is obliged to keep records on accidents at work, professional illnesses and equip the injured with relevant injury note at the workplace.

6. Employer is obliged, in cooperation with authorities responsible for safety and health at work, to develop reports on accidents and professional illnesses at his/her company.

### **Article 17**

#### **Labour under special conditions**

1. Labour under special conditions according to applicable provisions are works that are carried out only by employees who in addition to general conditions on establishing labour relations, must meet conditions and criteria regarding age, sex, professional skills, health, physical and mental condition and psychological condition.

2. Employer should not appoint an employee under special working conditions, unless previously determined that employee meets required conditions and criteria from the paragraph 1 of this Article.

3. Employer is obliged before appointing an employee on a workplace under special working conditions, to send him/her to medical examination, to determine his health, physical and psychological capabilities, for carrying out tasks at the workplace.

4. Employer is obliged to provide written evidence at job descriptions and tasks for the employee at workplace under special conditions, to prove that he/she meets the conditions and criteria for work under special conditions in accordance with the paragraph 1 of this Article.

5. Employer is obliged to send to medical examination at least once a year the employee working under special conditions and whenever necessary, depending on his/her health condition.

### **Article 18**

#### **Informing the employees**

1. Employer takes proper measures in order to inform employees or their representatives regarding:

1.1. any risk at the workplace, protective and preventive measures and activities taken by him/her to eliminate risk factors;

1.2. the information of the employee and their representatives for first help, measures in case of fire, evacuation, and particular responsibilities of each employee for taking such measures;

- 1.3. risk assessment, and measures taken for protecting the safety and health at work for employees, children, youth, pregnant women, breast-feeding women and persons with disabilities.
2. Employer will take appropriate measures to inform contracted employers, working at his/her company, related to sub-paragraph 1.1, 1.2 and 1.3 of paragraph 1 of this Article.
3. Employer puts at disposal of employees detailed instructions, for applying the risk assessment document and risk prevention, for each workplace, documented by records (minutes).

### **Article 19 Consultations and employees' participation**

1. Employer should consult with employees and their representatives, allowing them, to participate in discussions regarding the safety and health at work issues, including:
  - 1.1. measures to be taken, which may have considerable impact in improving the safety and health at work level;
  - 1.2. information on risk assessments, protection and prevention measures, recording of accidents at work and reports from the labour inspectorate;
  - 1.3. list of external individuals or services contracted to carry out services as per Article 9 of this Law;
  - 1.4. the plan and organizing of training for employees on safety and health at work.
2. Employees' representatives and members of the safety and health at work council members are entitled to require from employer to take necessary measures and submit suggestions to him/her, with the aim of reducing risks for employees or to eliminate the sources of risks.
3. Employees or their representatives are entitled to complain, according to laws, to the labour inspector, if they consider that measures taken by employer are not appropriate and sufficient for safety and health at work.
4. Employees' representatives should be provided opportunities to express their remarks in front of labour inspector, for gaps that affect safety and health at work.

### **Article 20 Training of employees**

1. Employer ensures that each employee is trained on safety and health at work, for his/her workplace, such as:
  - 1.1. before or after establishing labour relations;
  - 1.2. when transferring or changing the workplace;

- 1.3. in case of introducing new equipment or changing the work equipment;
  - 1.4. in case of introducing new technology;
  - 1.5. periodically if required.
2. Employer ensures that employees of contracted company are provided with proper instructions on safety and health at work during their activities at the owner's company.
  3. Workers' representatives with specific role on safety and health at work are entitled to attend relevant trainings.
  4. Training referred to in paragraph 1 of this Article is organized during the working hours.

## **CHAPTER III EMPLOYEES' DUTIES**

### **Article 21 Employee's duties**

1. Each employee is responsible to take care of own safety and health at work, also of his/her co-workers, in accordance with trainings and instructions provided by the employer.
2. In accordance with the training, instructions provided by the employer, technical instructions and regulations, employee is obliged to:
  - 2.1. use with diligence machineries, tools and equipment, transportation equipment and other tools at work and act cautiously with hazardous substances;
  - 2.2. use with diligence individual protection equipment at their disposal and after use to return them at the location envisaged for their safe keeping;
  - 2.3. not to dispose of, change or remove arbitrary safety mechanisms installed in equipment, tools, plants, premises and to use properly such mechanisms;
  - 2.4. notify immediately employer, the individual in charge of safety and health at work issues and employees' representatives, about any situation at work, for which he/she has a reasonable motive to assess as serious and immediate risk for safety and health at work;
  - 2.5. regard all tasks determined by employer on the field of safety and health at work, otherwise, he/she will be held responsible for the damage or accident caused.
3. Employee shall inform the labour inspector, if employer did not take appropriate measures for avoiding, removing and eliminating the risk based on the sub-paragraph 2.4 of paragraph 2 of this Article.

4. Employee may refuse the order to work, if he/she has informed the employer, individual in charge of safety and health at work issues and employees' representatives on the risk threatening him/her if working in such conditions, until the risk is removed and normal working conditions are established.

## **CHAPTER IV EMPLOYEES' MEDICAL EXAMINATIONS**

### **Article 22 Medical examinations**

1. Employer is obliged to provide employees medical examinations at institutions licenced for labour medicine, in accordance with paragraph 5 of Article 17 of this Law.

2. Employer is obliged to send to medical examination all employees, at least once in three (3) years.

## **CHAPTER V NOTIFICATION ON ACCIDENTS AT WORK**

### **Article 23 Notification on accidents at work**

1. In case when accident has occurred causing injuries or death to an employee, employer is obliged to notify immediately the labour inspector.

2. Regarding accidents at work, inspector is obliged to write a written report stating factual situation of the accident.

3. Labour Inspector will take adequate measures according to the Law, on violations observed when the accident occurred.

4. Labour Inspector orders with a decision taking immediate measures for avoiding the risk, and if there are undeniable evidence that working conditions pose serious threat to the safety and health of employees, orders temporary stoppage of the work process at the company, to a unit of the company or for a working machine.

5. Temporary stoppage of the work process will last until employer provides evidence that all measures for avoiding the risk are taken and that current working conditions do not pose a risk for employees' safety and health.

6. Labour inspector after receiving evidence from paragraph 4 of this Article, will carry out inspection at the company. After finding that working conditions are improved and risk avoided, through a decision allows continuation of the work process for employees.

7. Accident is considered to have happened at work or related to work when employee is injured during:

7.1. carrying out work at the place of his/he employment;

7.2. carrying out another job, with or without employer's order for major reasons at the interest of work;

7.3. during the break time set by employer, putting in order the machinery, tools, outfit, cleaning the workplace before or after the working hours;

7.4. attendance of vocational training;

7.5. provision of first aid related to work.

8. Based on consequences, accidents at work are classified as following:

8.1. accidents causing temporary disability for work;

8.2. accidents causing permanent disability for work;

8.3. accident with fatality at work;

9. Based on the number of persons injured at work, accidents at work are classified as following:

9.1. individual accident when only one individual suffers injury at work; and

9.2. massive accidents, whereby at least two (2) or more employees suffer injuries at the same time for the same reasons.

## **CHAPTER VI FINAL PROVISIONS**

### **Article 24 Supervision**

Supervision of implementation of the provisions of this Law is carried out by the Labour Inspectorate.

## **Article 25**

### **Fines**

1. Natural person and legal person, who do not implement provisions of the present Law, in legal procedure will be fined in money for each violated provision.
2. For violation of the provisions of Article 5, 6, 9 and 10 of this Law, employer will be fined with an amount from five hundred (500) Euro to ten thousand (10.000) Euro.
3. For violation of provisions of Article 7, 11, 12, 13, 15 and 17 of this Law, employer will be fined with an amount from five hundred (500) Euro to thirty-five thousand (35.000) Euro.
4. For violation of provisions of Article 8 of this Law, investor, contractor or sub-contractor will be fined with an amount from five thousand (5.000) to thirty-five thousand (35.000) Euro.
5. For violation of provisions of Article 14 and 16 of this Law, employer will be fined with an amount from five hundred (500) Euro to twenty-five (25.000) Euro.
6. For violation of provisions of Article 18 and 19 of this Law, employer will be fined with an amount from five hundred (500) Euro to fifteen thousand (15.000) Euro.
7. For violation of provisions of Article 20, 22 and 23 of this Law, employer will be fined with an amount from five hundred (500) Euro to twenty thousand (20.000) Euro.
8. For violation of provisions of Article 21 of this Law, employer will be fined with an amount from one hundred (100) Euro to five thousand (5.000) Euro.

## **Article 26**

### **Sub-legal acts**

1. Ministry of Labour and Social Welfare, issues sub-legal acts for the proper and full implementation of this Law, within six (6) months.
2. Ministry of Labour and Social Welfare is obliged to continuously develop normative acts for implementation of policies and to achieve alignment with Acquis in the field of safety and health at work.

## **Article 27**

### **Repeal of legal acts**

Upon entry into force of the Law on Safety and Health at Work, there shall be repealed the Law No. 2003/19 on Safety at Work, Protection of Workers' Health and Working Environment and sub-legal acts.



**Article 28**  
**Entry into Force**

This Law shall enter into force fifteen (15) days after its publication in the Official Gazette of the Republic of Kosovo.

**Law No. 04/L-161**  
**16 May 2013**

**President of the Assembly of the Republic of Kosovo**

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**Jakup KRASNIQI**