

June 10th, 2021

Her Excellency Vjosa Osmani
President of the Republic of Kosovo
Office of the President of Kosovo
Assembly Building
"Mother Teresa" Square n.n.
10 000 Prishtina
Kosovo

Your Excellency,

[Out Leadership](#), the largest and oldest global coalition of businesses championing respect for the human rights of lesbian, gay, bisexual and transgender (LGBTQ+) people globally, joins other voices in encouraging the Government of the Republic of Kosovo to ensure that its new civil code enshrines marriage equality for same-sex relationships into the law on marriage.

Out Leadership is the global voice for businesses on issues related to LGBTQ+ equality. The coalition includes some of the largest multinationals in the world including EY, Microsoft, The Coca Cola Company and Goldman Sachs. Out Leadership is also a convener for a network of more than 650 CEOs including Jim Fitterling, Chairman & Chief Executive Officer, The Dow Chemical Company, Bob Moritz, Global Chairman, PwC and Noel Quinn, Group Chief Executive, HSBC.

Our coalition of businesses believes the private sector has a stake in ensuring everybody is treated equally, including sexual minorities. It is not only a human rights imperative but is good for business and is smart for the economy. Extensive research has shown that, when LGBTQ+ people are guaranteed the opportunity to achieve their full potential in, it has a widespread positive effect on a country's level of economic development but also makes business easier.

Specifically on same-sex marriage, there is extensive evidence that it has direct positive economic externalities, from tax filing to health care costs, which benefit individuals, businesses and economies. Among others, Dr. M. V. Lee Badgett, Professor of Economics at the University of Massachusetts Amherst, demonstrated in her research that increasing LGBTQ+ equality improves economic outcomes not only for LGBTQ+ people but also for entire countries. On June 26th, the United States, as an example, will celebrate the sixth anniversary of same-sex marriage being legalized across the country and countless studies have shown the multiple benefits for society at-large.

We believe the new civil code provides a unique opportunity for Kosovo to join the 31 countries and territories that have enacted national laws allowing gays and lesbians to marry.

OUT
LEADERSHIP

Our Leadership urges you to consider our request favorably and look forward to working with our member companies and the Government to champion a truly inclusive Kosovo.

Sincerely,

A handwritten signature in black ink, consisting of a large, stylized 'T' and 'S' that are intertwined, with a horizontal line extending to the right from the end of the 'S'.

Todd Sears
Founder & CEO

Electronic distribution by e-mail

Copy to:

- His Excellency Albin Kurti, Prime Minister, Republic of Kosovo
- His Excellency Albulena Haxhiu, Minister of Justice, Republic of Kosovo
- His Excellency Tomáš Szunyog, EU Special Representative to the Republic of Kosovo
- His Excellency Philip S. Kosnett, United States Ambassador to the Republic of Kosovo
- Professor Lee Badgett, professor of economics and co-director of the Center for Employment Equity at the University of Massachusetts Amherst