

## **2013 Annual Report of the General Accreditation Directorate of Kosovo (DAK)**

### **Abbreviations:**

DAK- General Directorate of Accreditation of Kosovo

CAB- Conformity Assessment Bodies

ECA - European Corporation of Accreditation

IAF- International Accreditation Forum

ILAC-International Laboratory Accreditation Cooperation

OECD-Organization for Economic Cooperation and Development

MAC- Multilateral Agreement Committee

BAC - Bilateral Agreement Committee LT- Testing Lab

IB- Inspection Bodies

CB- Certification bodies

KS- Kosovo Standard

ISO- International Organization for Standardization

EN- European Standard

IEC- International Electro- technical Commission

EA GA General Assembly of EA

IPA- Instrument for pre-accession assistance in Europe

CPD- Directives of Construction products

CPR- Regulations for construction products

CROLAB- Association of Croatian Labs PT-Proficiency test

ILC- Inter-laboratory comparisons

PTB – National Institute of Metrology, Germany

MoU- Agreement of Understanding

DPA- General Directorate of Accreditation of Kosovo

IARM- Accreditation Institute of Republic of Macedonia

TURKAK- Accreditation Agency of Turkey

HAA- Croatian Agency of Accreditation

RENAR- Rumanian Association of Accreditation

MTI- Ministry of Trade and Industry

AC- Accreditation Council

PCA- Professional Council of Accreditation

TC- Technical Committees

QI- Quality Infrastructure

AI- Administrative Instruction

QM- Quality Manual

QMS- Quality management system

TP- Technical Procedure

MP- Management Procedure

FO-Form

L.L.C.- Limited Liability Company

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## Introduction

**The General Kosovo Accreditation Directorate (DAK)** is the only state institution founded by Law, independent in decision making for accreditation of testing/ calibration labs, inspection and certifying bodies. It has started its activities as a Unit of Accreditation in 2008 and its function based on Law no. 02/L-43 “on accreditation” as well as on Administrative Instructions no. 2006/15.

Nowadays activities of the Accreditation Directorate are based on Law no. 03/L-069 dated 13.12.2008 and the amendment of the new Law no. 04/L-007, 28.06.2011 “for accreditation”. Functionality of DAK was based on AI no. 2009/02 “for organization of the Kosovo Accreditation Directorate”.

Legal basis for the function of Kosovo Accreditation Directorate is:

- Law on Accreditation no. 03/ L- 069 (amendment of the new Law no. 04/L-007) Bylaws:
- IA no. 02/2009 “On organization and function of the Accreditation Directorate”;
- IA no. 04/2013 “Tariffs setting for Accreditation ”;
- IA no. 01/2011 “For formation and regulation of the Accreditation Council Activity”;
- IA no. 19/2012 “Defining the form, content and use of the Accreditation Emblem”;
- Regulation of the Professional Council;
- Work Regulation for Technical Committees;
- Regulation for selection of technical experts

And 104 documents (Quality Manual, Management Procedure, Technical Procedure, forms etc) which enable DAK to function according to requirements of standard ISO/IEC 17011.

Except this legal package, the Accreditation Directorate activity is also based on international standards of the accreditation area and in other documents issued by: EA (European co-operation for Accreditation), IAF regulations (International Accreditation Forum), ILAC (International Laboratory Accreditation Cooperation) and regulations of the European Commission 764/ 2008 and 765/2008.

Current address of the Accreditation Directorate:

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**Mission of DAK**, is to provide accreditation to all interested parties based on rules defined by laws, standards, technical rules and accreditation principles.

**Vision of DAK**, is to become a signatory members of reciprocal recognition agreements with EA and to actively participate in the process of country’s economic development. In this case

the conformity assessment certificates would be recognized by all MLA signatory states similar to ILAC and IAF the member of which KDA is.

## Statement of the General Director of DAK



MSc. Osman Hajdini  
System and building new schemes according to client's requests.

DAK continues to maintain and follow up the function of QMS in accordance with the standard ISO/IEC 17011 requirements. All this work contributes to a general development of Quality Infrastructure in Kosovo with the sole aim of fulfilling all requests of the consumer. Being one of three main Quality Infrastructure pillars, accreditation development will contribute toward improvement of Service and Product Quality, Sustainable development of the Kosovo economy and increase of export.

Dear readers and clients,

The year we left behind was a year of work and continuous successes of the Kosovo Accreditation Directorate ( DAK). When the Ministry of Trade and Industry was restructured, the Accreditation Directorate was advanced to a central body, meaning to a General Accreditation Directorate.

During the coming years DAK expects to be continuously expanded with new, professional and competent employees with the aim of implementing tasks and obligations in the accreditation area.

DAK continues to work based on the Quality Management

## Statement of the Director of the Directorate for Accreditation and Development at DAK



MSc Ibush Luzha

Dear reader:

Year 2013 was successfully concluded by the Kosovo Accreditation Directorate ( DAK ). This was proved by the number of Conformity Assessment Bodies accredited in 2013, as a result of the intensive work of DAK staff and the growing interest of business sectors for accreditation.

The Continuous Performance Improvement and provision of better services through professional competency was achieved based on various performance trainings attended by DAK until now.

The high level performance was reflected during the evaluations and during surveillance of DAK in 2013. Also, DAK paid special attention to the identification and elimination of gaps in the Quality Management System.

In order to improve the performance continuously, DAK paid a special attention to client requests and that is why during 2013 it applied an open and constructive dialogue with consumers and interested parties. All these contribute to risk management, help in identifying

emergency matters and in finding possibilities for a continuous improvement of services and performance of DAK.

Compared to other years, DAK has progressed considerably, a fact mentioned also by OECD (Organization for Economic Co-operation and Development) evaluators which have evaluated a considerable progress in accreditation area mentioning that the EA initial evaluation for DAK was an excellent progress instrument. This year EA –MAC ( Committee for Multilateral Agreements) made a decision to undertake a full evaluation on DAK. If this evaluation would be as successful as the first one DAK will sign a MLA ( BLA ), with EA (European co-operation for Accreditation) and doing that, certificates issued by CAB accredited by DAK would be recognized all over Europe and worldwide since EA has an agreement with IAF (International Accreditation Forum) and ILAC (International Laboratory Accreditation Cooperation), with DAK being member of both organizations. Another positive signal is the fact that the number of lead assessors, assessors and experts has increased since the last evaluation. Until now, DAK has had 7 lead assessors, 10 assessors and 36 experts.

The highest commitment, independent, professional and competent evaluation will enable the approval of DAK's accreditation system validity in region and wider and this will contribute to the economy and Kosovo society.

## **II. DAK's organizational structure**

Organizational Chart:

## The structure of the Kosovo General Accreditation Directorate

### Kosovo General Accreditation Directorate

Kosovo General Accreditation Directorate ( DAK ) provides accreditation service of:

- Testing and calibration labs;
- Management systems Certifying Bodies;
- Certifying Bodies of staff;
- Certifying Bodies of Products;
- Inspection Bodies;
- Bodies that implement proficiency tests and inter-laboratory comparisons;
- Bodies that produce referring certified materials etc.;
- Represents the Republic of Kosovo to International and European Accreditation Organizations;
- Cooperates with International Accreditation Organization of other countries to achieve agreements of the joint recognition, regional or international or to achieve bilateral agreement;
- Advises the state administration on issues linked to Accreditation and other evaluations of the technical competency, for completion of evaluation procedures of matching with standards and technical rules;
- Maintains, updates and provides data about the status of Accredited Bodies Accreditation;
- Cooperates with the Quality Infrastructure Line Ministries, testing Labs, Bodies for Conformity Assessment and with associations interested on accreditation issues;
- Organizes training on Accreditation Area;
- Undertakes activities in the area of inter-laboratory comparisons and proficiency tests;
- Takes data from Accreditation Bodies of other countries on their Accredited Bodies which are active in Kosovo;

### Directorate of Accreditation and Development

Directorate of Accreditation is a part of the General Accreditation Directorate and is responsible for the procedure of testing and calibration labs accreditation, accredited based on standard ISO/IEC 17025, medical labs according to standard ISO/IEC 15189 and Inspection and Certifying Bodies according to standards SK ISO/IEC 17020, SK EN 45011, SK ISO/IEC 17021, SK ISO/IEC 17024.

Directorate of Accreditation and Development is responsible for organization of trainings according to the annual plan of trainings of the General Accreditation Directorate and according to the standards' requirements: SK ISO/IEC 17011, SK ISO/IEC 19011, SK ISO/IEC 17025, SK ISO/IEC 17020, SK EN 45011 SK ISO/IEC 17021, SK ISO/IEC 17024, SK ISO/IEC 15189, SK ISO/IEC 17043 etc. The Directorate of Development is supervising the Sector of Testing labs Accreditation, Inspection and certifying Bodies and the Sector of trainings and communication with International Organizations.

Directorate of Accreditation and Development is led by the Director of Directorate of Accreditation and Development that reports to the General Director of DAK.

## **The sector of Testing labs, Inspection and Certifying Bodies, Quality Manager Accreditation**

Sector for Labs Accreditation is a part of the General Accreditation Directorate and is responsible for the accreditation procedure of testing, calibration labs accredited according to the standard ISO/IEC 17025 and medical labs according to standard ISO/IEC 15189. It also covers the accreditation procedure of Inspection and Certifying Bodies according to the standard SK ISO/IEC 17020, SK ISO/IEC 17024, SK ISO/IEC 17021, EN 45000 etc. Sector for Accreditation of Labs is led by the Head of the Sector, who reports directly to the Directorate of Accreditation.

### ***Sector of trainings and communication with International Organizations***

The trainings sector deals with training of the General Accreditation Directorate Staff and organization of trainings for Conformity Assessment Bodies. It covers the trainings annual plan and preparation of promotive materials related to the accreditation importance. Prepares monthly and annual reports regarding DAK's work. It is also the contact and liaison point with European and international accreditation organizations.

#### **DAK's supportive bodies are:**

Professional council,  
Accreditation Council,  
Technical Committee of testing/ calibrating labs,  
Technical Committee of Inspection Bodies.

### **III. Activities of Kosovo Accreditation Directorate (DAK)**

DAK has built the management system according to the standard ISO/IEC 17011 based on which it develops its activities. DAK does the accreditation of testing/ calibration labs, inspection and certifying bodies based on standards below:

- Testing/ calibration lab according to the standard SK ISO/IEC 17025,
- Medical lab according to standard SK ISO/IEC 15189,
- Certifying bodies of products according to requirement of the standard SK EN 45011,
- Inspection bodies according to requirement of standard SK ISO/IEC 17020.

DAK's main aim is to maintain and develop further the accreditation in the Republic of Kosovo, continuously by extending and increasing the number of Accredited Bodies ( Testing, calibration and medical labs, Inspection Bodies and Certifying Bodies). It provides accreditation services within the territory of Kosovo and outside by respecting policies and recommendations of EA, IAF and ILAC. DAK evaluates the technical competency of CABs in the mandatory and voluntary area.

### Main activities of DAK

- ✓ Complete the regular annual monitoring of accredited CABs;
- ✓ Receive new applications for the accreditation process ;
- ✓ Cooperate with Government authorities to implement new technical rules harmonized with the EU legislation;
- ✓ Undertake measures to provide DAKs effective management system;
- ✓ Provide a logistic support to the Accreditation Council and experts that are on DAKs list;
- ✓ Organizes trainings on accreditation area;
- ✓ Provide measures for securing DAK's publicity to promote accreditation in the country and abroad;
- ✓ Represent the Republic of Kosovo at European and International Accreditation Bodies;
- ✓ Cooperates with the respective Ministry and interested associations on accreditation matters;
- ✓ In order to help labs DAK continuously informs CABs about Proficiency Test ( PT ) and Inter-laboratory comparisons provided by European and international bodies.
- ✓ Cooperates with National Accreditation Bodies in other countries for achieving agreement of mutual recognition, regional or international or a bilateral agreement;

### DAK achievements

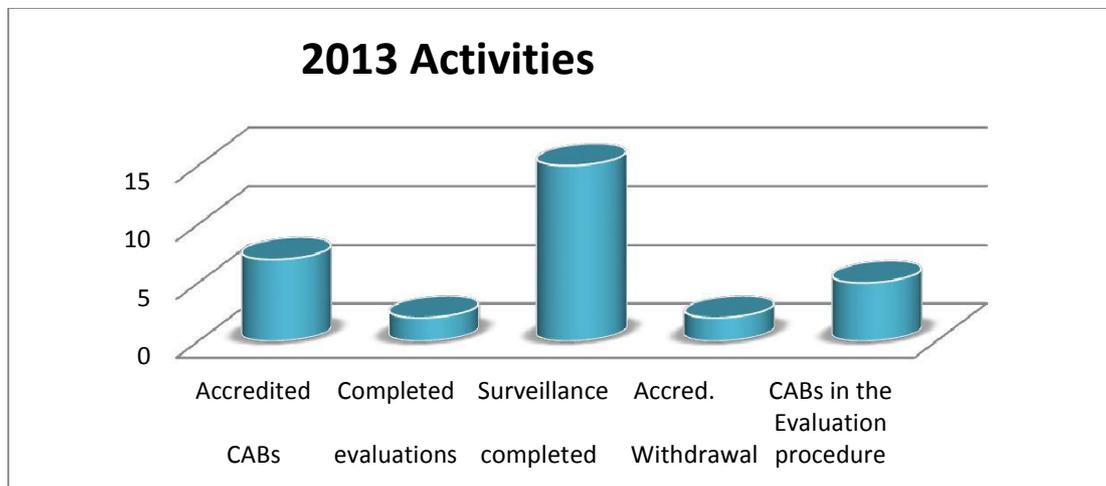
During 2013, DAK has actively participated in implementation of accreditation activities, implementation of evaluation visits for non-conformity closure, surveillance of accredited CABs .

Because of the nonfulfillment of standard SK ISO/IEC 17025 we have withdrawn accreditation of two testing labs. The evaluation procedure includes CABs that have brought the documentation and their evaluation is expected soon.

Tabular presentation of 2013 activities.

1	Accreditation	7
2	* Evaluation visits	2
3	Surveillances	15
4	TS accreditation suspension	2
5	CABs in the evaluation procedure	5

Chart of 2013 Activities



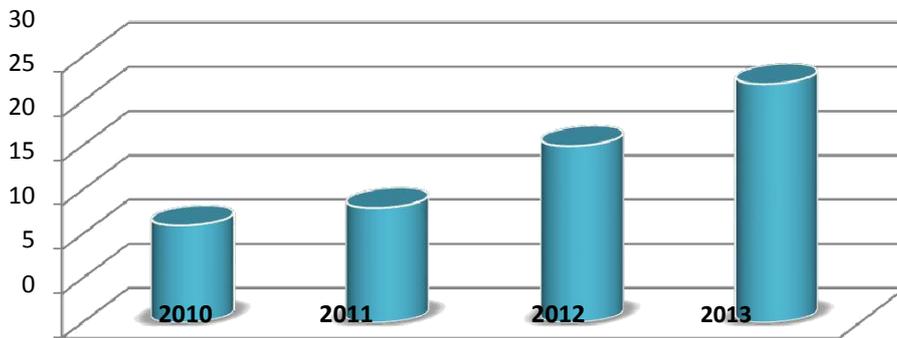
Within DAK, there are 23 Conformity Assessment Bodies accredited.

Tabular presentation of CABs accredited by DAK, during the four year period 2010-2013

Number	CABs accredited according to the standard	Number of Accredited CABs
1	Testing Lab (TL) KS EN ISO/IEC 17025	20
2	Calibration Lab (LK) KS EN ISO/IEC 17025	1
3	Inspection Bodies (IB) KSEN ISO/IEC 17020	2

Graphical presentation of CAB's accredited during the four year period 2010-2013

## Labs accredited during 2010-2013



Nine evaluations of 2013 have resulted with accreditation of seven Testing Labs:

1. **LT/35/25, PE."IPE-PROING"**- Lab for physical-mechanical analysis of construction materials and structures, **11.02.2013**
2. **LT/51/26, SOE" Agrovet"**- Testing lab for agro-geological materials, agro-ecological, technological, food and water, **12.02.2013,**
3. **LT/50/27, Sharrcem "Titan Groop Company"**- Lab for chemical and physical - chemical analysis of cement, **13.02.2013,**
4. **LT/45/28, JSC "Birra-Peja"**- Lab for chemical-physical and microbiological analysis of bier, juice, water and ice tea, **02.07.2013**
5. **LT/53/29, SOE "Test & Ing"**- Lab for bituminous mixture and geo-mechanical research, **04.07.2013**
6. **LT/55/30, "Ex Fis LABS"SH.P.K** – Lab for fuel analysis, **13.09.2013**
7. **LT/61/31, N.P.N. "Renelual Tahiri" Sh.p.k-** Testing Lab of concrete, its products and bituminous mixture , **04.12.2013**

Also, based on the working plan, DAK has completed fifteen surveillances of accredited CABs:

1. **LT/16/008, Eskavatori Company Shpk-** Lab for analysis of aggregate and asphalt,
2. **LT/18/011,"GEEKOS A&A"**- Lab for geo-mechanical analysis,
3. **LT/38/022, Factory for production of pharmaceutical medicine "Trepfarm "Laboratory"**- Lab of pharmaceutical products quality control
4. **LT/06/014, "Vëllezërit e Bashkuar" sh.p.k-** Lab of construction materials,
5. **LT/33/015, N.P.N"Ballkan projekt"**- Lab for the review of construction material, concrete, asphalt and soil geo-mechanicand geologic research
6. **LT/13/012, N.T.P "Ballkan Petroll"**- Lab of oil analysis,
7. **LT/34/016, Phyto-sanitary Corporation „Sara & Meti“ sh.p.k,** Lab for plants protection and agricultural lab,

8. **LT/29/013, Centre of Testing Lab -IKSHPK, with three labs:**
  1. Lab for drinking water analysis and recreational waters, 2. Lab of the food quality control 3. Micro-Biological Lab of food and water,
9. **TI/ 41/18, Saybolt Pan Adriatika d.o.o, Unit in Kosovo** – Inspection of quality and quantity of liquid fuel and inspection of fuel liquid gas quality,
10. **LT/43/020, “ALDI CONSTRUCTION” SH.P.K-** Lab for construction materials analysis,
11. **LT/40/021, "SIERRA LAB"** – Lab for diesel analysis and Lab for diesel and diesel fuel ,
12. **LT/46/023, “ETL-Kosova”**-Lab for examination of construction materials and review of concrete constructions;
13. **LK/38/022, Laboratory “ERAMET”**-Lab for calibration of mass and volume ,
14. **LT/42/024, "Kosova-Lab"**- Lab for diesel analysis and diesel liquid fuel,
15. **LT/35/25N.P “IPE PROING”**-Lab physical-mechanical analysis of construction materials and structures.

Completion of two evaluation visits in testing labs that wait for non-conformities closure:

1. **LT/37/XX, Agency of Food and Veterinary – Lab of Food and Veterinary** with four sectors : 1. Sector of milk analysis, 2. Sector of food microbiology, 3. Sector of food chemistry and veterinary remnants and 4. Sector of aerology.
2. **LT/56/XX, MBPZHR- Agency of Vineyards and Vinery, Vines Testing Lab.**

Accreditation withdrawal was implemented for labs as:

1. **LT/11/005, “FAN” Sh. p. k-** Lab for analysis of mechanical features of armory and welding nodes, **Decision no. 002/2013** on 14.05.2013
2. **LT/12/009, “M&Sillosi” Sh.p.k-** Lab for flour, wheat, doughs, snacks, oil and bread analysis, **Decision no: 003/2013** on 24.07.2013

During 2013, DAK received 14 applications of CABs for accreditation .

#### **IV. Objectives and activities in the future**

In 2013 the main objective was the successful closure of non-conformities given by the EA evaluation group. Aiming to achieve this goal, DAK has undertaken a number of various activities and has made comprehensive changes in legislation and in the management system. With the help of European EA project (European co-operation for Accreditation) through PTB German project (Physikalisch-Technische Bundesanstalt) and expert from Greece, Ms. Maria Papatzikou we have reviewed once more all non-conformities, a new report of non-conformities was prepared and the same was approved by the lead assessor of EA, Ms. Nicole Meurée-Vanlaethem who has sent the final report for non-conformities from the side of DAK. After the next meeting of the Committee for Multilateral Agreements ( EA-MAC) held in Amsterdam of Netherlands, a meeting where it was decided to evaluate DAK in 2014 ( a full evaluation). In the moment when MLA ( BLA ) agreement is signed all Conformity Assessment certificated issued by labs accredited by DAK would be recognized by all member states of EA and signatory members of MLA as well as members of IAF and ILAC.

In the last progress report of Brussels, the work of Accreditation Directorate was positively

evaluated and we had no challenge during that time period.

On 08.10.2013, DAK received a positive answer related its representation as an observer at the Committee for IAF Management for Multilateral Agreements (IAF MLA Management Committee -MLA MC). Observant representative at IAF MLA MC will be Mr. Ibush Luzha.

In accordance with strategic objectives and quality policies, DAK activities for year 2014 will be focused on :

- Further commitments for improvement and completion of DAK's procedures and the whole accreditation system which will be harmonized with EU practices;
- Extension of activities in new accreditation areas based on needs of interested parties;
- Increase the level of competency of all participants in the accreditation procedure of permanent DAK staff and external cooperators as well as the professional development of a big number of employees.
- Increase number of competent assessors and technical experts.
- Improving the cooperation with interested parties ( respective ministries, consumers and accredited CABs and their associations) with the aim of a bigger inclusion of all interested parties,
- A continuous promotion of accreditation importance and its role.

## **Cooperation with Countries' Government bodies**

DAK continues to cooperate with governance bodies of accreditation procedures for CABs, with respective Government bodies that give the authority for implementation of technical rules in the food safety, industrial products of the environmental safety, consumers' protection and new areas of the public interest according to the Administrative Instruction no. 16/2011 "on the manner of authorizing conformity assessment bodies ".

## **DAK's Cooperation in a European and international level**

Kosovo Accreditation Directorate cooperates with all accrediting bodies of Balkans and is working for institutionalization of this cooperation signing a number of Cooperation Agreements:

1. On March 27, 2008, DAK signed the MoU with the General Accreditation Directorate of the Republic of Albania.
2. On May 14 2009, DAK signed MoU with the Accreditation Institute of the Republic of Macedonia (IARM)

3. On November 19, 2009 DAK signed the MoU with the Turkish Agency of Accreditation (TURKAK), Republic of Turkey
4. On November 26, 2009 in Bruges of Belgium at EU General Assembly, DAK has become a member of EA , (European co-operation for Accreditation) as a Contract Member (Cooperation Member ).
5. On June 17, 2010, DAK in Brussels of Belgium signed the MoU with the Croatian Agency of Accreditation (HAA), Republic of Croatia.
6. On July 27, 2010, DAK has become a member of the International Organization of Labs Accreditation ILAC International Laboratory Accreditation Cooperation).
7. On August 02, 2010, DAK has become a member of the International Accreditation Forum (**IAF**) (International Accreditation Forum).
8. On November 24, 2011 in Warsaw of Poland, the Kosovo Accreditation Directorate has become an associate member of EA (European co-operation for Accreditation).

Kosovo Accreditation Directorate continues to progress in the aspect of regional cooperation. This time, in its premises, on 29.03.2013 DAK achieved to sign a Memorandum of Understanding with the Rumania Accreditation Association. The Memorandum of Understanding, on behalf of RENAR was signed by the President Mr. Fanel Lacobescu Ph.D.Dr.h.c whereas on MSc. Mr. Ibush Luzha signed it on behalf of DAK. Signature of this Memorandum of Understanding was done with the aim of exchanging lead assessors, assessors, knowledge and experience experts which help in DAK's capacities development and in further advance of the Kosovo quality infrastructure.

## **Trainings organized by DAK**

On September 19, 2013, Kosovo Accreditation Directorate organized a training with a subject " General requirements for the competency of testing and calibration Labs" SK EN ISO/IEC 17025: 2007. 19 persons have attended the training, mainly persons responsible for implementation and maintenance of the management system in accredited labs and labs in the process of assessment.

On November 5, 2013 DAK held a training with the subject of “ General requirements for the competency of testing and calibration labs” SK EN ISO/IEC 17025: 2007. There were 24 participants at the training, participants were persons that work in the lab and experts of various areas.

Objectives of the training were gaining knowledge on management requirements, chapter 4 and requirements of the technical competency chapter 5 of standard SK EN ISO/IEC 17025:2007

Lecturers were DAK representatives.

Certificates for participation were distributed in the end of each training.

Every day more, DAK achieves to increase and improve competency of staff and technical assessors through trainings. An important role in this aspect was also played through support of IPA 2008 and PTB for DAK.

Trainings followed by DAK staff during 2013 are:

IAF/ILAC training for the Technical Committee of Inspection Bodies, held on April 30 and 31 in Frankfurt,

Training with the subject of EU Organic Farming, accreditation criteria from National Bodies, held in Skopje, on May 09/10,

Training on requests of the regulation EU 305/2011 for construction materials and difference between regulations CPD and CPR, held from 17-19 June in Istanbul.

Training on standard ISO/IEC 17021:2011, Conformity Assessment- Requests for bodies that complete the auditing and certification of the management system, held in Zagreb, on September 24/25,

Training on the standard ISO/IEC 17024:2012 “General requirements for bodies that operate in staff certification”, held in Tirana, on October 29 /30;

Training for the standard ISO/IEC 19011: 2006 “Internal Auditing for CABs management system ”, held in Tirana, November 13/14 .

## **DAK's regional meetings**

During the year 2013, DAK, has similarly continued to participate actively in various regional meetings:

- During 30.04-01.05.2013 participation in IAF meeting, (International Accreditation Organization), in Frankfurt of Germany.
- On May 16, participation in the meeting with Southwestern Europe countries organized by PTB project held in Split;
- On May 29 and 30 General Assembly (EA-GA) held in Paris, France.
- During 29.08-04.10.2013, Proficiency Testing (PT), Ljubljana, Slovenia where except DAK representatives, 4 other labs from Republic of Kosovo have also participated.
- On October 2 and 3, participation in the Committee for EA Multilateral Agreement (EA-MAC) held in Amsterdam of Netherland,
- During 6.11.2013 - 10.11.2013 “Regional Conformity Assessment”, CROLAB, Opatia, Croatia.
- On November 20 and 21, participation in the General Assembly Meeting (EA-GA) held in Oslo of Norway.

## **DAK's other activities**

Kosovo Accreditation Directorate in the process of developing its activities, through which not only that it contributes directly in the development of quality infrastructure, implementation and maintenance but it also promotes the accreditation importance.

On June 12, 2013 an event was organized with the aim of marking Global Accreditation Day. The moto of this meeting was accreditation promotion “ One test, one certification, one accreditation” or “A product tested once, is accepted everywhere”

DAK Director presented briefly about DAK's achievements.

In the end of the meeting, the promotional material of the Accreditation International Organization was presented.

On December 19, 2014, Kosovo Accreditation Directorate, held final meetings with representatives of: Conformity Assessment Bodies, Accreditation Council, Technical Committees, Technical Committees, Technical Experts and representatives of interest groups. The attendees were notified about DAK's achievements during 2013.

After completion of discussions, accreditation certificates were distributed solemnly by the General Director of DAK, Osman Hajdini, to seven testing labs.

The economic rehabilitation and reindustrialization of the state is not possible without the needed technical infrastructure where institutions provide services for testing, measurement and calibration of apparatus through which the product quality is defined.

For a successful development, DAK has to provide continuous and sustainable funds, space for human resources for completion of accreditation assessments.

Because of the continuous increase of new applications' number for CABs accreditation and because of the work load, DAK has foreseen to engage two other employees in the sector for accreditation of testing and calibration labs. The number of current employees is seven ( 7 ). New employees will be included in the intensive training program in order to be trained on assessment procedures for accreditation of CABs.