



Organization for Security and Co-operation in Europe
MISSION IN KOSOVO

**Remarks of Ambassador Werner Wnendt,
Head of OSCE Mission in Kosovo,**

**At the signing ceremony of the Collective Agreement between RTK
management and the Independent Workers Union of RTK**

Prishtinë/Priština, 18 January 2007

Dear RTK and Mr Zatriqi, Dear President of the Workers' Union, Dear Deputy Prime Minister, Dear President Berisha, Dear SRSG, Ladies and Gentlemen,

It is a great pleasure for me to witness the signing of the very first agreement between a media outlet and its independent workers' union. By signing this Collective Agreement, Radio Television Kosovo follows the standards of the Public Broadcast Services in Europe and sets an example for other leading media outlets in Kosovo.

This agreement not only lays out the responsibilities, rights and duties of the management and the employees, represented by the workers' union, but also provides the framework for relations and co-operation between management and staff. Furthermore, it strengthens the role of RTK's workers' union, meaning the role of the employees of RTK.

This signing ceremony, moreover, marks the conclusion of a far-reaching joint OSCE-RTK project which dates back to summer 2004. In fact, it marks the conclusion of the second largest endeavor taken by OSCE to support the Public Broadcaster since RTK was established, when OSCE together with the European Broadcasting Union played a major role.

Starting in summer 2004, the OSCE provided RTK with an 18-month long consultancy on news management. One year later, in summer 2005, our assistance to RTK continued in the areas of financial and organizational management.

The aim was to assist RTK – with the help of RTV Slovenia – to design more modern, more accountable and more effective structures within Kosovo's Public Broadcaster.

What we see today is the result of many negotiations, hard work and the willingness to reform the Public Broadcaster in Kosovo and bring it closer to European Standards.

Reforms, no matter how necessary and inevitable, usually cause resistance among the ones affected by them. In this light it is even more remarkable and outstanding to see that RTK has managed in less than one year to draft and adopt more than 16 core documents which are the basis for the overall reforms and which will change the entire structure of RTK.

I hope that our assistance will help to transform RTK into a more modern, more accountable and more transparent institution.

I would like to thank our consultant, Mr. Janez Sajovic and the RTK working group for their efforts, their energy and strong sense of responsibility. Without them, this goal would have been much harder to achieve.

I would like to thank you all and hope that these reforms and the Collective Agreement will serve as an example for not only other public institutions, but other media outlets as well.